



**FPSA™**  
WOMEN'S  
ALLIANCE  
NETWORK

presents

# *Unconscious* Mistakes Women Make That *Sabotage* Their Careers

With Lois P. Frankel, Ph.D.

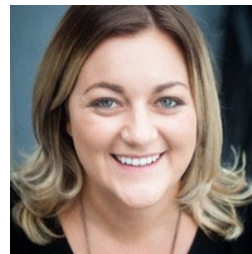


July 18, 2019 | 1:00pm-2:00pm EDT | [www.fpsa.org](http://www.fpsa.org)



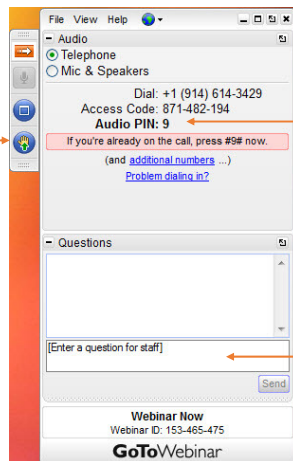
Morgan Kervitsky  
*Meritech*

Our Moderator Today



## But first, housekeeping items...

Have a question?  
Raise your hand and FPSA staff  
will unmute your line so you can  
ask your question to the speaker.



But, be sure to enter your audio pin #  
if you're dialing in via phone so we  
can hear you! 😊

Type in your questions at anytime  
during the webinar via the  
Questions box



And for  
some  
gratuitous  
self-  
promotion....



### ❖ Women's Alliance Network Red Circle Honors

- Deadline for nominations August 16
- [www.fpsa.org/wan-redcirclehonors](http://www.fpsa.org/wan-redcirclehonors)

### ❖ Breakfast @ PROCESS EXPO


- Thursday, October 10, 7:30 – 10:00 am CT
- Registration – FREE and open to all  
<https://fpsawomensalliancebreakfast.eventbrite.com>
- Sponsorship opportunities still available – contact Alaina Herrera at [aherrera@fpsa.org](mailto:aherrera@fpsa.org)

### ❖ Book Club

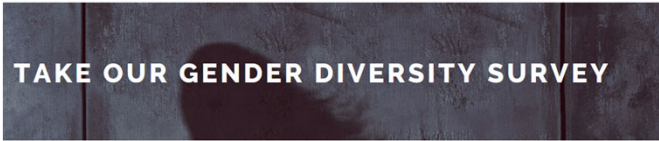
- *Nice Girls Don't Get the Corner Office* (Dr. Lois Frankel)
- Friday, August 23, 2:00 – 3:00 pm ET

Visit <https://www.fpsa.org/fpsa-womens-alliance/> to join!





HOME WHAT IS IWIM? **PARTICIPATE** IWIM HONOREES IWIM NEWS IWIM BLOG ABOUT US




## TAKE OUR GENDER DIVERSITY SURVEY

Participate in our history-making Career Development and Gender Diversity Survey

Women make up 47% of the U.S. labor force but just 29% of the manufacturing workforce. As the U.S. manufacturing industry faces significant skilled-labor shortages and plants contend with critical leadership transitions at all levels, women are playing a crucial role in evolving the industry for the future.

In light of this, Influential Women in Manufacturing wants to know: What does career development look like at your company? Is gender diversity on your company's radar? What opportunities have for career development have you seized – or created for yourself?

We're developing the first ever special report that looks at career development and gender diversity across the entire manufacturing spectrum. But we need your help to make it happen. Through this anonymous research study, we're identifying where companies are making progress, and where they still need work.




<https://www.influentialwomeninmanufacturing.com/participate/survey/>

### One more thing....

Please help our friends at Food Processing and Influential Women Manufacturing by participating in their Career Development and Gender Diversity Survey.

Both men and women – from entry-level to leadership – are encouraged to complete the survey.

Special report will be available Fall 2019.



