Strategies for Women to Lean In on Rad Onc Teams

Kristi Hendrickson, PhD, DABR, FAAPM
Associate Professor
UNIVERSITY of WASHINGTON
Challenge 1 to equity participation

Barriers created by PERCEPTION vs REALITY

- We *under*estimate women’s performance and *over*estimate men’s performance.
- When it comes to performance, women will predict that they’ll do worse than they actually do; men predict they will do better.
Women are hired/promoted based on past performance; men are hired/promoted based on potential.

Women receive less credit for success; more blame for failure.

Men apply for jobs/promotions when they meet 60% of the criteria; women wait until they meet 100% of the criteria.

Barriers created by PERCEPTION vs REALITY
WHAT CAN YOU DO?

- Recognize and be aware
- Work outside your comfort zone to challenge yourself
- Mentor and encourage women
Challenge 2 to equity participation

Barriers created by NOT BEING HEARD

- Men interrupted women nearly 3X as often as they interrupt other men. Women also interrupt other women! And rarely interrupt men.
- The stolen idea
WHAT CAN YOU DO?

> Pause and be sure everyone is being heard
> Give appropriate credit for work/ideas
Challenge 3 to equity participation

Barriers created by the LIKABILITY BIAS

- Men as leaders: assertive, strong
- Women as leaders: intimidating, too aggressive, bossy, not likable

- Agreeable + Nice = less competent

UNIVERSITY of WASHINGTON
WHAT CAN YOU DO?

> Walk the tightrope between being seen as
  – too masculine = respected but not liked
  – too feminine = liked but not respected

> Both respect and likability are needed to be an effective leader or team member
ASPIRATIONAL GOAL

For women and everyone

> To change the work world culture so that we can bring our whole authentic selves to our work.