Self-advocacy and Self-promotion for Women in the Workplace

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Self-advocacy

Dec 14 2018 Self-advocacy in the Workplace - ldaamerica.org
ldaamerica.org/self-advocacy-in-the-workplace-requesting-job-accommodations

• Knowing what you want
• What you do well
• What you have difficulty doing

It includes knowing your legal rights, your needs, and telling that information to the appropriate person.
7 Ways to Advocate for Yourself in the Workplace

Marlen Komar 2/2016 https://www.bustle.com/articles/140219-7-ways-to-advocate-for-yourself-at-work
First And Foremost:

Believe You Deserve What You're Asking For
Think Up Ways That You Can Make Your Request A Reality
Keep Emotions Out Of It
Tailor Your Request Towards Who You're Asking
#5

Don't Ask For Less In Order To "Increase Your Chances"
#6

Be Specific On When You'd Like These Changes To Happen
#7
Take Charge Even If You Get Denied
22 yo IUPUI student takes a stand

“I saw the word ‘slut’ and I thought, ‘Oh, no, that can’t be right,’” Carter said this week. “This was the first time I had ever seen such a term so degrading to women advertised in a bar on their drink menu. I was so taken off guard.”
Level the playing field

• Call out inequity
• Advocate for equity
• Increase diversity
Self-Promotion

The action of promoting or publicizing oneself or one's activities, especially in a forceful way.

The act of furthering one's own growth, advancement, or prosperity: the promotion of oneself
Self Promotion

“If I just work hard enough...”

“Why do I have to tell them....”

“She's guilty of criminally bad taste and shameless self-promotion"
Women are
40% MBA students
50% paid workforce
Women are..

15% of senior leaders and 3% of CEOs in Fortune 500 firms

10% of women-owned firms receive equity capital

Our elected officials are overwhelmingly male.
Newly elected freshman members of the 112th Congress pose for a photo on the steps of the U.S. Capitol in November 2010.
Women in the U.S. Congress 2019

127 (106D, 21R) women hold seats in the United States Congress

23.7% of the 535 members

25 women (25%) U.S. Senate

102 women (23.4%) U.S. House

4 non-voting delegates (2D, 2R) represent American Samoa, the District of Columbia, Puerto Rico and the Virgin Islands
Stand Out for Success: The Secrets of Self-Promotion

To get promoted:

Promote Yourself

Build a supportive network
Talk about your results

• Paper published
• Project completed under budget
• Awards
• Breathed life into a client relationship

Sharing results shows the impact of your work. Your success = team/manage success
Get noticed

- Newsletter
- Town Hall
- Annual report
- Meet with leaders

How are results made public?
How do accomplishments get on the agenda?
Don’t wait for someone else to notice you.
Be an expert (Outside of your department/institution)

• Social Media
  – LinkedIn/twitter/Doximity

• Write/Speak on your area of expertise
Build a Custom Network

• Create your own
  – The A Team
  – AMWA
  – Healthcare Business Association
• Challenge the Old Boy Network
Things that super-powerful women NEVER DO

1.) Downplay their achievements
   
   *Being open about your success gives concrete accomplishments to point to*

2.) Avoid confrontation
   
   *Debate can be healthy*

3.) Trash others to get ahead
   
   *Power comes from succeeding – not from stepping on other people*

4.) Let criticism derail them
   
   *Learn from criticism, make adjustments, and move on*
Things that super-powerful women NEVER DO

5.) Let abusive behavior go unchecked
   *Calling it out does not make you a snitch or weak*

6.) Internalize mistakes as personal failings
   *Acknowledge what happened, correct the course, and move on*

7.) They don’t fear failure
   *Failure is not a game-ender, it is a game changer*

8.) Let self-doubt run the show
   *Everyone has self-doubt don’t let it derail your progress by hesitating and overthinking your next steps*