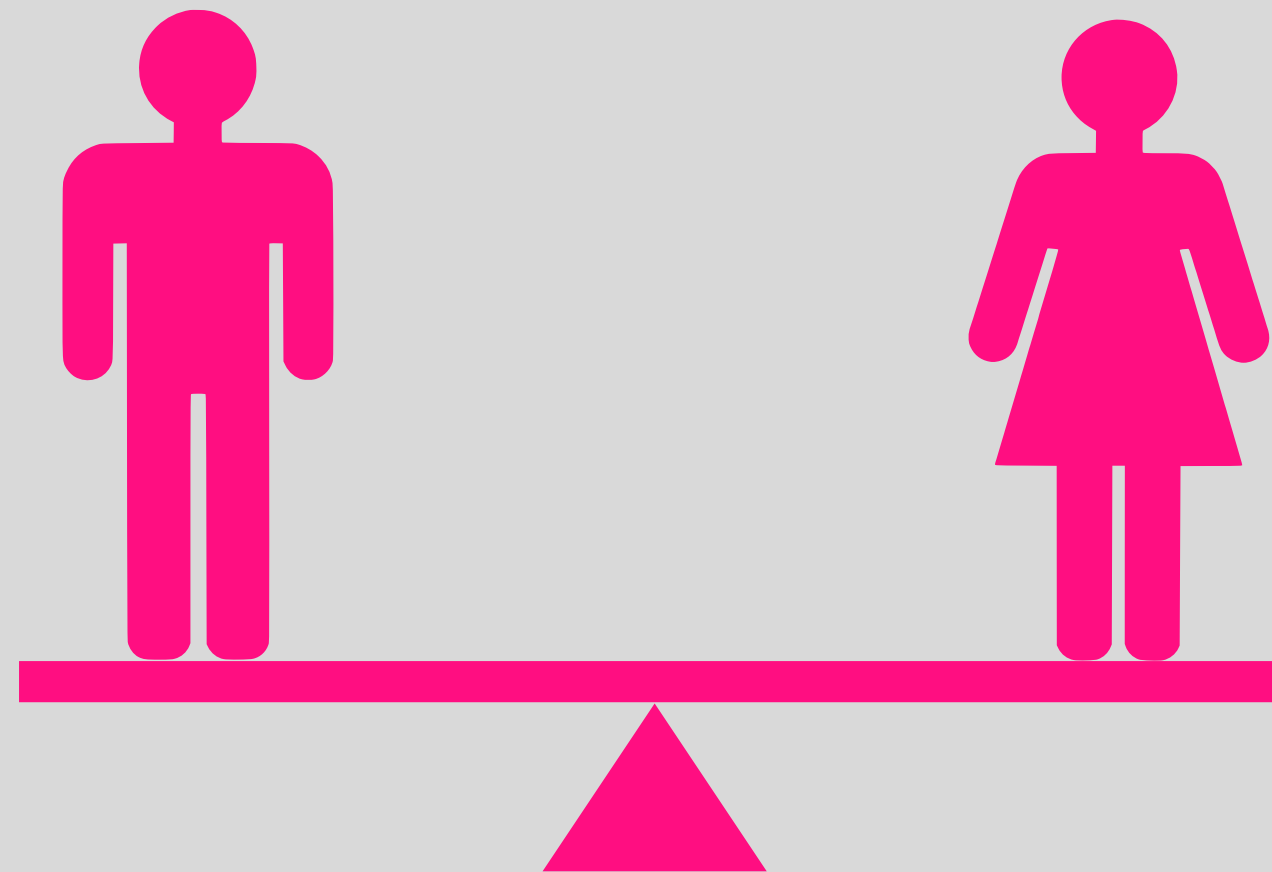


*"It will take 132 years to
close the global gender gap."*

WEF, Global Gender Gap Report
2022



'The role of self-awareness & self-belief in creating equity in the workplace'

