

Six Powerful Resiliency Strategies for Women to Thrive at Work

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Introductions

Lynn Schmidt and Kevin Nourse



- **Director, Global Executive & Leadership Development**
- **Executive Coach**
- **PhD, Women and Derailment**
- **Author, Integrated Talent Mgt. Scorecards**



- **Leadership Development Consultant and Coach**
- **Principle, Nourse Leadership Strategies**
- **PhD, Leaders and Resiliency**
- **Faculty of Georgetown University Coaching Certificate**



Application Objectives

- Determine which resiliency strategy you need to strengthen to increase your satisfaction with work.
- Discover at least one action you can take immediately to increase your resiliency.
- Use the six resiliency strategies to create a career (for yourself and others) defined by growth, success, and satisfaction.

+ Why Resiliency, Why Women, Why Now

- #1 attribute needed by women in the 21st century for success – McKinsey
- Women are underrepresented in the workforce in every country and for every age group – and yet the available talent pool continues to grow – Mercer
- The gap between men and women's wages will take 100 years to close – World Economic Forum
- After two years in the workplace, women's aspirations drop by 60% and confidence by 50% - Bain & Company
- Gender-diverse companies are 15% more likely to outperform median performance measures – McKinsey

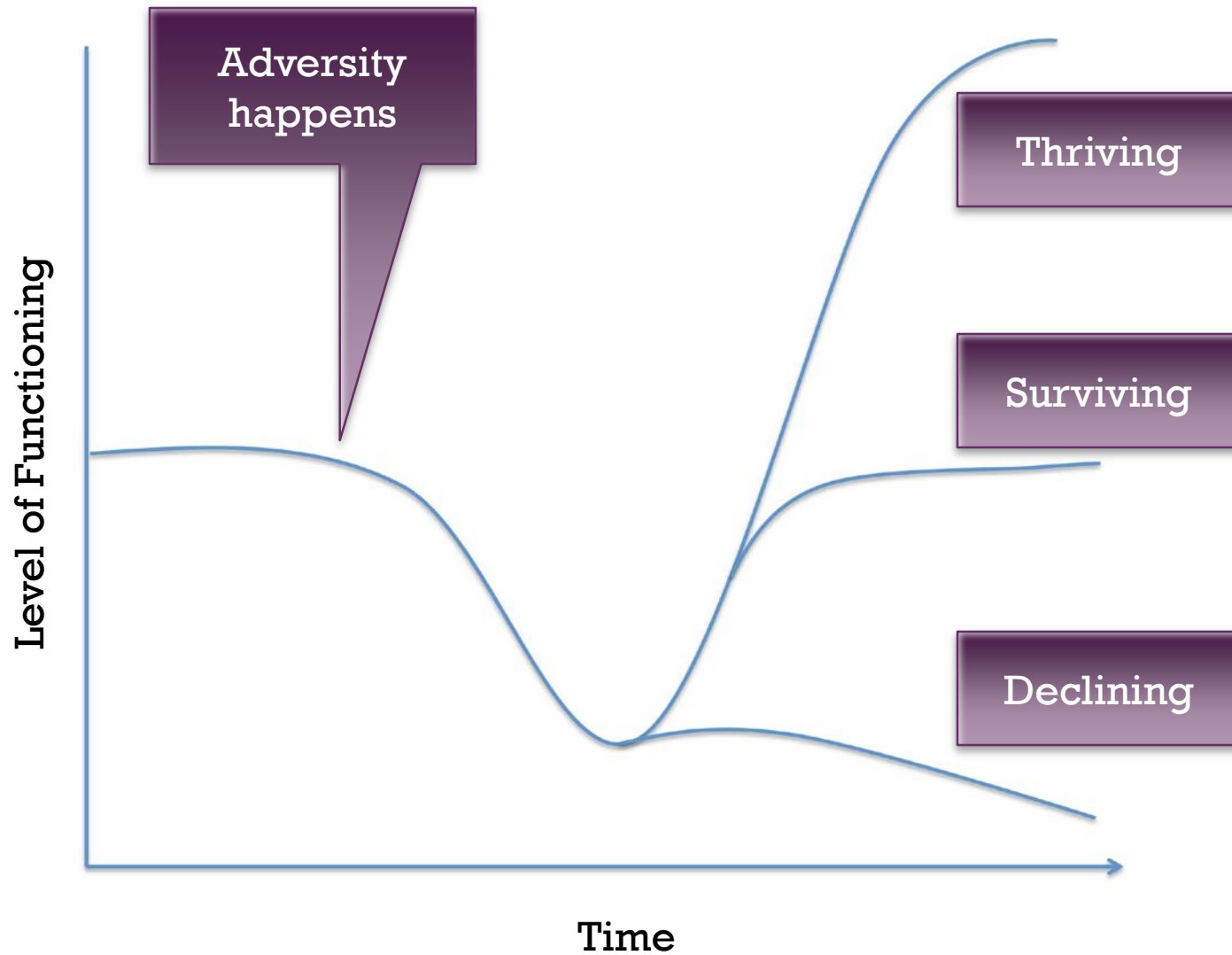


Key Concepts

- Career Derailment
- Resiliency
- Growth Mindset
- Proactive vs. Reactive
- Large vs. Small Challenges
- Women vs. Men



Key Concepts





Resiliency Self-Assessment

Answer **Yes or No** to each of the following six questions.

1. Do I have the breadth and depth I need in my network to get support during challenging times at work?
2. Am I clear on my values, passions, vision, and goals for my career?
3. Am I getting the development I need to grow and be successful at the work I do?
4. Am I able to focus on taking care of myself including my physical, emotional and spiritual needs?
5. Do I fully use my strengths in my job to achieve the career I want?
6. Am I able to maximize the positive aspects of a challenge and not dwell on the negative?



What type of career challenges have you encountered?

- Assimilating into a different company culture
- Integrating your work and personal life
- Sexism
- Transitioning into a new job
- Sabotage by a co-worker
- Others?

+ Reflection Question

Reflect on a challenge you faced in your work where you demonstrated resiliency.

