



Exposing Hidden Barriers That Women Face in the Workplace

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Reframe Your Story

The tendency to engage in negative self-talk and downplay professional achievements is a major factor in holding women back from professional advancement. Tammy Heermann, author of “Reframe Your Story”, identifies the sometimes-invisible barriers women face in the workplace and offers reframing strategies backed in research to help overcome them.

Learning Objectives

- Recall how to build and execute an effective career plan
- Identify self-imposed barriers that may be holding you back from career growth
- Recognize reframing strategies to overcome those barriers



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Discussion Questions

1. Imposter syndrome disproportionately affects women, as discussed in the podcast. How do leaders within our organization identify signs of imposter syndrome in themselves or their teams? What practices can we put in place to help women feel more confident about their contributions?
2. Tammy notes that women often struggle with delegation, feeling guilty or uncertain about giving tasks to others. How can we encourage better delegation practices within our team, and ensure that we feel confident in delegating tasks without guilt?
3. Many professionals, especially women, may undervalue networking or feel uncomfortable leveraging their networks. What strategies can we put in place to normalize networking as an essential part of career development? How do we ensure that networking is seen as a valuable, strategic activity, not just extra work?