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McGuinness
Coaching

The system

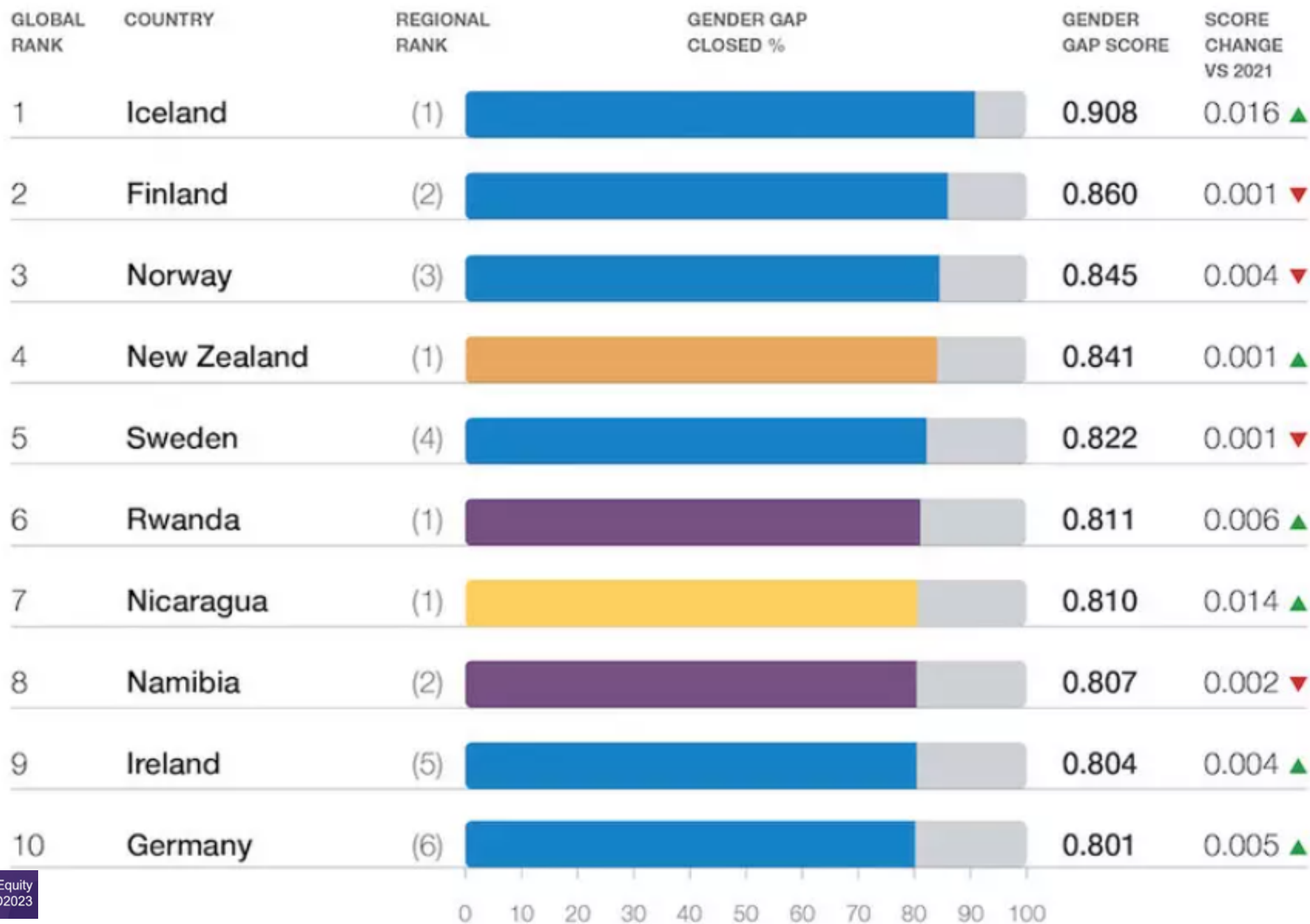


The self

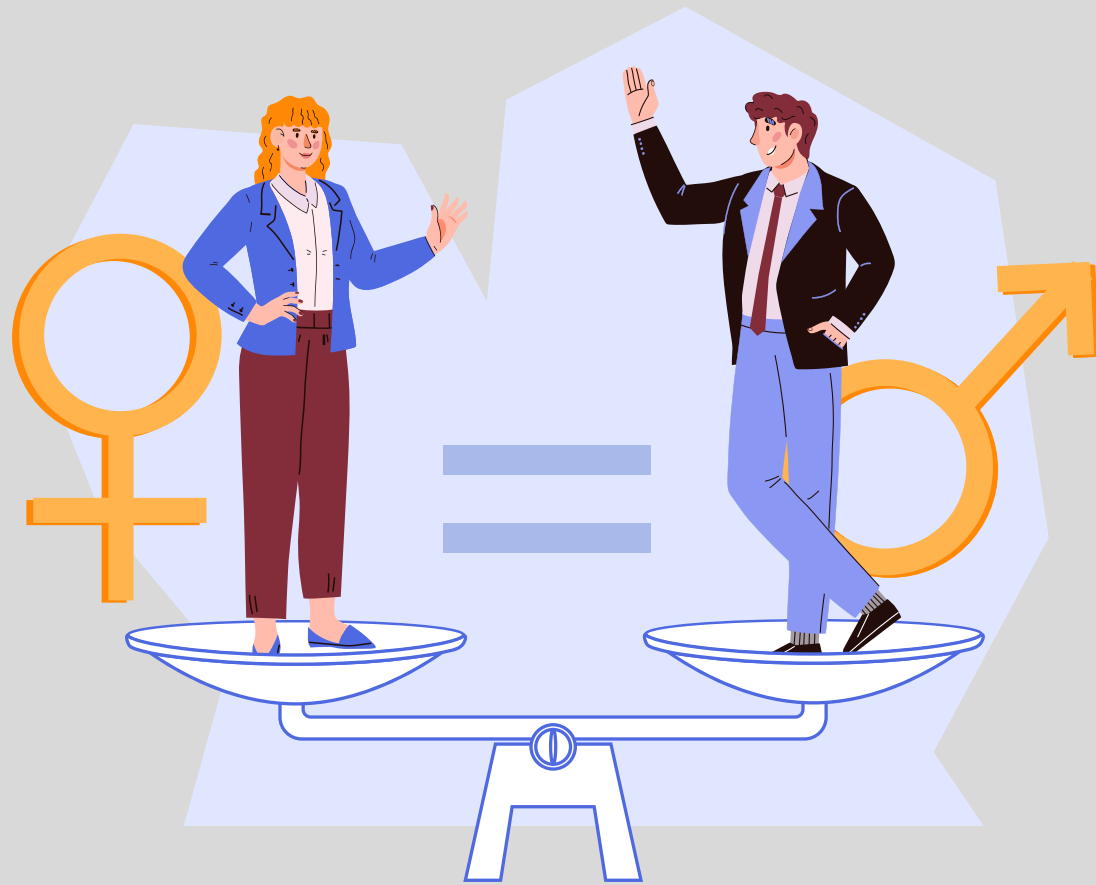


Global Gender Gap Index 2022

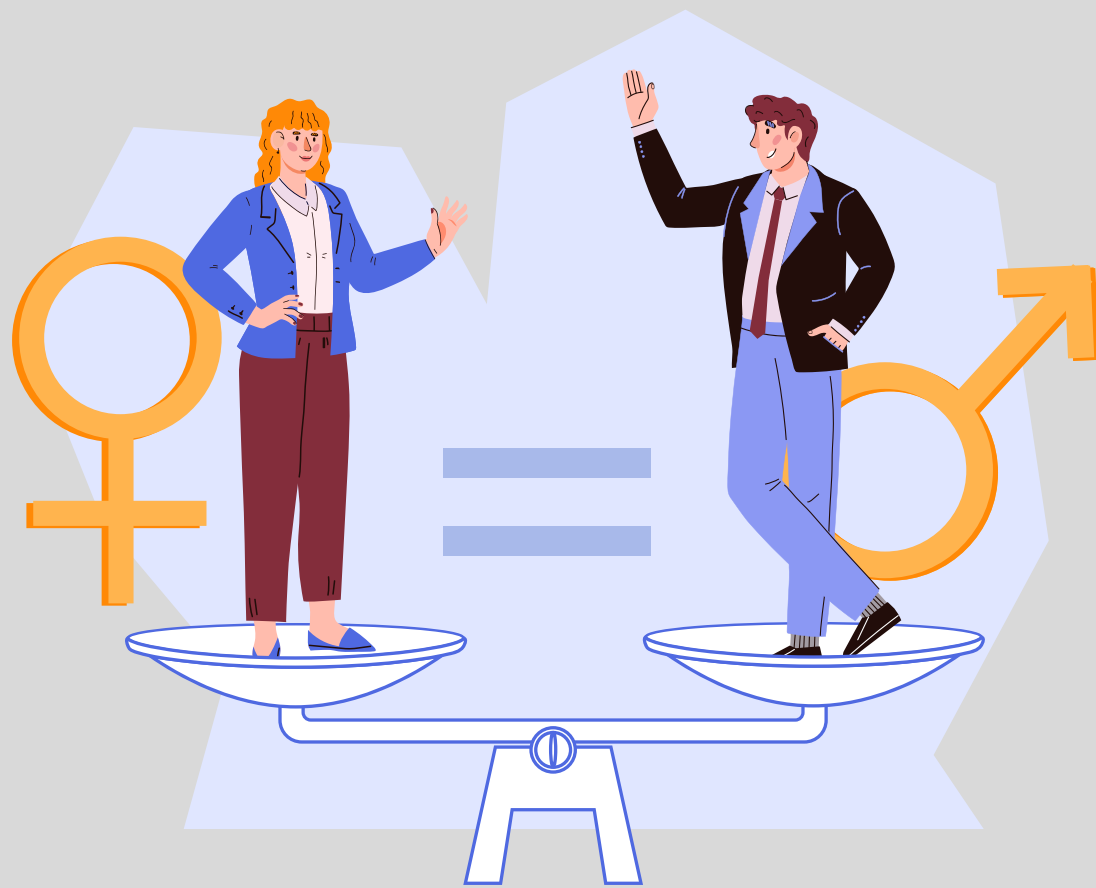
Global, Top 10



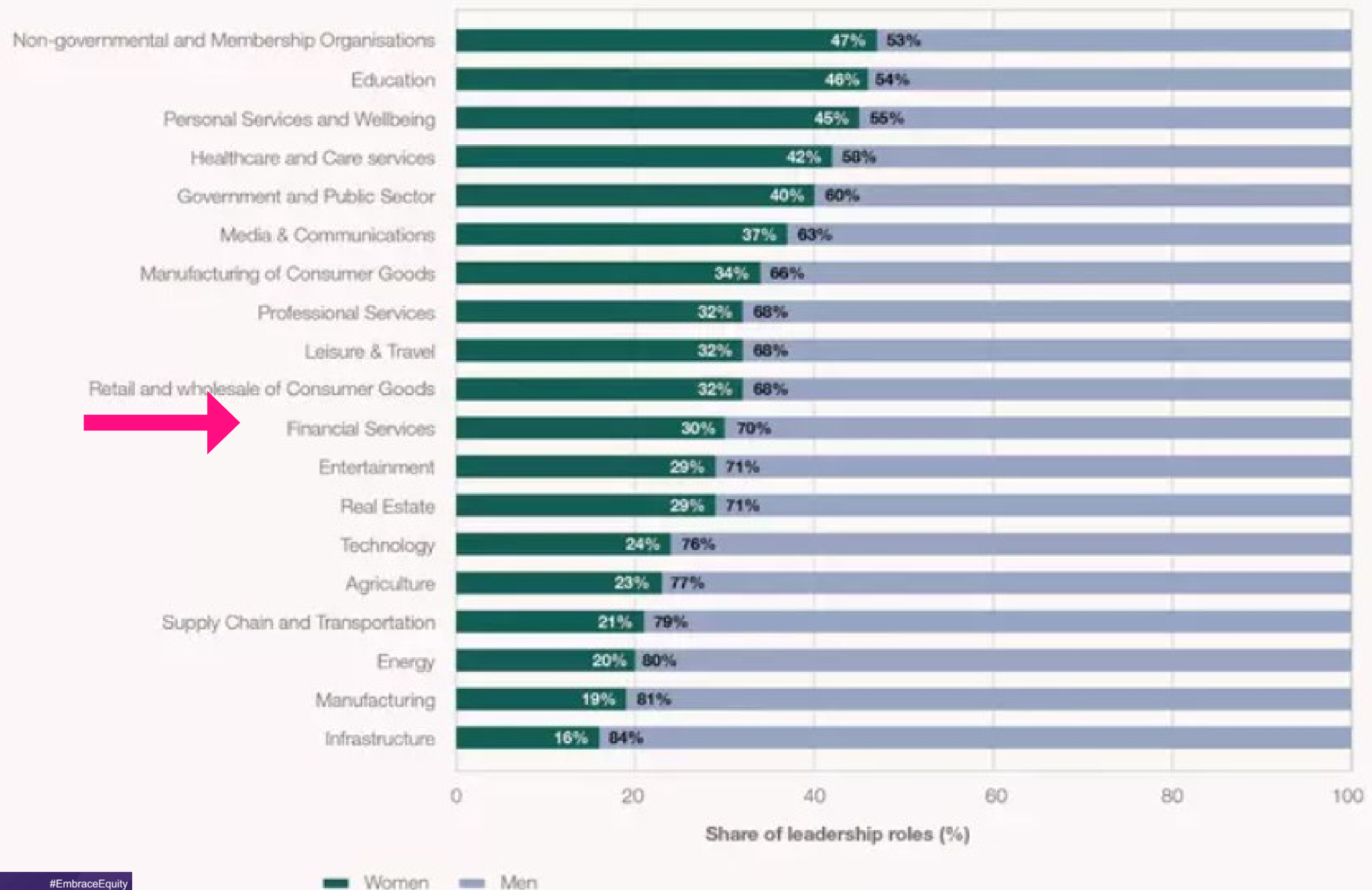
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Coaching

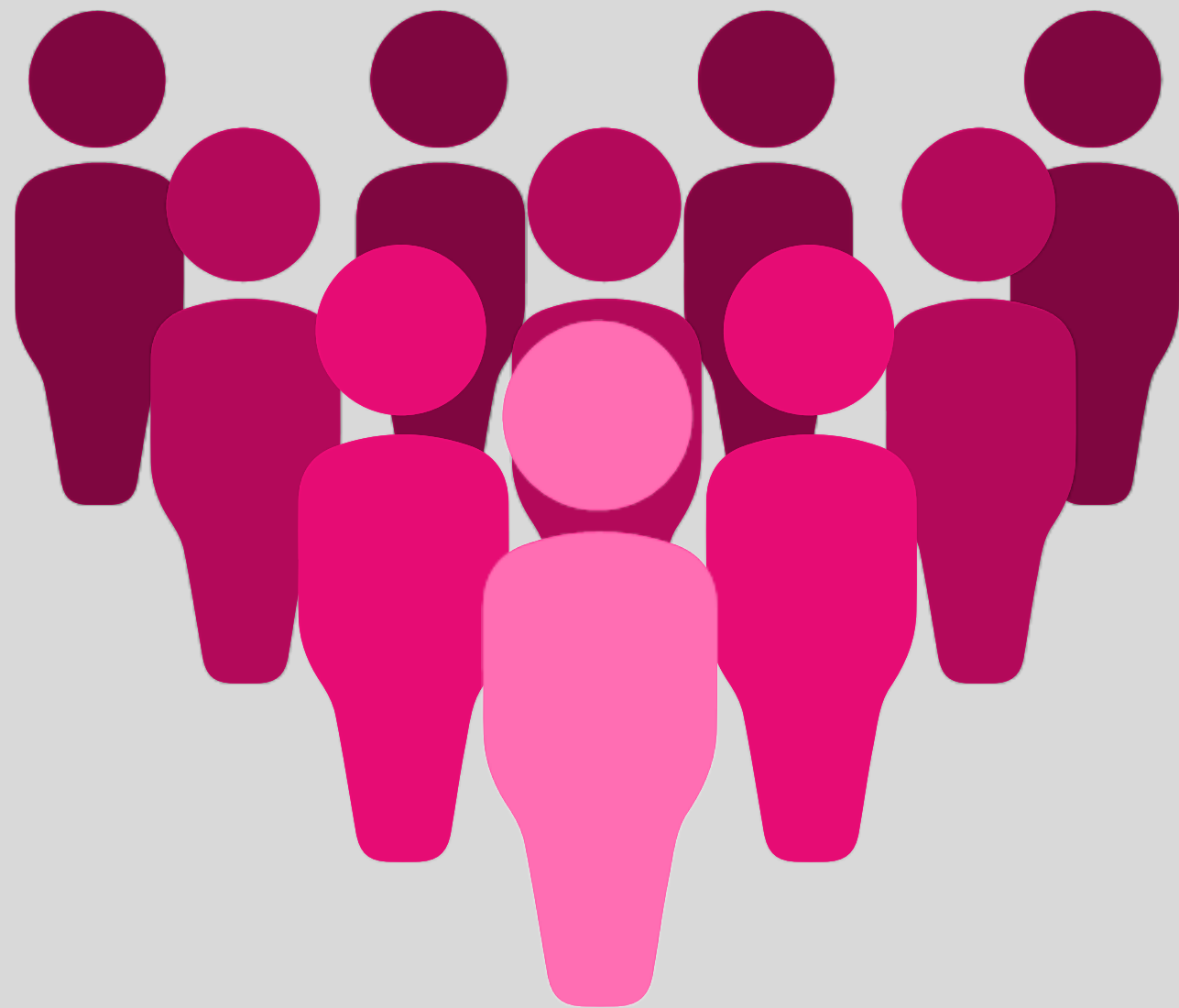


- Structural barriers
 - social expectations
 - employer policies
 - legal environment
 - availability of care



- Structural barriers
 - social expectations
 - employer policies
 - legal environment
 - availability of care
- Socioeconomic & tech transformation
- Economic shocks
 - cost-of-living crises







*"more women have
been hired into
leadership in industries
where women were
already highly
represented"*

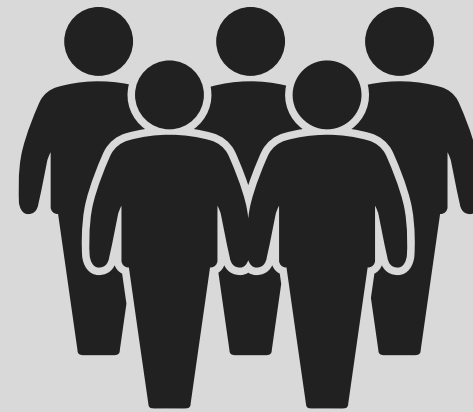
The system

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- Gender Pay Gap
 - Mean gender pay gap of 12.6%
 - Insurance sector 21.1%

