



# 3 Minute Mentor

Episode 43: Show Notes

## Episode 43: It's harder for a woman to get promoted. Now what?

Many women work in very male dominated workplaces and companies. Should you find yourself in that position, here are four things you might want to do.

### 1. Make sure you have a female mentor

Having multiple mentors is not a problem.

Make sure you have one that can help you balance the personal sides to your job.

A man can understand what you are saying. Only another woman can really empathize with you.

Look for a senior executive who has faced some of the same family or social challenges you have.

### 2. Have the best skills you can

You need to do what you do to the best of your abilities.

In any workplace where there is a minority, that minority has to work harder to stand out.

This might seem unfair but I am guessing you worked that out already in your life.

### 3. Build stronger networks

Networks are important for all but in this case they become even more important.

Consider building networks of other women both within your company and within your industry.

More on networking in episode 17.

### 3. Work somewhere where they understand

If you work somewhere where you are not valued, then you should consider moving on.

While that may not always be practical or possible, you need to face those choices.

Should you stay and fight the culture? That all depends on your career objectives and social situation.

**Bottom Line:** I have no doubt that in most work places it's harder for women to get promoted than a man but like most things in life, you need to decide what's important to you and dedicate the resources to making it happen.

