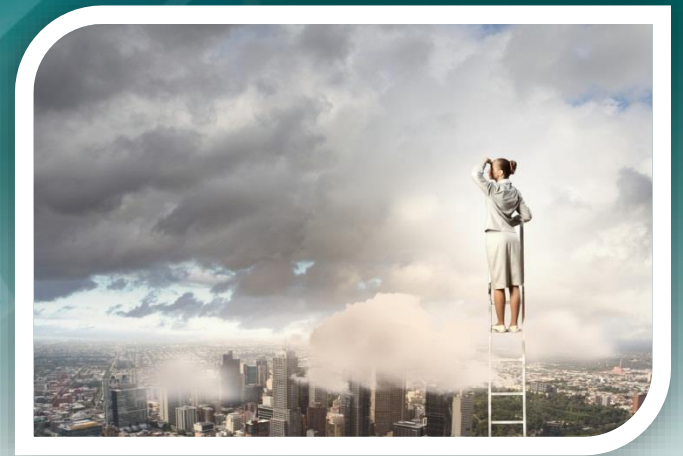




Women and Leadership

Working Through Barriers and Biases



Self-Guided Learning Program

Overview



Introduction

Let's start with some numbers: about 76 percent of U.S. women ages 25–54 are in the workforce.ⁱ

The good news: In the same study it was found that women ranked higher than men in 12 out of 16 essential leadership competencies, proving that women have what it takes to lead!



According to a study by Caliper, women leaders are more persuasive, assertive, and driven to get things done, and they are more willing to take risks than male leaders.ⁱⁱ In addition, they're more empathetic and flexible and have stronger interpersonal skills. Furthermore, research by Catalyst found that companies with sustained high representation of women—that is, three or more women board directors in at least four of five years—significantly outperformed those with no women board directors.ⁱⁱⁱ



Test Your Knowledge

Read the question, then click on the answer.

Which of the following is an example of an organizational challenge that women in leadership face?

A. Being perceived as engaging in more “caretaker” behaviors than “take charge” behaviors

B. A lack of role models

C. Waiting to be offered a promotion instead of asking for one

D. A strong “inner-critic” telling them they are not capable

