Fear-less: Is Fear Holding You Back?

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CONFIDENCE!
First-level managers

50% Women
50% Men
Partners/CEO’s

- Women: 17%
- Men: 83%
Statistics

- Average career duration for a woman is 2 years shorter than that of their male counterparts

- S&P 500 top senior executives (top 5 positions) – 14.6% women

- Same S&P 500 companies – only 26 are women (5.2%)
New Positions

Most men will apply for the next level position at 60% qualified

Most women will not apply for that same position until 100% qualified
I would apply if ...........

- The 60% was the critical experience and knowledge I needed for the position
- I was certain I could pick up the other 40% quickly
- It was my dream job
- I didn’t have a job and was desperate for work
Fears at 60%

- I am not the desired candidate
- It would be a waste of my time and theirs if I am not fully qualified
- Would not have enough confidence to be able to sell myself
- What if the 40% I am missing is mission critical to the job and I am “found out” before I can learn it
- I would look like a fool
- They would think I am a fake
- Afraid I would fail
- Afraid I would let them down
- They would probably laugh in my face because I was so unqualified
- Afraid I would be asked to do something I didn’t know how to do
- Those with more experience are more qualified and I could not compete
Unconscious?
Until recently, orchestras were typically all male. Back in 2000 there was a famous research into unconscious bias in the selection of players for symphony orchestras. Harvard economist Claudia Goldin and Cecilia Rouse from Princeton found very interesting findings. Musicians were allowed to audition behind screens, (i.e. blind audition). This meant that their gender could not influence the evaluation of their performance. Astoundingly, women’s chances of making it through the first round increased by 50% – and in the final rounds by 300%! 
I don’t wanna go!
Confidence
Confidence Timeline

- Get a journal where you will have easy and immediate access

- Track progression of your confidence levels for a period of time

- Plot changes in your confidence levels on a timeline

- Plot what was happening on that same timeline
▪ Regional leadership roles available
▪ National committee roles
▪ Managing partner roles
▪ Regional Managing Partner roles
▪ CEO 😊
▪ And, so on………….
It won't work out

Fear of Failure
ASK QUESTIONS
I am awesome
Success Journal Benefits

- Timeline
- Track record of accomplishments
- Reminds you of where you have been
- Helps you to refocus when you get off track
COURAGE

Some are just born with it
“It's easy to stand with the crowd. It takes courage to stand alone.”
Getting Out Of Your Comfort Zone
Thank you!

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