## About Dr. Lois P. Frankel

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- President of Corporate Coaching International
- New York Times and Wall Street Journal bestselling author
- Executive coach and internationally recognized expert in the field of leadership development for women
- A guest on the Today Show, Larry King Live, 20/20, Tavis Smiley, and CNN
- <http://www.drloisfrankel.com>
- Follow her at @drloisfrankel 







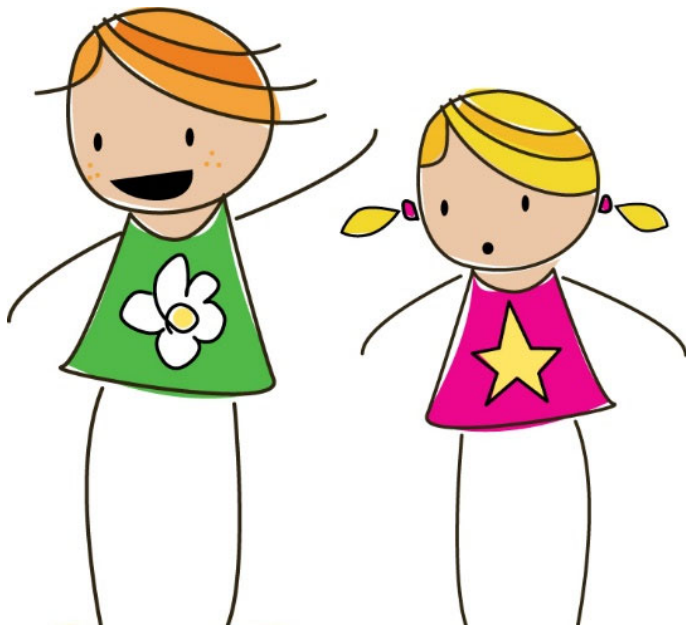


## GOALS

1. Gain insight into how the past impacts the present
2. Identify “nice girl” behaviors
3. Learn the most common mistakes made by “nice girls”
4. Target specific skills to add to your repertoire
5. Demonstrate the skills in real time

## NICE GIRLS SYNDROME

You behave according to the rules you were taught in childhood.



YOU KNOW YOU  
SUFFER FROM  
NICE GIRLS  
SYNDROME IF...

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You act in ways  
designed to make other  
people like you.



YOU KNOW YOU  
SUFFER FROM  
NICE GIRLS  
SYNDROME IF...

---

You avoid being too  
powerful for fear that  
men will reject you.





YOU KNOW YOU  
SUFFER FROM  
NICE GIRLS  
SYNDROME IF...

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You avoid aggressively  
pursuing ***your*** goals  
because it might make  
others uncomfortable.



YOU KNOW YOU  
SUFFER FROM  
NICE GIRLS  
SYNDROME IF...

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You don't ask for what  
you ***really*** want.



YOU KNOW YOU  
SUFFER FROM  
NICE GIRLS  
SYNDROME IF...

You believe it's ***your*** job  
to take care of  
everyone else.



WHAT WERE SOME CHILDHOOD  
MESSAGES THAT CONTRIBUTED  
TO ***YOUR*** NICE GIRLS  
SYNDROME?

Nice is *necessary* for success...  
but it's not *sufficient*.

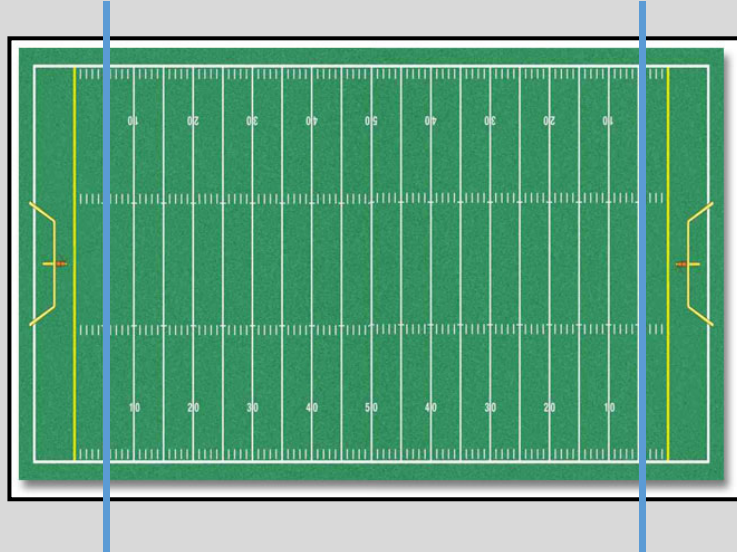
TOP TEN  
MISTAKES  
MADE BY NICE  
GIRLS

1. Make miracles
2. Don't take time to network
3. Fail to set boundaries
4. Strive for perfection
5. Ignore the "look and sound" of success
6. Unclear vision/branding
7. Tolerate inappropriate behavior
8. Don't ask
9. Use too many words
10. Avoid difficult conversations

