

Careering While Female*

Asst. Prof. Dr. Jamie Gloor | Women in Physics Career Symposium | September 4, 2023

***Extra explanations added in these boxes to clarify the slides for online readers.**

2004 10-12 13-20 21-now

Who am I?



Yale



Psychology

Business/Economics

What do I do? Gender/Diversity & Leadership Research, e.g.,



Beyond work... (because it's also important!)



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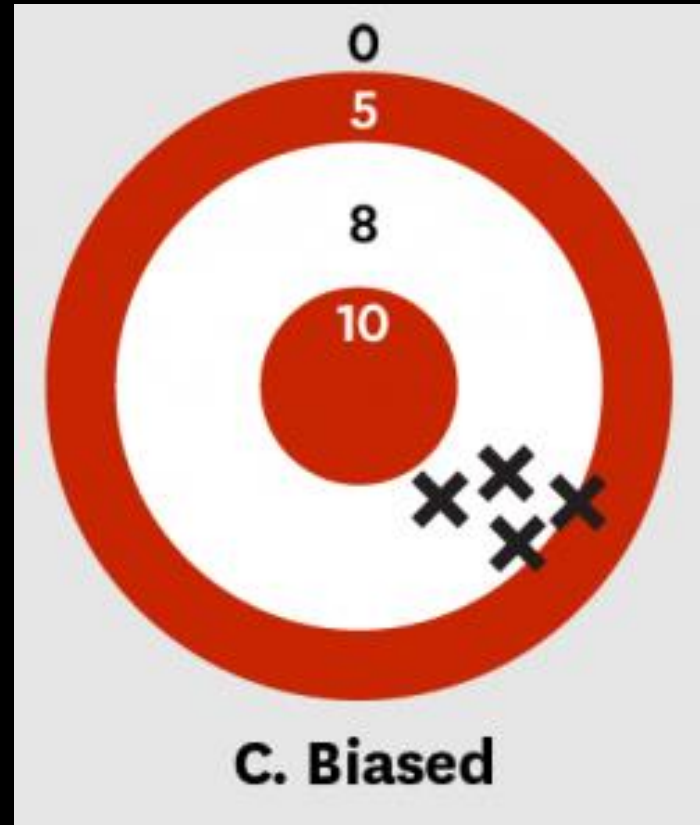
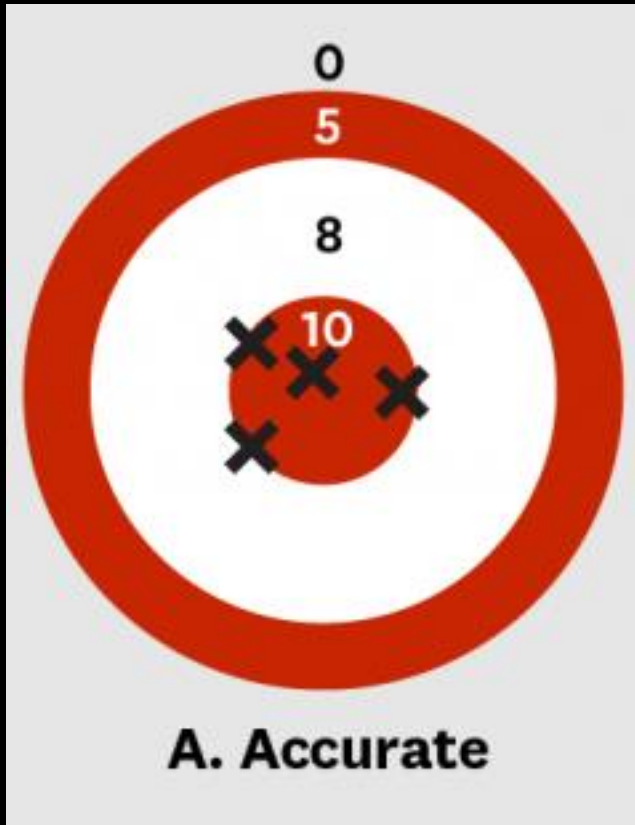


Here to build “roots” for strength & resilience



Image: NY Times

We're all biased! Cognitive reasons for this. But sometimes problematic.



We'll focus on proactive for “early careers”

REACTIVE

PROACTIVE

Strong. Equipped and well-trained. Carving own path...upward!



Image: REI



S.K.I.S.

Image: REI



scout

Ask questions about how groups/organizations treat women, the flexibility they offer, how it is for employees with families, etc. *before* you apply or accept positions. “An ounce of prevention”

Obukhova & Kleinbaum (2021) *Academy of Management Discoveries*



kids?

Potential employers are thinking about childbearing-aged women's potential to have kids (i.e., “maybe baby” bias), so you can proactively address with humor, reiterating your commitment to a job/project.

