

How Women Rise: Why What Got You Here Won't Get You There

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An Initiative of the Center for WorkLife Law
at UC Hastings College of the Law



REAL-LIFE
SOLUTIONS



PRACTICAL
ADVICE



SOCIAL
SCIENCE

Agenda

- Background and specifics about behaviors that keep women stuck
- Big *AHA*'s from the research
- How to tweak what might be getting in your way

Background

- Why “What Got You Here Won’t Get You There”
- How it works differently for women
- Workshops as research lab
- How we worked together

The 12 Behaviors

- Let's be clear: culture and structure also play a role
- Our focus is on what women can control
- Each behavior has a positive side
- Not women's behaviors, human behaviors

Behaviors

- **Behavior 1:** Reluctance to Claim Your Achievements
- **Behavior 2:** Expecting Others to Spontaneously Notice and Reward Your Contributions
- **Behavior 3:** Overvaluing Expertise
- **Behavior 4:** Building Rather than Leveraging Relationships

Behaviors

- **Behavior 5:** Failing to Enlist Allies from Day One
- **Behavior 6:** Putting Your Job Before Your Career
- **Behavior 7:** The Perfection Trap
- **Behavior 8:** The Disease to Please

Behaviors

- **Behavior 9:** Minimizing
- **Behavior 10:** Too Much
- **Behavior 11:** Ruminating
- **Behavior 12:** Letting Your Radar Distract You

Putting Your Job Before Your Career

- Be explicit about where you intend to go
- Recognize that just doing a great job won't get you there
- Know that loyalty sometimes means moving on

Building Rather Than Leveraging Relationships

- Engage others to achieve tactical or strategic goals
- The user trap- avoiding either/or
- New research on “moral inhibitions” and undervaluing yourself
- People help others because it makes them feel good

Minimizing

- Minimizing words and phrases
- Apologizing- when not to say “I’m sorry”
- Making yourself physically small
- Distraction as a form of minimizing
- Presence requires being present!

Ruminating

- Reflecting on the past
- Why it doesn't serve us
- Rumination is for cows
- Men let go

Making Change

- Start with one thing
- Don't do it alone
- Let go of judgment
- Remember what got you here!



Thank you!

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Upcoming Webinar

Navigating Everyday Bias in the Workplace



May 22nd
9:00 AM PT

Led by
Dr. Tiffany Jana