### Can Women Be Successful AND Happy in Male-Dominated Fields? – Different Pathways to the Top

#### Tracie Woidtke, PhD Professor and Head, Finance Department



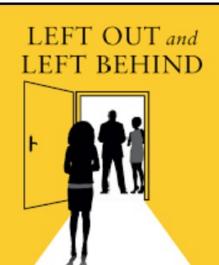
# Is it Really Possible?

- YES, but you have to be intentional!
- Keys:
  - Keep Perspective
  - Don't Let Others Define You
  - Take Responsibility For Your Own Actions (Not the Actions of Others)
  - Build a Support System
  - Be Able to Laugh at Yourself



# **Keeping Perspective**

• Have you felt



# "It takes stormy seas to develop skilled sailors."



# **Don't Let Others Define You**

- Limited Perspectives Lead to Stereotypes
- Stereotype An over-generalized belief about a particular category of people OR commonly held ideas or preconceptions about specific groups



## **Stereotypes About Powerful Women**

Forbes October 24, 2011

- Ice Queen
- Tough
- Angry
- Emotional
- Conniving
- Cheerleader
- Token
- Masculine
- Single and Lonely
- Weak





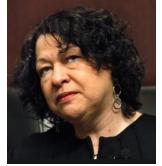
















## **Stereotypes About Male-Dominated Fields**

- I can't do that
- I won't be accepted
- I won't enjoy that

#### Don't Let Others Define You or Your Interests



#### Take Responsibility For Your Own Actions (Not the Actions of Others)

Quotes from Ruth Bader Ginsburg:

- "Don't be distracted by emotions like anger, envy, resentment. These just zap energy and waste time."
- "Every now and then it helps to be a little deaf...That advice has stood me in good stead. Not simply in dealing with my marriage, but in dealing with my colleagues."
- Happiness is a Choice. Define your own path and choose to be happy.



# **Build a Support System**







# Be willing to laugh at yourself



2 Walk with small steps. If your feet are too far apart, you'll have trouble keeping your balance on the ice. Take a small step so your foot is only a couple of inches ahead of the other. Then, repeat with the other foot. It'll take longer, but you'll be much safer. <sup>[2]</sup>



# **Plotting Your Own Course**

#### **Example: Different Paths to the Top of Mount Everest**