The system

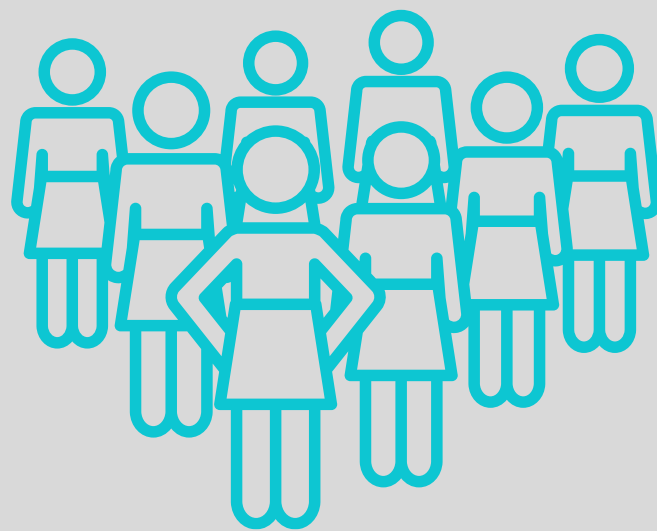
- Gender Pay Gap
- Male dominated



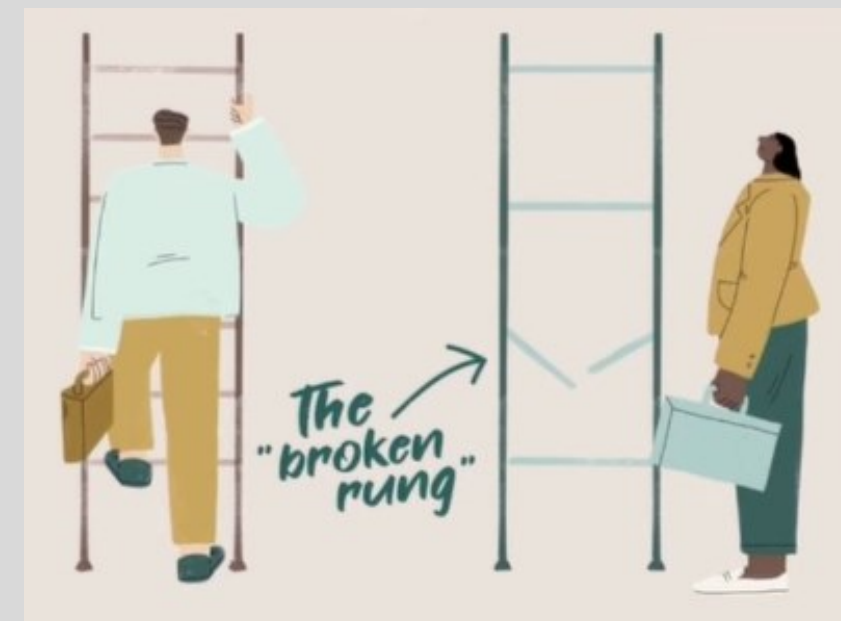
The system

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- Gender Pay Gap
- Male dominated
- Dwindling pipeline of female leaders

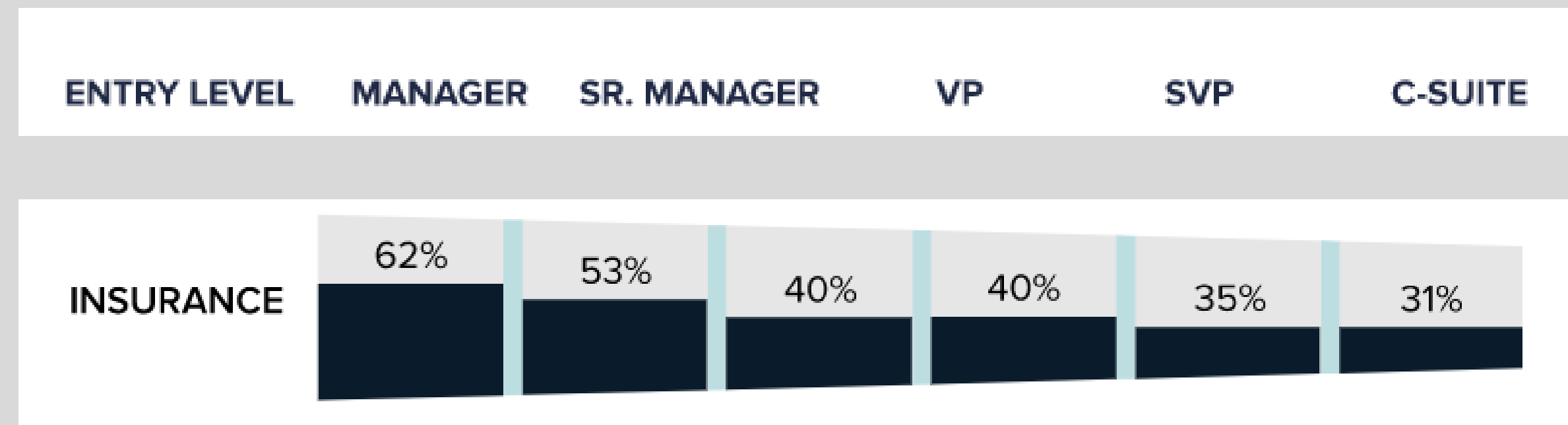


The Great Break up



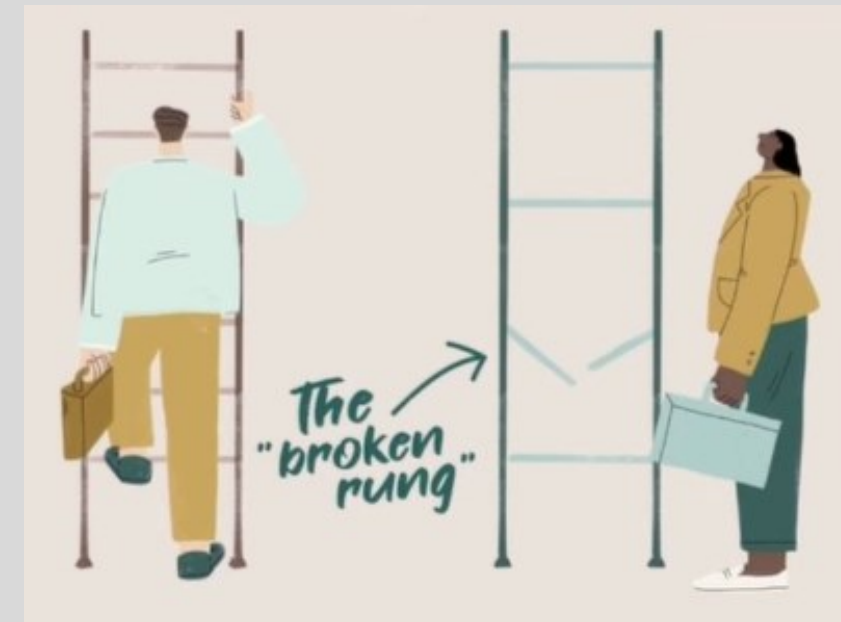
- For every 100 men who are promoted from entry level to manager, only 87 women are promoted. 62% for the Insurance Industry.

Female Talent Pipeline for Insurance Industry



The Great Break up

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- For every 100 men who are promoted from entry level to manager, only 87 women are promoted.
- For every woman at director level who gets promoted, two women directors are choosing to leave.

The Great Break up



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- Women leaders are 1.5X as likely as men leaders to have switched jobs because their workload was unmanageable.

The Great Break up



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- 43% of women leaders are burned out, compared to only 31% of men at their level.
- Women leaders are 1.5X as likely as men leaders to have switched jobs because their workload was unmanageable.
- Women leaders are 2x as likely as men leaders to spend substantial time on DEI work.
- 40% of women leaders say their DEI work isn't acknowledged at all in performance reviews.

The system

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- Gender Pay Gap
- Male dominated
- Dwindling pipeline of female leaders
- Unconscious Bias



Unconscious Bias

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Performance

incorrect assumptions
about women's & men's
abilities

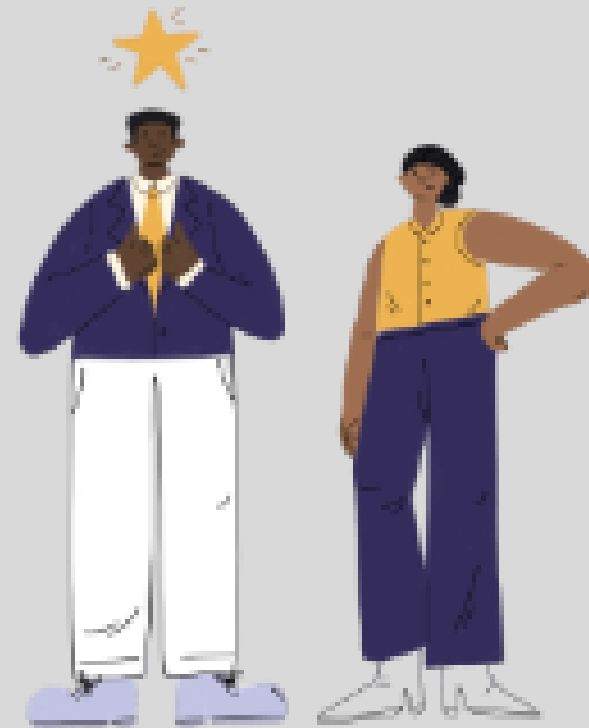
Unconscious Bias

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Performance

incorrect assumptions
about women's & men's
abilities



Attribution

Because we see women as
less competent than men,
we tend to give them less
credit for accomplishments
and blame them more for
mistakes.