Gloor (2016) UZH; Gloor et al. (2018) *Journal of Vocational Behavior*; Gloor et al. (2022) *Journal of Applied Social Psychology*



Gloor (2016) UZH; Gloor et al. (2018) *Journal of Vocational Behavior*; Gloor et al. (2022) *Journal of Applied Social Psychology*



integrate

Networks of women *and* men are critical for women's career success.

image: REI

Yang, Chawla, & Uzzi (2019) PNAS

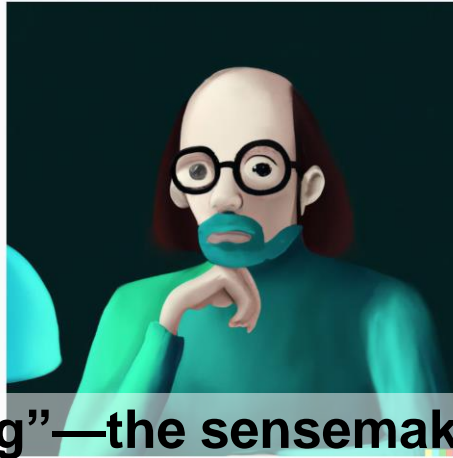


incivility

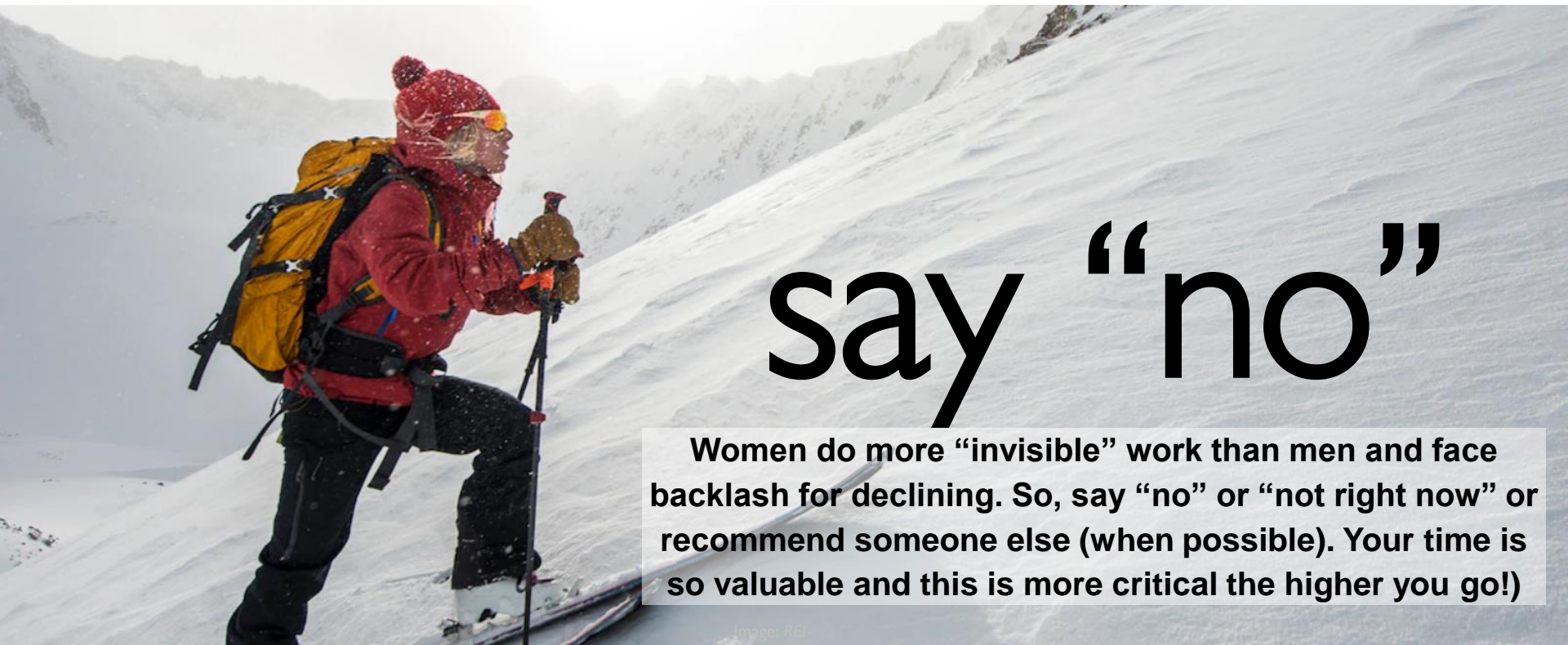
Low-intensity, ambiguous acts of potential disrespect (often interpersonal, similar to “microaggressions)

Cortina (2008) in *Academy of Management Review*; Gloor et al. (2018) in *Journal of Vocational Behavior*; Gloor et al. (2023) in *Journal of Management*

These are the images automatically generated by Open AI.



They're “thinking about something”—the sensemaking process that makes incivility problematic for targets, bystanders, men and women.



say “no”

Women do more “invisible” work than men and face backlash for declining. So, say “no” or “not right now” or recommend someone else (when possible). Your time is so valuable and this is more critical the higher you go!

Image: REI

Cooper (2021) *Harvard Business Review*; Eagly (2020) *PNAS*; O’Brien (2014) Rice University



Scout
Kids?
Integrate
Say “no”

Image: REI



S.K.I.S.

Image: REI



1. Ask questions *before*.
2. Proactive about a key bias.
3. Meet different people.
4. You can't do everything...“no.”

Image: REI



So in your toolbox you already have (i.e., your skills, publications, awards, etc.)



...make sure you have your skis, too!



Who has
questions?



“More with Jamie Gloor”

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Jamie.Gloor@gmail.com



To continue the discussion and learning journey...



7. ST.GALLER DIVERSITY & INCLUSION WEEK

We look forward to seeing you this year at the 7th St. Gallen Diversity & Inclusion Week from 11 to 15 September.

[Programme](#) [Registration](#)

Universität St.Gallen

Online sessions will be simultaneously translated into German and English | Online-Sessions sind zweisprachig in Deutsch und English

[Home | 7. St. Galler Diversity & Inclusion Week \(inclusion-tagung.ch\)](https://inclusion-tagung.ch/)



University of St.Gallen
Research Institute for
International Management

Male Allyship



<https://ccdi-unisg.ch/en/male-allyship-training/>