

WHEN THERE ARE 304...

(...OR AT LEAST 152)

Presented by Christy Keating, JD, CPC
WASA Women in Leadership Conference
April 30, 2022



MY MENTORS AND CHAMPIONS



THE HONORABLE JUDGE
KATHY DELGADO



SENIOR DEPUTY PROSECUTOR
ANDREA VITALICH



AMY LANG, MA
BIRDS+BEES+KIDS

EMPOWERMENT

The process which enables one to gain power, authority, and influence over others, institutions, or society.

A process that allows one to gain the knowledge, skill set, and attitude needed to cope with the changing world and the circumstances in which one lives.

AGENDA

- Finding your “WHY”
- Women in Leadership
- Identifying the “HOW”
 - Mentoring and Coaching: Two Models
 - Skills for Self, Skills for Others
 - Addressing Envy, Resentment, Identity, and Bias
- Taking Action
- Questions



FINDING YOUR “WHY”

WHAT CONNECTS YOU TO THIS WORK?

WOMEN
WOMEN
WOMEN
WOMEN

LEADERSHIP QUALITIES

Women Excel	Leadership Quality	Men Excel
X	Takes Initiative	
X	Resilience	
X	Practices Self-Development	
X	Drives for Results	
X	Integrity and Honesty	
X	Develops, Inspires, & Motivates Others	
X	Bold Leadership	
X	Builds Relationships	
X	Change Champions	
X	Collaboration and Teamwork	
X	Communicates Powerfully and Prolifically	
X	Solves Problems & Analyzes Issues	
X	Innovates	
	Technical or Professional Expertise	X
	Develops Strategic Perspective	X

WHEN WOMEN HAVE
A SEAT AT THE TABLE,
ORGANIZATIONS THRIVE

THE PROBLEM: NOT ENOUGH HAVE A SEAT AT THE TABLE

- 4,492,114 teachers working in the U.S. as of April 18
- 74.3% women; 72.3% white
- Still a gender pay gap: Women in education make \$.95 on the dollar
- Principals: 54% are women overall; 67.3% and 60% of high school and middle school principals respectively are men
- 81% of superintendents come from a HS/MS principal role
- School Superintendents: only 24-25% are women
 - In WA 78 women relative to 304 districts

THE OTHER PROBLEM: WOMEN STRUGGLE WITH CONFIDENCE

- 73% of all women lack confidence at work on a regular basis
- 75% of female execs: imposter syndrome
- Men will apply for positions where they meet only 60% of qualifications; a woman won't apply unless she meets 100%
- Girls: confidence matches boys until age 12 and then drops 30%; doesn't recover until *at least* age 40

IDENTIFYING THE “HOW”

HOW DO WE ACTIVELY EMPOWER?



THREE KEY WAYS

- Incorporate a coaching approach
- Develop self-awareness
- Confront bias



COACHING V. MENTORING

COACHING QUESTIONS TO GET YOU STARTED*

- What's on your mind?
- And what else?
- What's the real challenge here for you?
- What do you want?
- How can I help? What do you want from me?
- If you're saying yes to this, what are you saying no to?
- What was most useful to you?

INNER CRITIC



WHAT IS THE INNER CRITIC?

The inner critic is a strategy used by our safety instincts to keep us in our comfort zone.

RECOGNIZING THE INNER CRITIC

- Harsh, rude, mean
- Binary, extreme
- Ostensibly, the voice of reason
- “You aren’t ready yet.”
- You aren’t good at technical stuff/math/negotiating
- Body perfectionism
- The tape
- A broken record
- Irrational but persistent
- The one-two punch
- Takes inspiration from critical people in your life

INNER CRITIC v. REALISTIC THINKING

Inner Critic	Realistic Thinking

INNER CRITIC v. REALISTIC THINKING

Inner Critic	Realistic Thinking
Definite pronouncements with little real evidence	Curious questions + interest in evidence

INNER CRITIC v. REALISTIC THINKING

Inner Critic	Realistic Thinking
Definite pronouncements with little real evidence	Curious questions + interest in evidence
Either/Or thinking	Able to see nuance

INNER CRITIC v. REALISTIC THINKING

Inner Critic	Realistic Thinking
Definite pronouncements with little real evidence	Curious questions + interest in evidence
Either/Or thinking	Able to see nuance
Yes/No questions ("Is it possible?")	Open-ended questions ("How might it be possible? What part is possible?")