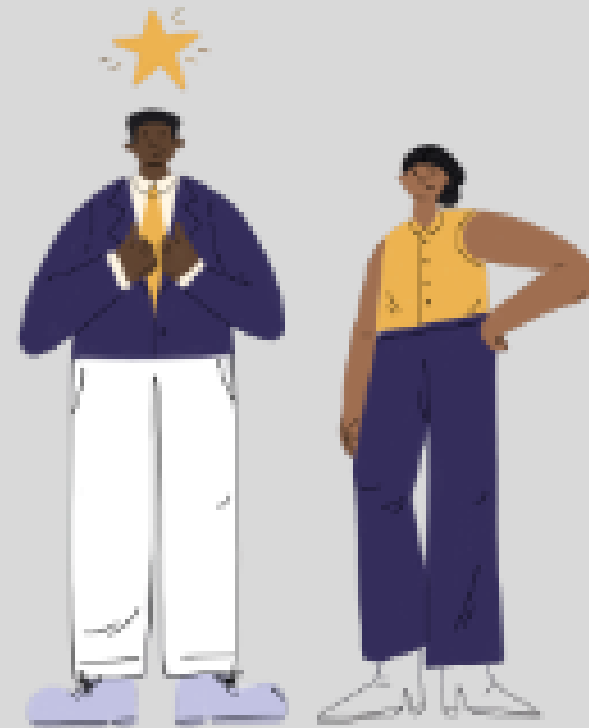
Unconscious Bias

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Coaching



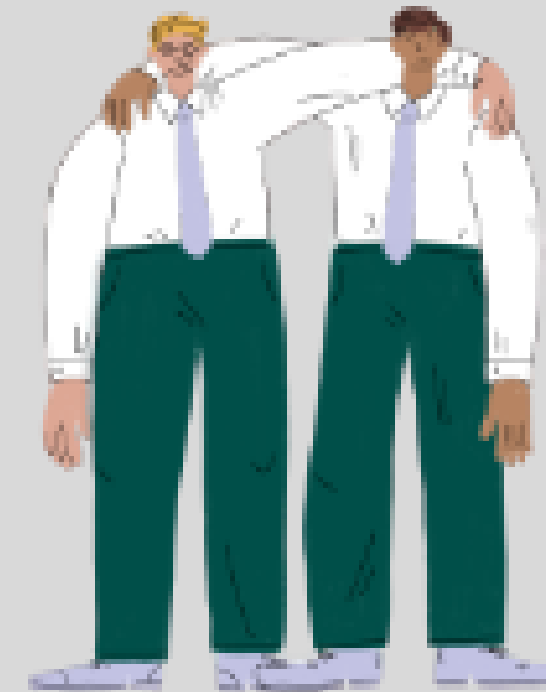
Performance

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mistakes.



Affinity

we gravitate
toward people like
ourselves in appearance,
beliefs, and background.
And we may avoid or
even dislike people who
are different from us.

Unconscious Bias

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Maternal

Motherhood triggers false assumptions that women are less committed to their careers—and even less competent.

Unconscious Bias

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Maternal

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Likeability

We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less.

Unconscious Bias

Nicola
McGuinness
Coaching



Maternal

Motherhood triggers false assumptions that women are less committed to their careers—and even less competent.



Likeability

We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less.



Intersectionality

Women can also experience biases due to their race, sexual orientation, a disability, or other aspects of their identity.