- **What factor, mindset or strategy enabled you to be resilient and thrive – not just survive – the experience?**



Resiliency Framework





Strengthen Support Networks



Proactively increase the breadth and depth of your support networks to help you maintain or regain balance in the midst of adversity.



Clarify Purpose



Focus on understanding your values, passions, vision, mission, and goals to boost your sense of optimism, align your behavior, and take action.

+ Build Self-Awareness



Develop an awareness of your thoughts, emotions, and development needs to improve your capacity to consciously manage your behavior.



Enhance Self-Care



Improve your physical, emotional, and spiritual well-being to increase your energy and inoculate yourself against stress.

+ Actualize Strengths



Maximize your strengths to build confidence, gain the courage to take risks, and achieve greater results.



Broaden Coping Skills



Strengthen the skills necessary to reframe the challenge and make intentional choices that lead to growth and thriving, not just surviving.

+ Which Resiliency Strategy Will You Work On?

Get Uncomfortable & Build Your Resiliency!

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+ Case Study: Maria

- Manager in a large technology company
- Organizational restructuring; unhappy with new role
- New manager; lack of alignment
- Anxious about job and lack of network
- Assessed resiliency; decided to strengthen support networks and clarify purpose





Case Study: Maria

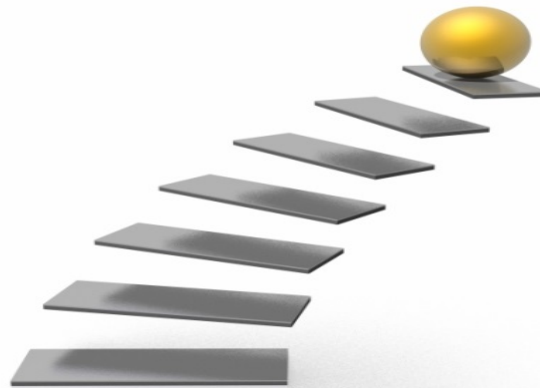
- Strengthen support networks
 - Assessed current network
 - Determined network lacked breadth
 - Selected a mentor
 - Joined two professional organizations
- Clarify purpose
 - Analyzed values and passions
 - Determined current job was not the right fit
 - Created a vision and mission for career next steps
 - Updated LinkedIn profile





Your Next Step

What is your next step - the first new action that you will take immediately to intentionally build your resiliency?





Summary

- Resiliency is critical to your career satisfaction and success.
- The extent to which you thrive during a challenging circumstance is largely determined by your choice to grow from adversity.
- There are six resiliency strategies that will help you thrive and the framework is not linear or sequential. You choose the strategies you need to focus on.
- By using these strategies, you can proactively prevent or lessen the impact of career challenges.

Q&A

Author Meet & Greet - Book Signing
Tuesday, May 23, 12:30-1:00 at the
ATD Bookstore

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