INNER CRITIC v. REALISTIC THINKING

Inner Critic	Realistic Thinking
Definite pronouncements with little real evidence	Curious questions + interest in evidence
Either/Or thinking	Able to see nuance
Yes/No questions ("Is it possible?")	Open-ended questions ("How might it be possible? What part is possible?")
Repetitive	Forward-moving

INNER CRITIC v. REALISTIC THINKING

Inner Critic	Realistic Thinking
Definite pronouncements with little real evidence	Curious questions + interest in evidence
Either/Or thinking	Able to see nuance
Yes/No questions ("Is it possible?")	Open-ended questions ("How might it be possible? What part is possible?")
Repetitive	Forward-moving
Focuses on problems/lacking areas	Seeks solutions

INNER CRITIC v. REALISTIC THINKING

Inner Critic	Realistic Thinking
Definite pronouncements with little real evidence	Curious questions + interest in evidence
Either/Or thinking	Able to see nuance
Yes/No questions ("Is it possible?")	Open-ended questions ("How might it be possible? What part is possible?")
Repetitive	Forward-moving
Focuses on problems/lacking areas	Seeks solutions
Speaks in anxious tones	Speaks in calmer tone

COMMON INNER CRITIC MISTAKES

- Arguing with the critic
- Getting angry with the critic
- Assuming it means we are on the wrong track
- Seeing the critic as a motivating ally

MANAGING THE INNER CRITIC

IDENTIFYING AS A VOICE

- Label and notice the inner critic voice
- Separate the “I” from the inner critic
- Create a character who personifies your inner critic

MANAGING THE INNER CRITIC

GROUNDING IN A NEW PERSPECTIVE

- Compassionately see IC's motives
- Look for the humor
- Check in with your inner mentor/inner wisdom
- Choose a core value to let lead you instead

MANAGING THE INNER CRITIC

SOMATIC TOOLS

- Remove your IC from the scene
- Pantomime putting all your IC thoughts in a vessel
- Picture the voice receding into space
- Turn down the volume

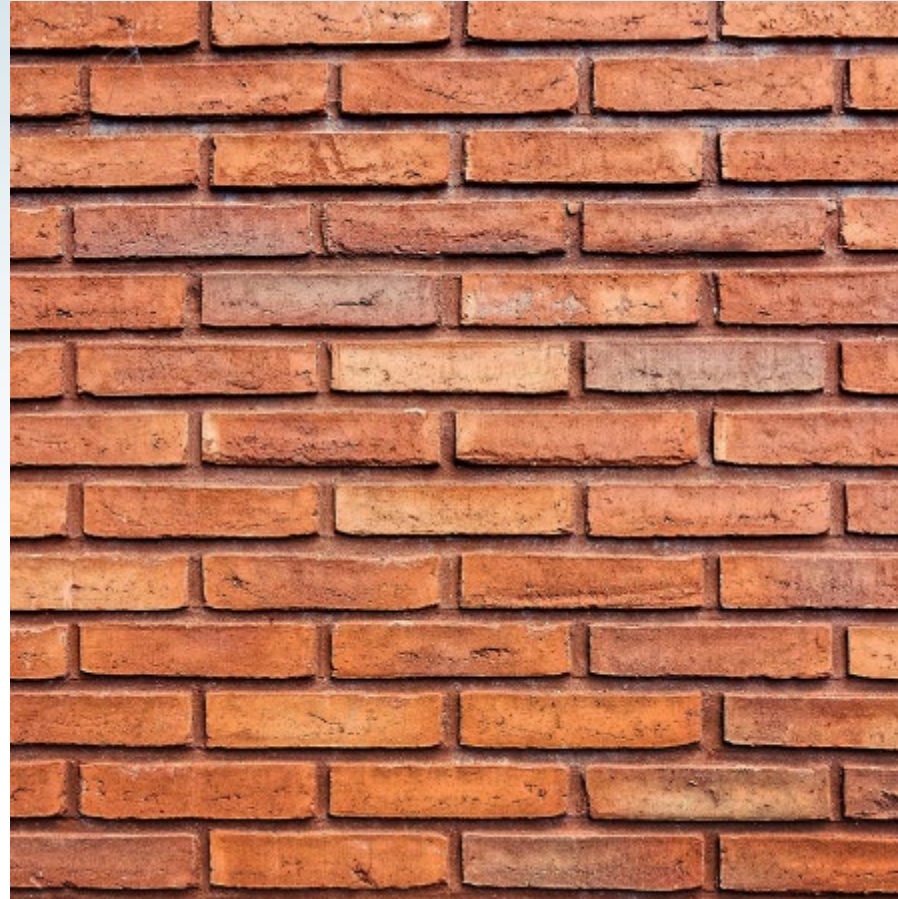
WOMEN SUPPORTING WOMEN

OUR ROSE-COLORED VIEW:



WOMEN SUPPORTING WOMEN

THE FREQUENT REALITY:



WOMEN SUPPORTING WOMEN

FIRST THINGS FIRST:



WOMEN SUPPORTING WOMEN

ADDRESSING BIAS:



TAKING ACTION

SUPPORTING WOMEN EVERY DAY

WOMEN
WORK
WOMEN

SAY “YES”

TELL HER SHE'S READY

PUT YOUR HAND
ON HER BACK
(STAND BEHIND AND STAND UP)

HELP HER
HELP HERSELF

SEND THE ELEVATOR DOWN

LET'S MAKE THIS THE LIVED EXPERIENCE OF THE WOMEN WE SUPPORT



THANKS (AND CREDIT) GOES TO...



TARA MOHR
FOUNDER,
PLAYING BIG MOVEMENT



JANE FINETTE
FOUNDER,
THE COACHING FELLOWSHIP

THANK YOU!



The Heartful Parent
— COLLECTIVE —