Recommendations

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Training

Recommendations

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Training



Inclusion & belonging

Recommendations

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Training



Inclusion & belonging



Programmes

Recommendations

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Coaching



Training



Inclusion & belonging



Programmes



Health &
Caregiving Benefits

Recommendations

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Training



Inclusion & belonging



Programmes



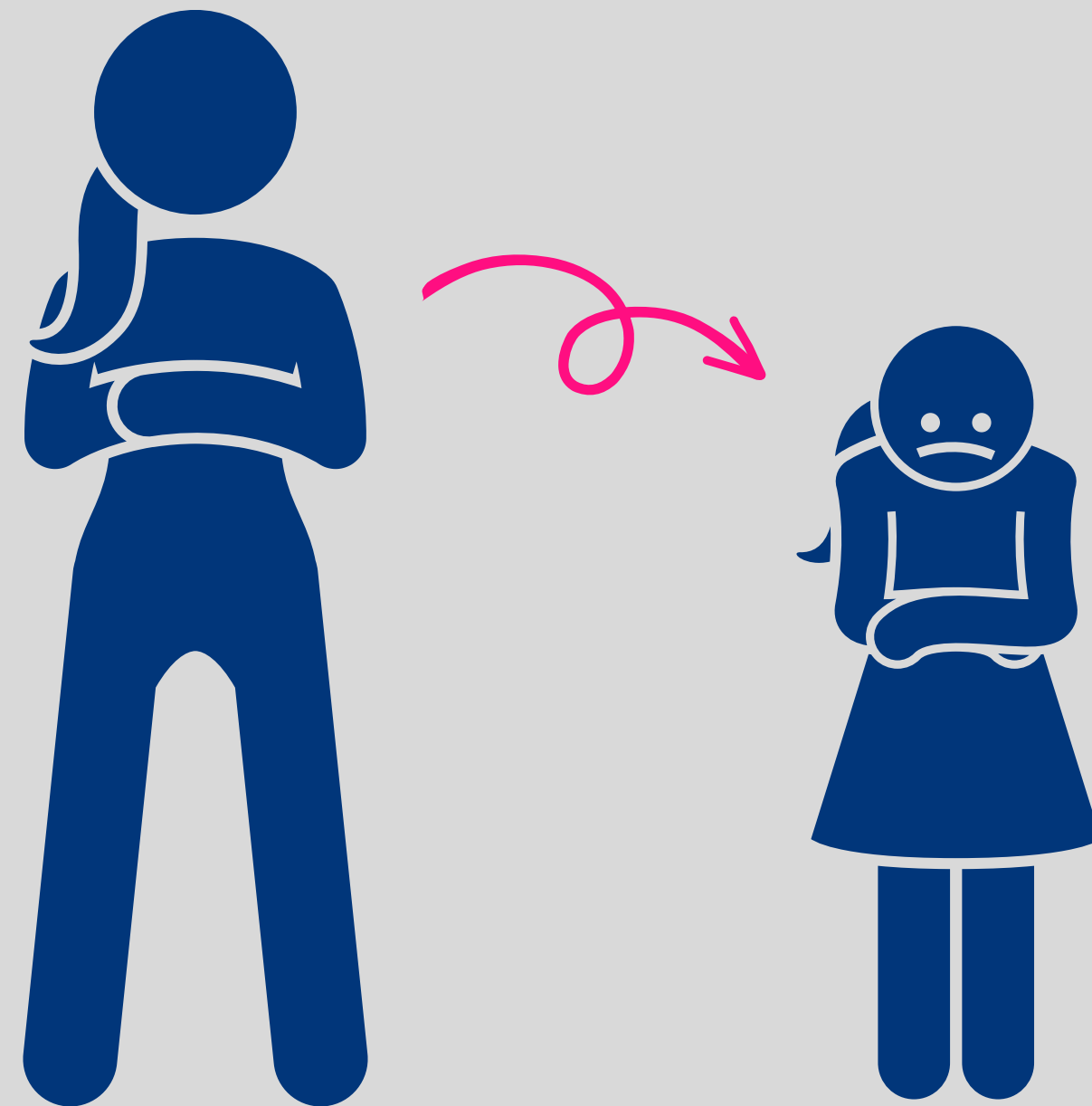
Health &
Caregiving Benefits

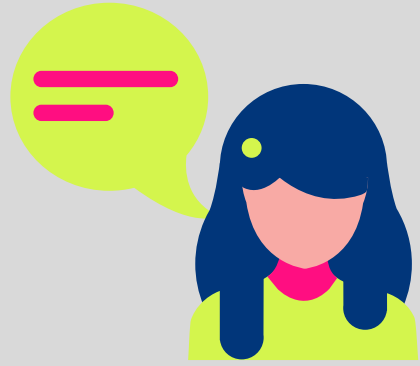


Employee wellbeing

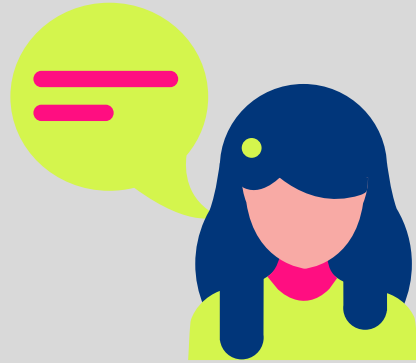
The self

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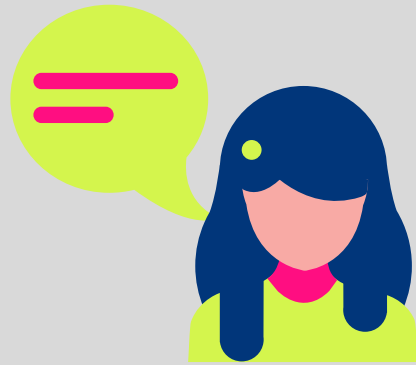
less likely to speak up or assert themselves in meetings or decision-making processes.



less likely to speak up or assert themselves in meetings or decision-making processes.



less likely to negotiate, or to advocate for themselves.



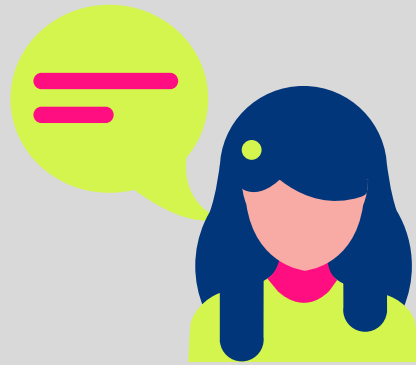
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less likely to take risks or put themselves forward for leadership roles.



Undervalue their contributions and accomplishments.

I already tried

I'll be judged

I'm not smart / good enough

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I can't

I don't have enough money

What if I fail

I'm not ready

I'm too old/young

CHECK YOUR STORIES

These things always
happen to me

I'm never lucky

I don't have time

I'll never be as good as ..

No-one will listen to me

That's not the type of thing I would do

I'll never make enough money doing what I love

I can't ask because they'll say 'no'

It's too late to pursue my dreams

I don't have enough credentials/experience

I'm not good at public speaking / marketing / art

I don't know who I am (anymore)

