

Ep 73: 4 Mistakes Women Make When Managing other Women

Create the space for other women to succeed

- We had to pay our dues and so much you.
 - There are rights of passage for every role and job. Women seem to over-index in this department because we feel the experience toughens us up. Starting in middle school with the "mean girl" clique stage, we carry it onto our careers where many of us are still trailblazing through our field of choice. Instead of clearing the path, why is the tendency to let it grow over again? Here are some reasons:
 - We don't want people to think it was easy.
 - We don't want others to fast follow and maybe overcome us or do it better than us.
 - We enjoy being the one and only.
 - Appearance of being a feminist.
 - We enjoy our position of power.
 - Remember that even when we trailblaze, those who follow will need to also. By not doing what we can to make it easier for them to follow, we are limiting our own future success.
- Thinking we are more special than other females.
 - Smart women can have a hard time acknowledging other smart women. In a society who is consistently celebrating the firsts when it comes to women, it feels like an anomaly.
 - Many things need to come together to create momentum for us to rise. There is no doubt that for many of us, when this rise happens, we believe it is because we have something that others don't. If we could acknowledge that other women are smart and talented but maybe are lacking the opportunity, we can become better supporters, endorsers, champions.
- We see our female direct reports as competition.
 - Instead of having a scarcity mindset which creates a sense of insecurity, give permission to others to go as big as they want and ask how you can help. And then actually help.
 - Change your perspective to embrace the idea that their success is our success/ when they look good we look good.
- We try to be like men.
 - As the leader, you are the model. This is true whether you are male or female.
 - Females are more associated with softer skills like empathy, care-giving, and a more gentle approach. These are sometimes deemed weak in female leaders by their male peers and superiors that have traditionally led with the opposite characteristics. Yet, we continue to see prevalent issues with culture, mental well-being, and burn-out.
 - It is possible that in trying to be more like men, we are actually robbing the world of the balance it needs from female leaders who embrace their female inspired characteristics versus trying to mask it.
 - We need to stop apologizing for being women. How many times have we talked about "the women behind the man"? It is time for the man behind the woman.

Areas to address immediately are:

1. _____
2. _____
3. _____

Action Plan:

Action	Timing	Progress	Complete