

# How to Thrive as a Female in a Male Dominated Work Environment

## A tactical approach to find the right match for your team

- Don't defer your power.
  - In male dominated work environments, men still dictate the circles that form in terms of workplace bonding which we call the "boys clubs".
  - This can be frustrating for women as it is hard to relate to their male counterparts. When these circles also include their male bosses, which tends to happen at the c-suite level, they feel even further ostracized even if they are part of the c-suite as well. This causes feelings of frustration, irrelevance, and futility.
  - What happens is that women still stake their value on what these men think of her regardless of whether their opinions are valid or not. When we as women do this, we give our power to someone who is actually from a different planet to define our worth and success. We are not saying we should not care at all as these men could dictate our career path.
  - We need to take back the power they have over defining our self-worth. And we do this by redefining what success looks like and focus more on what brings us fulfillment. The key to this is on where we generate impact in our work...consumers/customers/clients. How they are reacting should be how we define success.
  - When our "why" is bigger than ourselves, we tend to be more brave in standing in our power.
- Don't play the victim.
  - Even people great at hiring candidates have blind spots, or simply a perspective skewed to be based on their role vs. that of the broader organization and team. Not to mention, in our minds, nothing is riskier as it relates to the culture of the team than bringing someone in that has not actually MET the team.
- Play the game.
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- Raise other females.
  - A lot of people "tap out" when it comes to the point of the offer. Meaning, their job is done, we