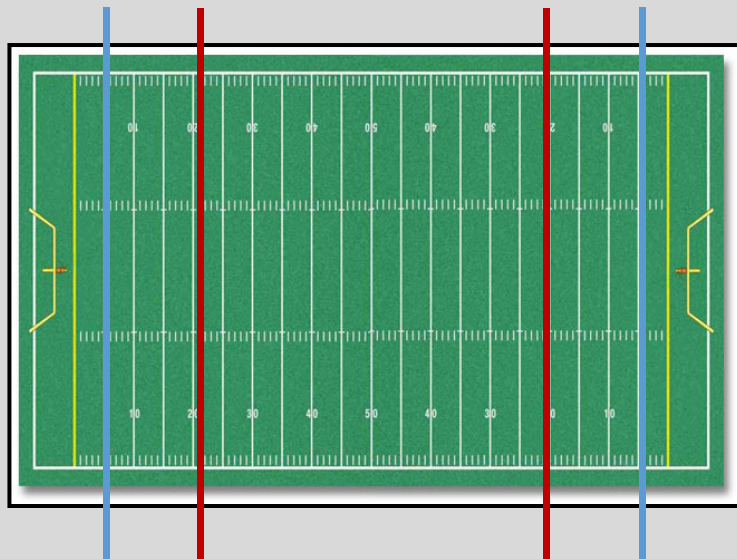


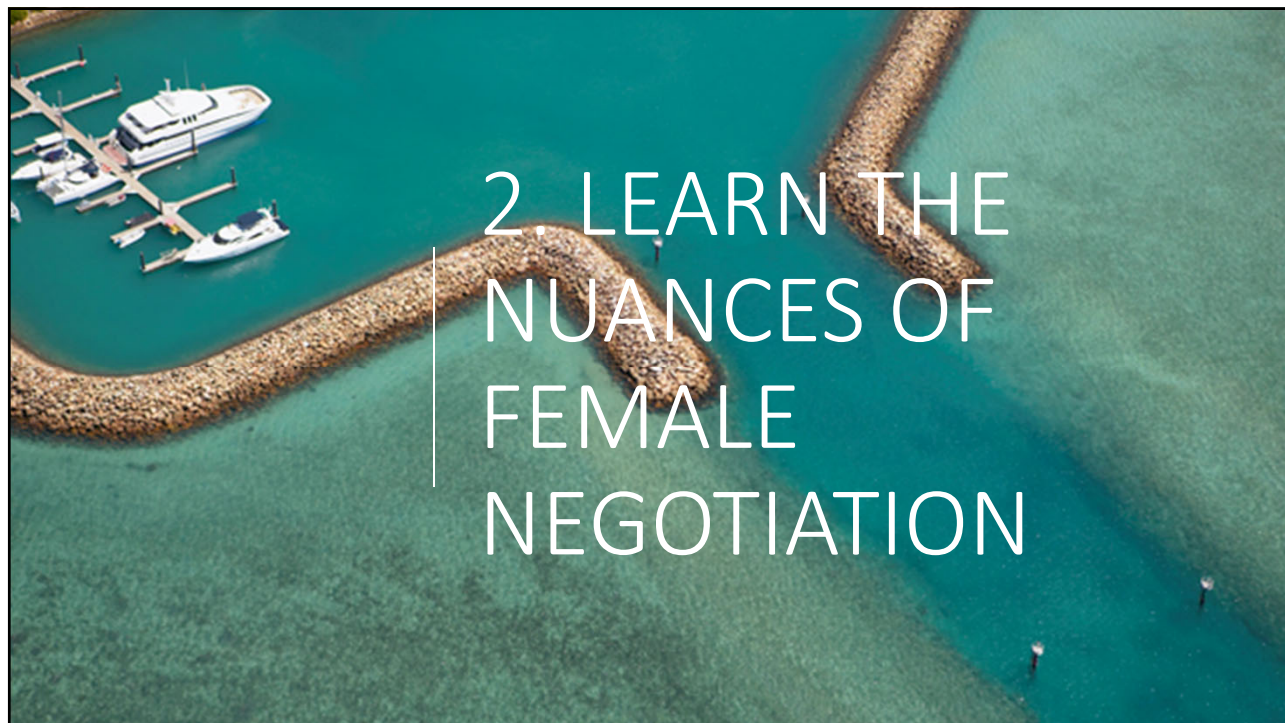
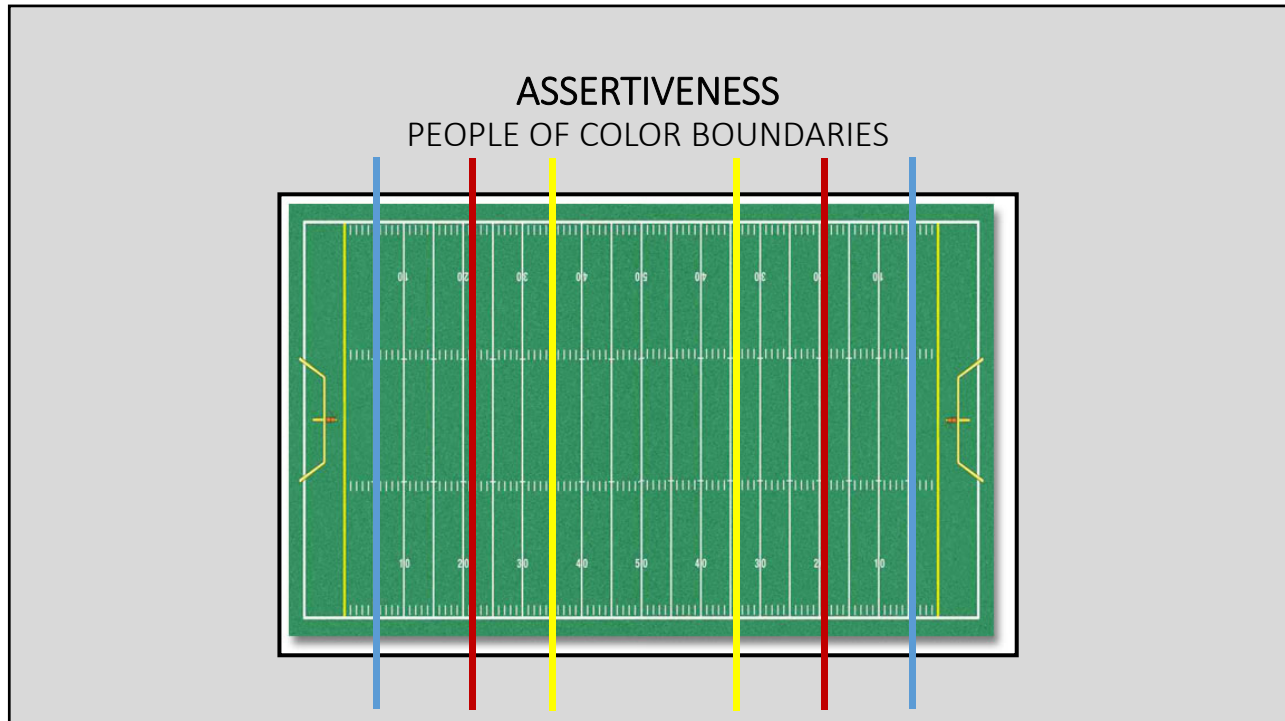


## ASSERTIVENESS MEN'S BOUNDARIES



## ASSERTIVENESS WOMEN'S BOUNDARIES







D = Describe

E = Explain and Elicit

S = Specify Desired Outcome

C = Create Consequences

3. USE THE  
*DESCRIBE* FOR  
DIFFICULT  
CONVERSATIONS  
—





6. TELL PEOPLE TO **GO TO HELL** SO THEY LOOK FORWARD TO THE TRIP

- Bropropriating
- Maninterrupting
- Mansplaining



7. CAPITALIZE ON INTERNAL AND  
EXTERNAL "QUID PRO QUO"  
NETWORKING AND  
COLLABORATION

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8. EMPLOY  
"CONTRASTING"

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## 10. BUILD YOUR BRAND

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Write it down  
Apply observable behaviors  
Look to the edge  
Let others know about it  
Elicit feedback  
Treat other with abundance



The question isn't  
who will *let* you.

The question is  
who will *stop* you.

Be  
*Unstoppable*

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Thank you for joining!



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