Steering Your Career as a Woman Engineer

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Outline

• Some common scenarios
• Strategies for success
• The imposter syndrome
• Resources
• Questions and answers
Common Scenarios

• Newbie
• To manage or not to manage?
• On the slow track?
• The manager from hell
• The managee from hell
Strategies for Success

• Choose good goals
• Be good at your work
• Get good advice, coaching, professional development
• Be willing to learn and change
• Network
• Persist but know when to fold
Choose good goals

- Set short-term and long-term goals
- The people who make a difference
  - decide to do something important
  - plan a strategy
  - gather support
  - persist
  - and modify strategy when necessary
Be good at your work

• Hard work, persistence, commitment to excellence
• Be eager to do/learn the hard stuff
• Be willing to take risks
• Help others succeed
Get good advice, coaching, professional development

• Grow your family of mentors
  – Professors
  – Role models
  – Peers
  – Mentees

• Take advantage of courses, workshops

• Coaches can make a huge difference
Be willing to learn and change

• Everyone can improve
• What feels uncomfortable at first can become a key skill
• Learn to see situations from another’s perspective
Network

• It’s all about relationships
• Everyone can help
• Do your part
Persist but know when to fold

- Persistence is incredibly important to success
- Sometimes there’s nothing you can do
Common Scenarios

- Newbie
- To manage or not to manage?
- On the slow track?
- The manager from hell
- The managee from hell
The imposter syndrome

- What it is
- Coping with imposteritis
  - Practice, practice, practice
  - Remember your successes
  - Learn hard stuff
Resources

- Grace Hopper Celebration of Women in Computing, Portland November 10 – 12, 2011
- How the Way We Talk Can Change the Way We Work: Seven Languages for Transformation: Robert Kegan, Lisa Laskow
- Getting to Yes: Fisher, Ury and Patton
- Getting past No: Ury