CHECK YOUR BIASES



Anchoring Bias

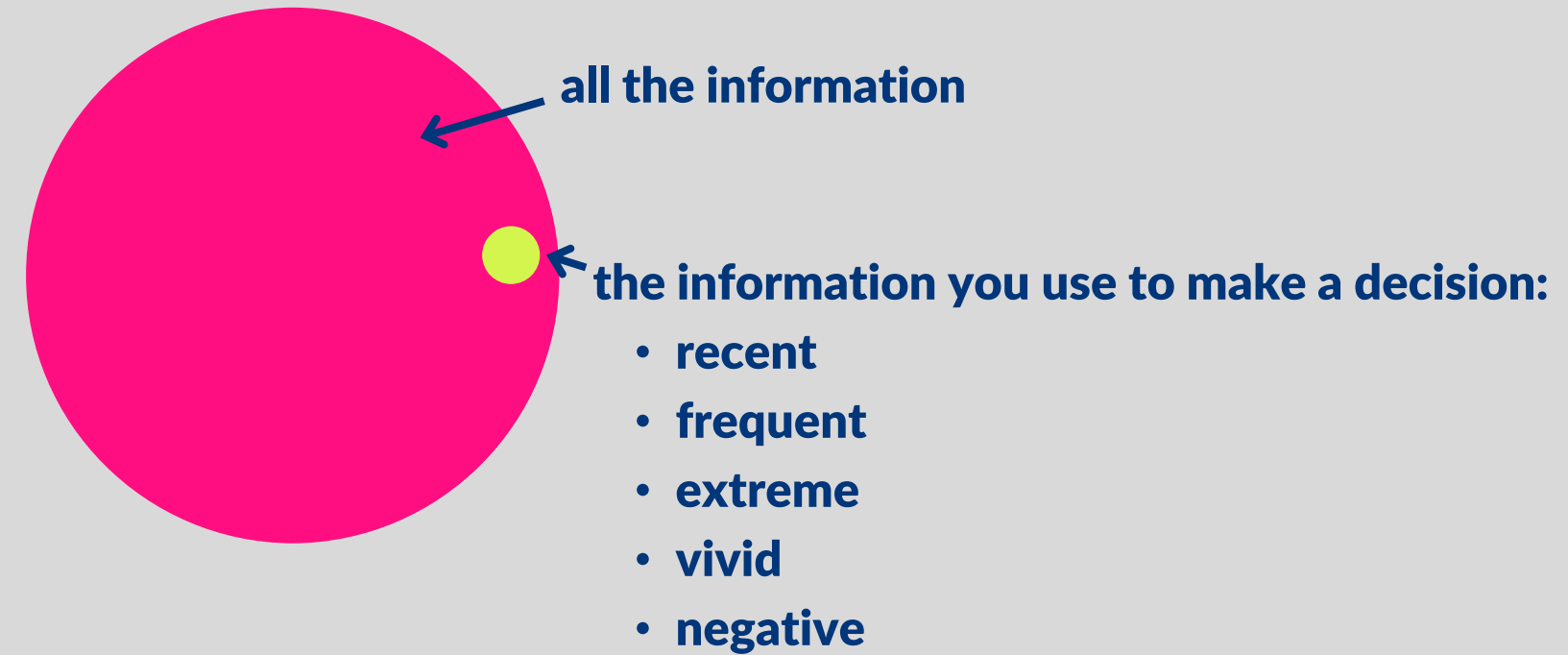


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Anchoring Bias



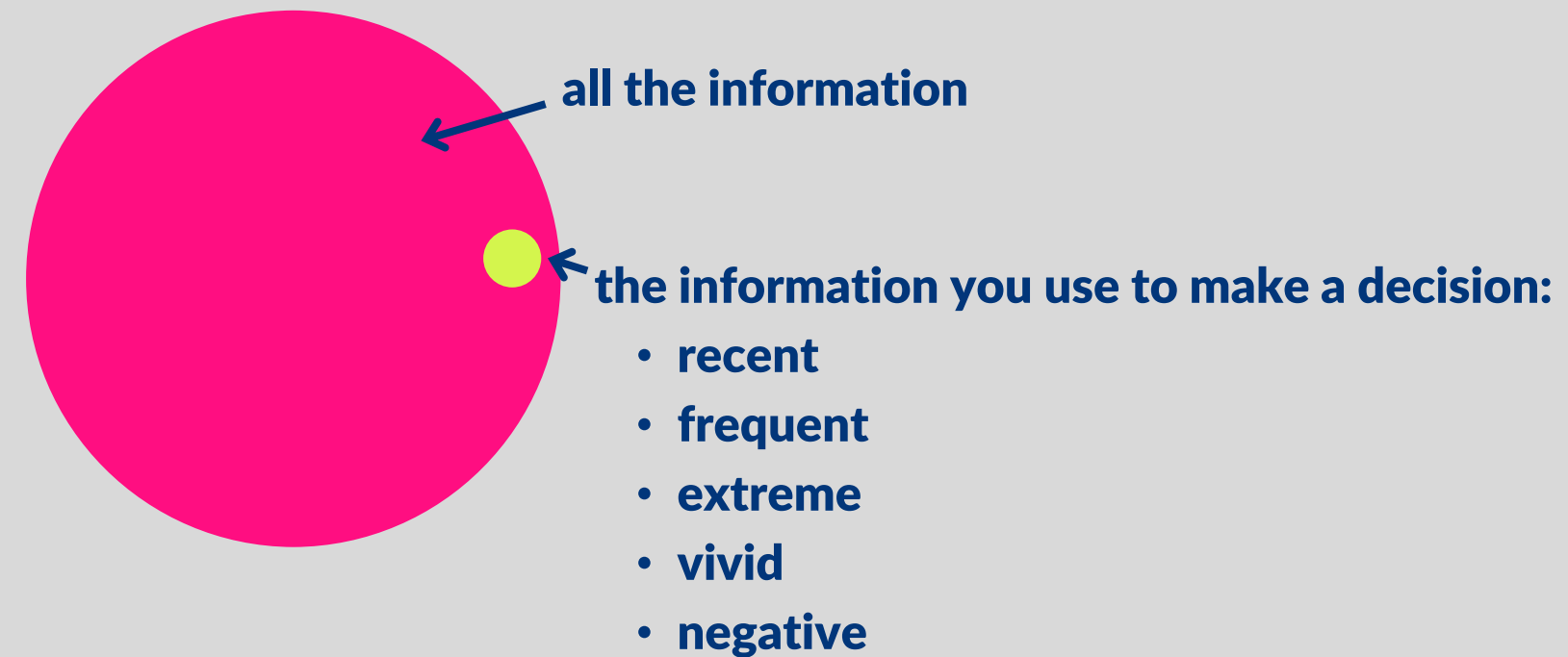
Availability Bias



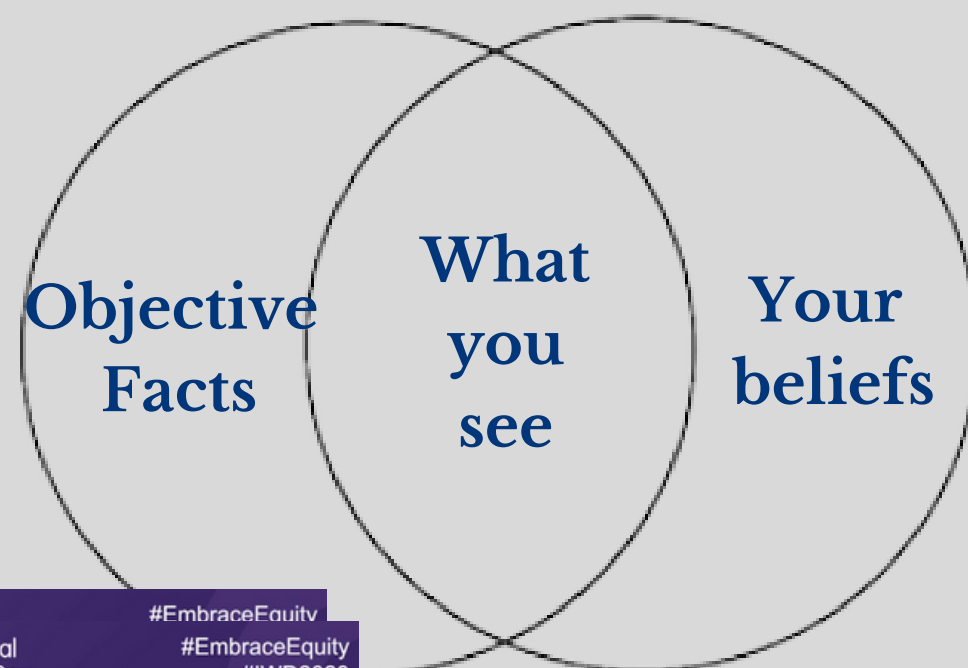
Anchoring Bias



Availability Bias



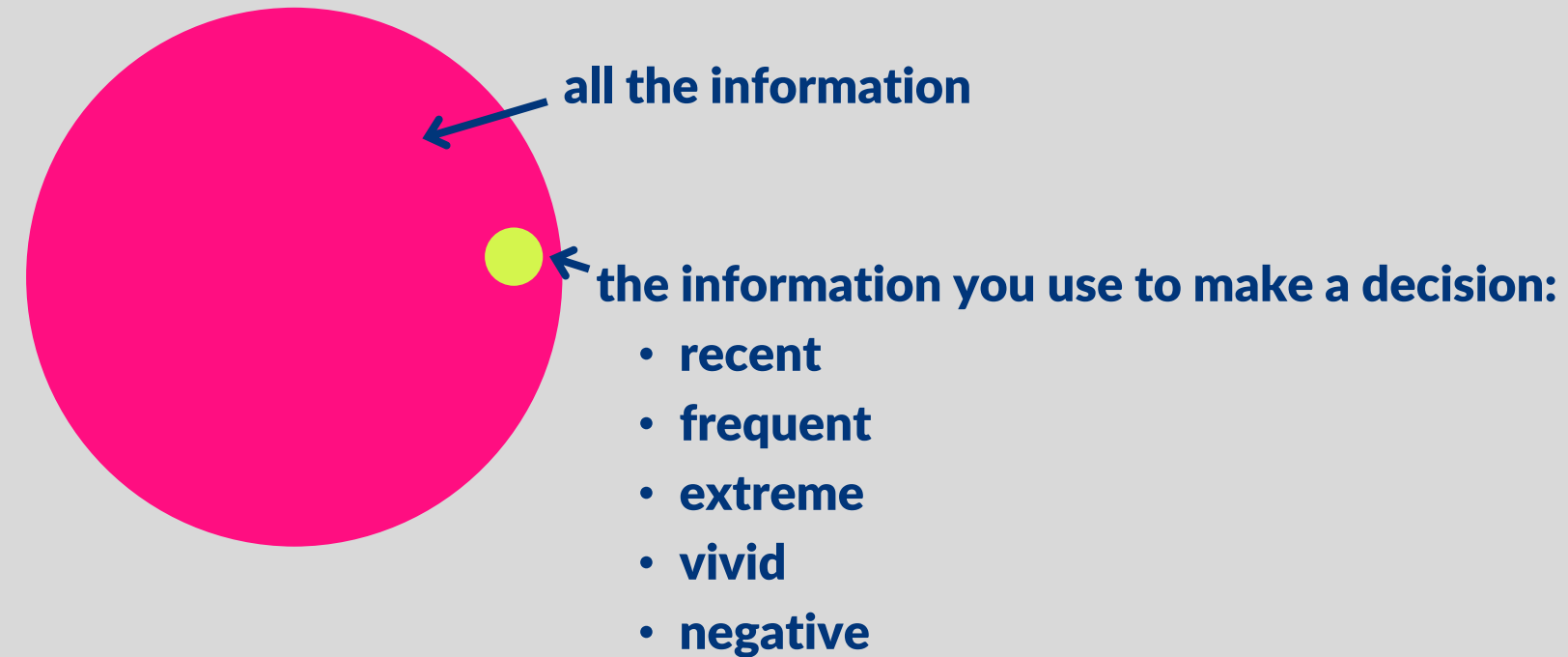
Confirmation Bias



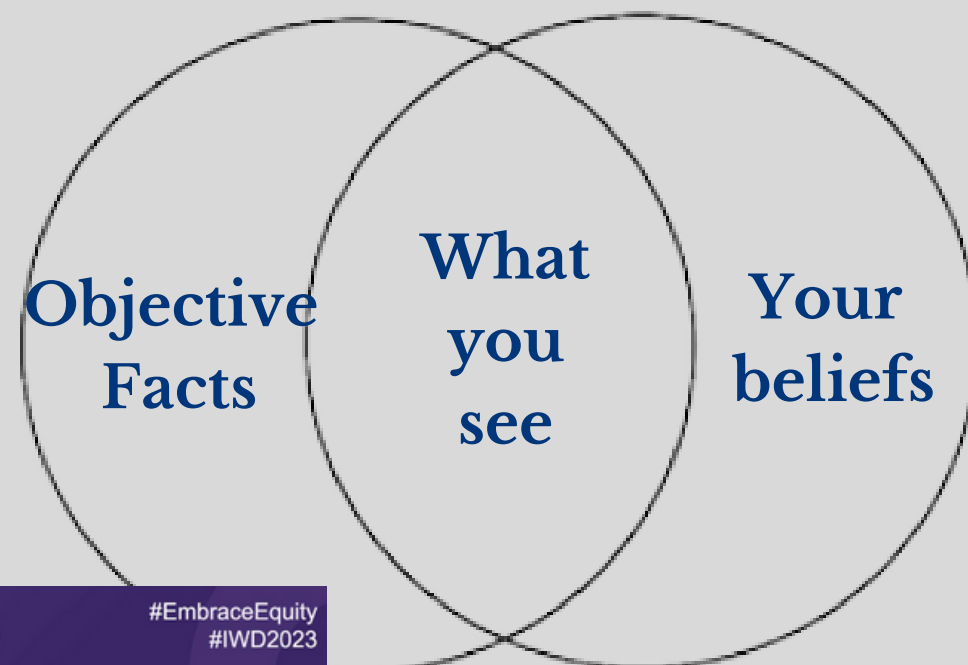
Anchoring Bias



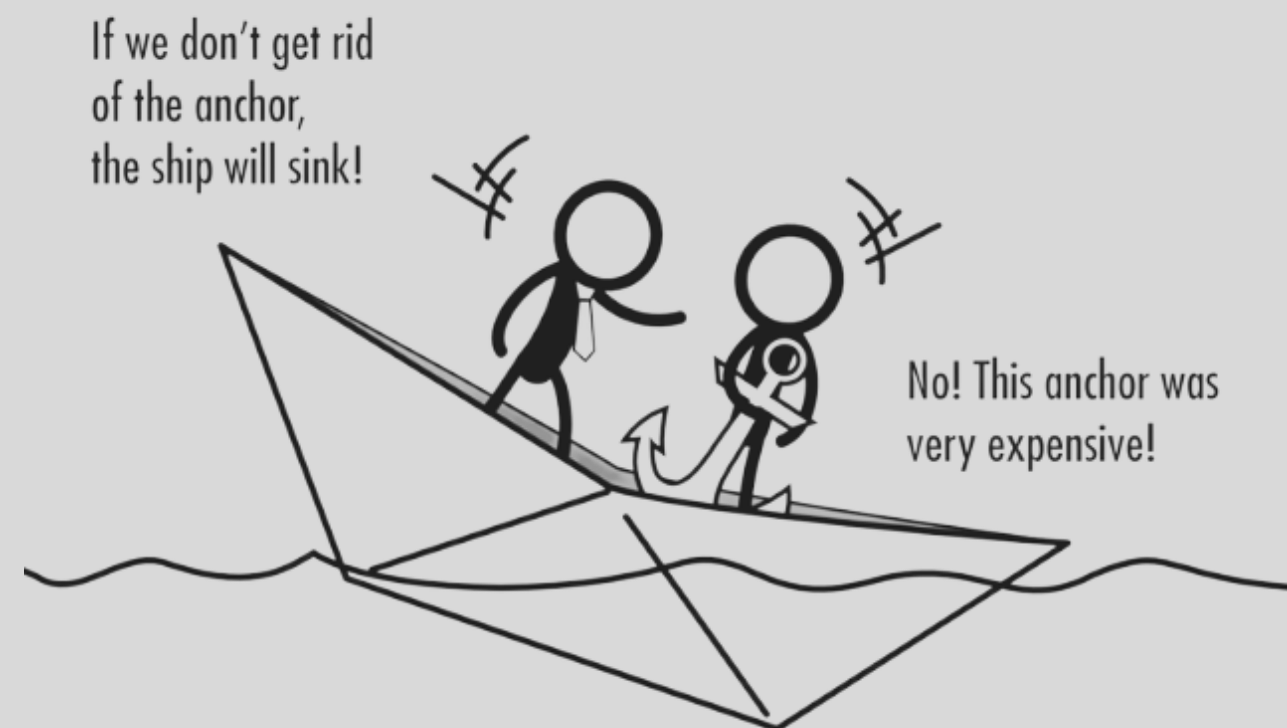
Availability Bias



Confirmation Bias



Sunk Cost Fallacy



Status Quo Bias

WHAT I'M
COMFORTABLE WITH
(EXISTING BELIEFS /
PAST DECISION)

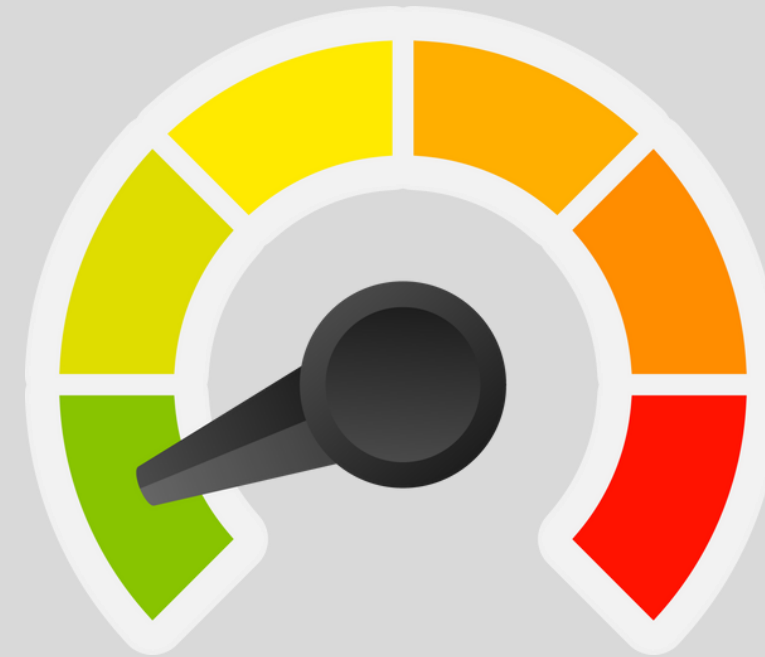


**
POSITIVE
CHANGE

What if? Bias



Zero Risk Bias



Negativity Bias

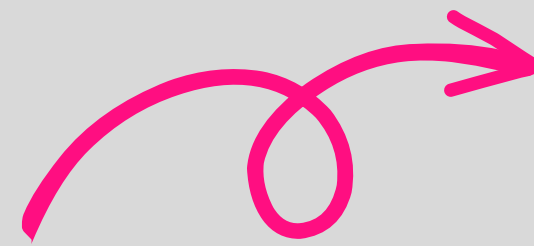


Likeability Bias

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Coaching



Likeability Bias



Double Bind

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McGuinness
Coaching



CHECK YOUR SELF ADVOCACY



CHECK YOUR LANGUAGE

Sorry, but ...

It wasn't that
important

It's not that
big of a deal

I'm no expert, but
...

I think maybe ...

I just ...

Could I just have
a few minutes of
your time?

I actually ...

Does that
make sense?



CHECK YOUR ACHIEVE- MENTS

Self-awareness:

- recognise & understand the impact of your biases
- know how your beliefs & behaviours lead to key career decisions

Self-awareness:

- recognise & understand the impact of your biases
- know how your beliefs & behaviours lead to key career decisions

Self-belief:

- have the confidence to take risks
- have the resilience to bounce back, persevere & adapt to create opportunities for career growth
- understand the self-promotion & visibility are key to opportunities.

The system



'unapologetically
fair'

The self



'unapologetically
ambitious'

One thing you were reminded of,
learned or have decided to act on
from today?



1:1 Coaching



Group Coaching



Power Hours



**Executive
Coaching**



**Workshops &
Motivational
Speaking**



Confidence for Interviews



Confidence for Visibility



Your Career Strategy



Get Clear on Your Career



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hello@nicolamcguinnesscoaching.com



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linkedin.com/in/nicolamcguinness



instagram.com/nicolamcguinnesscoaching