



Strategies for Women to Lean In on Rad Onc Teams

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Challenge 1 to equity participation

Barriers created by PERCEPTION vs REALITY

- > **We underestimate women's performance and overestimate 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.**



Barriers created by PERCEPTION vs REALITY

- > **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.**



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**



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.**

