

Walking in Her Shoes: Building Empathy for Women at Work

Key Takeaways

1

Challenges Women Face



Glass Ceiling
Barriers to leadership



The Double Bind
Criticism for being too soft
or too assertive



**Likeability vs
Competence Tradeoff**
Being seen as less likeable
when demonstrating
competence

2

What Empathy Looks Like

1



Understands they are a separate person with different feelings and perspectives

2



Recognises and names their own and others' emotions

3



Manages their own emotional reactions

4



Imagines how someone else might feel

5



Thinks about how to help or support others

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E.A.R. – Empathy Starts with Listening

E



Engage

Ask how someone is and give your full attention

A



Acknowledge

Step into their shoes, recognise their emotions

R



Respond

Offer emotional / tangible support

Need a bit more help?

Speak with your coach to explore ways to practise empathy, navigate workplace challenges, and build a more inclusive and supportive environment.



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