



**Women in Workers' Compensation
Leadership Forum**



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Women in Workers' Compensation (WiWC)

Presented By



**HEALTHCARE
SOLUTIONS**

“*Some leaders are born women.*”

Geraldine Ferraro
Attorney & Politician

Did you know...



A 1994 study by Sadker & Sadker found that teachers tolerate more calling out from boys than from girls. Boys call out answers (when the teacher does not call on them) eight times more often than girls do.

Teachers often respond to boys' calling out; thus, reinforcing the behavior. When girls call out; however, teachers are more likely to remind them that they are not following the class rules.

“*A leader takes people where they want to go.
A great leader takes people where they don't
necessarily want to go, but ought to be.*”

Rosalynn Carter
Former First Lady

Did you know...

Recent research from Yale had scientists presented with application materials from a student applying for a lab manager position. Half were given the application with a male name, and half were given the exact same application with a female name.

Results found that the “female” applicants were rated significantly lower than the “males” in competence, hireability, and whether the scientist would be willing to mentor the student. The scientists also offered 14% lower starting salaries to the “female” applicants.

Of note, both male and female scientists were equally guilty of committing the gender bias.

Source: <http://www.pnas.org/content/109/41/16474.abstract#aff-1>

“Presenting leadership as a list of carefully defined qualities (like strategic, analytical, and performance-oriented) no longer holds. Instead, true leadership stems from individuality that is honestly and sometimes imperfectly expressed.... Leaders should strive for authenticity over perfection.”

Sheryl Sandberg,
Author of Lean In & COO of Facebook



Did you know...

Research shows that men apply for jobs when they meet 60% of the criteria, while women wait until they feel they meet 100% of the criteria.

Source: Georges Desvaux, Sandrine Devillard-Hoellinger, and Mary C. Meaney, "A Business Case for Women," *The McKinsey Quarterly* (September 2008): 4, <http://www.womenscolleges.org/files/pdfs/BusinessCaseforWomen.pdf>.

“Leaders of the future will have to be visionary and be able to bring people in - real communicators. These are things that women bring to leadership and executive positions, and it's going to be incredibly valuable and incredibly in demand.”

Anita Borg

Founder, Institute for Women and Technology created in 1987

Did you know...

The wage gap starts right out of school:
A recent study found that women in their first year out of college were paid 82 cents for every dollar paid to their male peers.

Source: Christianne Corbett and Catherine Hill, *Graduating to a Pay Gap: The Earnings of Women and Men One Year After College Graduation*, American Association of University Women (October 2012), <http://www.aauw.org/files/2013/02/graduating-to-a-pay-gap-the-earnings-of-women-and-men-one-year-after-college-graduation.pdf>

“In bullfighting there is a term called querencia. The querencia is the spot in the ring which the bull returns. Each bull has a different querencia, but as the bullfight continues, and the animal becomes more threatened, it returns more and more often to his spot. As he returns to his querencia, he becomes more predictable. And so, in the end, the matador is able to kill the bull because instead of trying something new, the bull returns to what is familiar. His comfort zone.”

Carly Fiorina

Former CEO of Hewlett-Packard



Did you know...

Women pay for their success:
Success and likeability are positively correlated for men, but negatively correlated for women.

Source: Madeline E. Heilman and Tyler G. Okimoto, "Why are Women Penalized for Success at Male Tasks? The Implied Community Deficit," *Journal of Applied Psychology* 92, no. 1 (2007): 81-92; and Madeline E. Heilman et al., "Penalties for Success: Reactions to Women Who Succeeded at Male Gender-Typed Tasks," *Journal of Applied Psychology* 89, no. 3 (2004): 416-27.

“Embrace tough assignments. Conventional wisdom suggests that it’s easier to take the path of least resistance by signing up for an easy job, doing it well, and moving on to something bigger.

The problem with that theory is that nobody notices when you do an easy job well. It’s far better to challenge yourself by raising your hand for the toughest assignments and work to solve problems that no one else has been able to solve. That’s how you truly become a trusted leader inside an organization.”

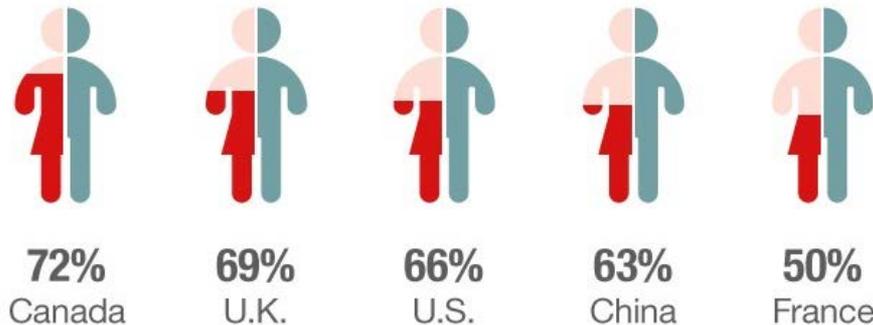
Indra Nooyi
Chairman and CEO, PepsiCo



Did you know...

The U.S. ranks 65th in wage equality among 142 countries surveyed by the World Economic Forum.

THE GENDER PAY GAP



Source: <http://money.cnn.com/2014/10/27/news/economy/global-gender-pay-gap/index.html>