

Unleashing My Superpowers: How to navigate and succeed in a male dominated workplace (STEM)

Bonus 6

Survey conducted across the globe with Women in STEM related profession: What it takes to achieve in a male dominated workplace

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Website: www.unleashingmysuperpowers.com/academy

Key Elements used based on research



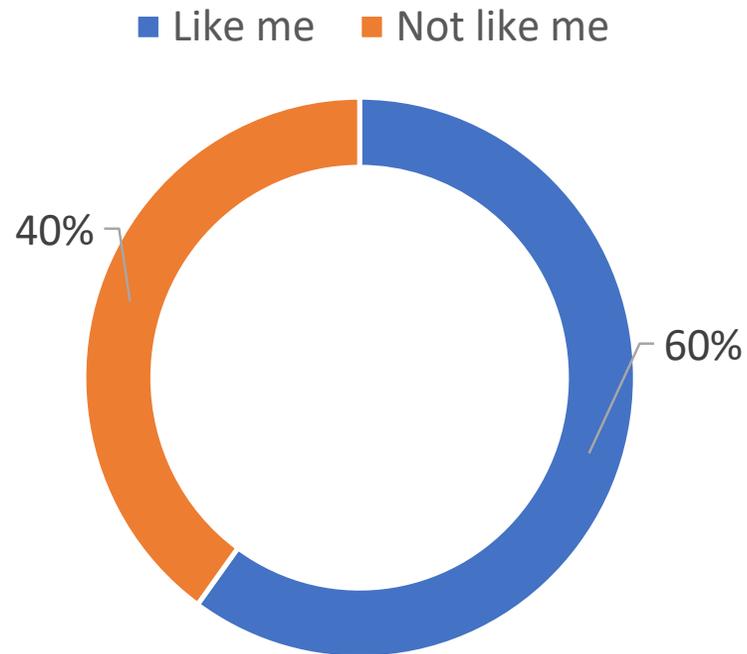
Leading self, leading others and leading business

1. Culture
2. Unconscious bias Stereotypes
3. Role of coaches, mentors and Sponsors
4. Life Work Balance
5. Biggest challenges and barriers
6. Epiphany moments that propelled their careers
7. Role of Sponsors
8. Social capital
9. Wellness
10. Influence and negotiation

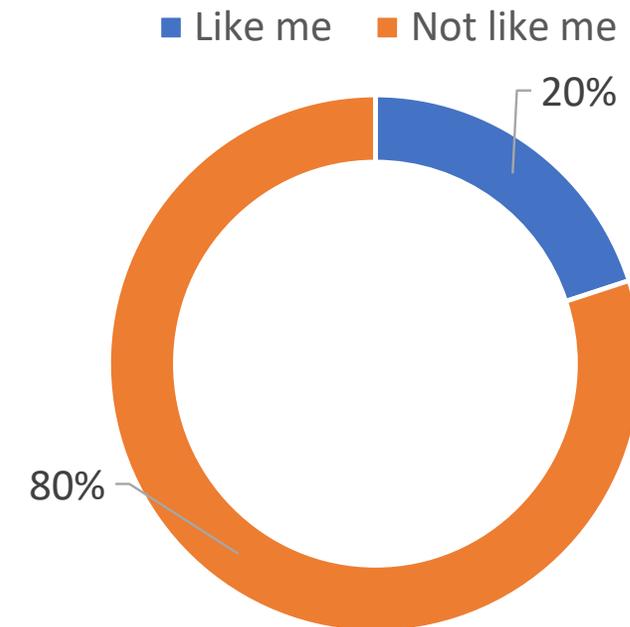
Having a coach and mentor helped me with navigating the work environment and acting as a sounding Board

Senior leaders believe having a coach and mentor helped them with navigating the work environment compared with 20% of entry to mid career

Senior leaders



Entry to mid career



What are the major barriers to career advancement in male dominated workplaces? Entry to Mid career



More **than 70%** believe the biggest barrier to career promotion is **gender discrimination**

In addition, **60%** believe taking **parental leave** impacts on career progression

Moreover, **70%** believe that the biggest barrier in **getting more women promoted** is that there are no women in senior positions

Lastly, **98%** believe when **women support each other**, more women will succeed

What are the barriers women STEM are facing?



Barriers

Comments/details

Male dominated/

- Being the only woman and being the only woman of color
- Boys clubs and bullying (exclusion etc)
- Coping with aggression and competitiveness
- STEM is very male dominated

Unconscious bias

- Getting past the initial assumptions people make when they meet me
- Men treating women as they would in their own homes, trying to dominate the women
- Perception that women are fragile and therefore will not cope and manage stress in the workplace

Gender Discrimination

- Receive the same respect
- Pay parity
- Being overlooked for promotion even after worked twice as hard
- People seeing a woman before a mining engineer thus doubting your capabilities. This means that you have to work extra hard to convince them you are capable

Resources



Subscribe to access the full report to get a full view of our academy offerings. If you would like us to do an in-depth survey, specifically for your company with regards

- Culture change initiatives
- Diversity and inclusion workshops
- Unconscious biases theatrical plays to demonstrate unconscious biases that hold women back

We can help you create an inclusive, diverse and equal workforce.
Contact us: we would love to help you

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