



## International Women's Day - #AccelerateAction

In recent years, significant strides have been made in increasing women's representation in leadership roles. Yet, the gap still remains. Women face unique challenges in climbing the ranks, and one key factor to their success lies in the cultivation of emotional intelligence (EI). EI is the ability to understand and manage one's own emotions, as well as the emotions of others.

As an EQ-i 2.0 practitioner, one of the EI components that often scores lowest in women's profiles is the sub-scale of Self-Regard. Enhancing Self-Regard - one's sense of self-worth and self-confidence - is a fundamental aspect of EI and one of the first steps to enhancing leadership presence. Here are some tips for women (and men) to improve their Self-Regard, which in turn supports a strong leadership trajectory:

- 1. Recognize Your Achievements** - Take the time to reflect on your achievements and contributions. Celebrate your successes, no matter how small they may seem. Keeping a journal of your milestones can serve as a powerful reminder of your capabilities.
- 2. Practice Self-Compassion** - Leadership comes with its share of challenges and setbacks. Be kind to yourself and acknowledge that everyone makes mistakes.
- 3. Set Boundaries and Prioritize Self-Care** - Set clear boundaries to protect your time and energy. When you take care of yourself, you're better equipped to lead others.
- 4. Develop a Growth Mindset** - Embrace challenges as opportunities for growth and view failures as valuable learning experiences.
- 5. Advocate for Yourself** - Don't be afraid to assert yourself and advocate for your ideas and contributions. Speak up in meetings, share your insights, and take credit for your work. Self-advocacy is a crucial skill for advancing in leadership roles.

Women in leadership roles have the power to drive innovation and change. By cultivating emotional intelligence and enhancing self-regard, YOU CAN overcome challenges and rise to the top. Remember, your unique perspective and strengths are invaluable assets—embrace them with confidence and grace.

Happy International Women's Day.

Be Inspired. Be Inspiring.  
Stacie



## Client Story

Client Story: Sr. Project Manager at an Energy Company

My client, very strong technically, has been struggling with confidence, often hesitating to voice her opinions in meetings. Her goal was to build confidence, speak up for herself, and find her voice within her organization.

The first step in my client's coaching journey was to recognize her strengths and accomplishments. Together, we created a comprehensive list of her achievements, from successfully leading a major project to mentoring junior team members. This exercise helped see her value and contributions clearly, boosting her self-regard. It also supported her in establishing updated and actionable goals to find and using her voice with her team and beyond.

We practiced role-playing scenarios where she could confidently express her ideas and opinions. She also started preparing her points in advance for meetings, which helped her feel more prepared and less anxious about speaking up.

My client was able to identify colleagues and mentors who could provide guidance and encouragement. With their support, she felt more empowered to take risks and share her thoughts. My client began to actively request feedback from her team and senior leaders, using it as a tool for growth.

Throughout her journey, we celebrated progress, no matter how small. Each time she spoke up in a meeting or received positive feedback, we acknowledged and celebrated the achievement. This positive reinforcement helped build her confidence over time.

Over the course of several months, my client's confidence grew significantly. She became more vocal in meetings, sharing her ideas and insights with conviction. Her colleagues noticed the change and appreciated her contributions. She also took on a leadership role in a new project (much more complex with a lot more exposure than ever before), where she successfully led her team to meet critical deadlines.

*"NO ONE CAN MAKE YOU FEEL INFERIOR WITHOUT YOUR CONSENT." - ELEANOR ROOSEVELT*