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## Actions to Take for the Sake of Female Ambition

Ambitious woman, manager, or ally, here are concrete actions you can take right now for the sake of your own ambition and that of the women around you.

### Ambitious?

Things you can do to propel your ambition.

#### 1 IDENTIFY AND STATE YOUR AMBITION... FREELY!

To achieve your greatest aspirations, you first need to identify what you truly wish to accomplish, then say it out loud with confidence. No taboo should stop you! Ready?

#### 2 SHARE YOUR SUCCESS STORIES

Recognizing your achievements is good; sharing them in a good story is better! If becoming aware of your accomplishments strengthens your confidence, stating them will reinforce your credibility. Go for it! Enough is enough with modesty...

#### 3 HAVE A CANDID CONVERSATION WITH YOUR LIFE PARTNER

Families - women in particular - have been shaken by the pandemic. It's time to talk to your partner and find solutions, to stop putting your career on hold for lack of options.

#### 4 SET YOURSELF UP WITH A SOLID CIRCLE OF ALLIES

The expression "*self-made woman*" shows how much power we give to the idea of making it on our own. A totally unrealistic concept! We need to learn and elevate ourselves along the way, through contact with others of complementary backgrounds and expertise. It's essential.

#### 5 FIND A SPONSOR

Having a sponsor, someone who believes in you and raises your profile in their network, is probably the best way to achieve your professional objectives. This trust-based relationship will enrich your prospects - and open doors!

### Managers,

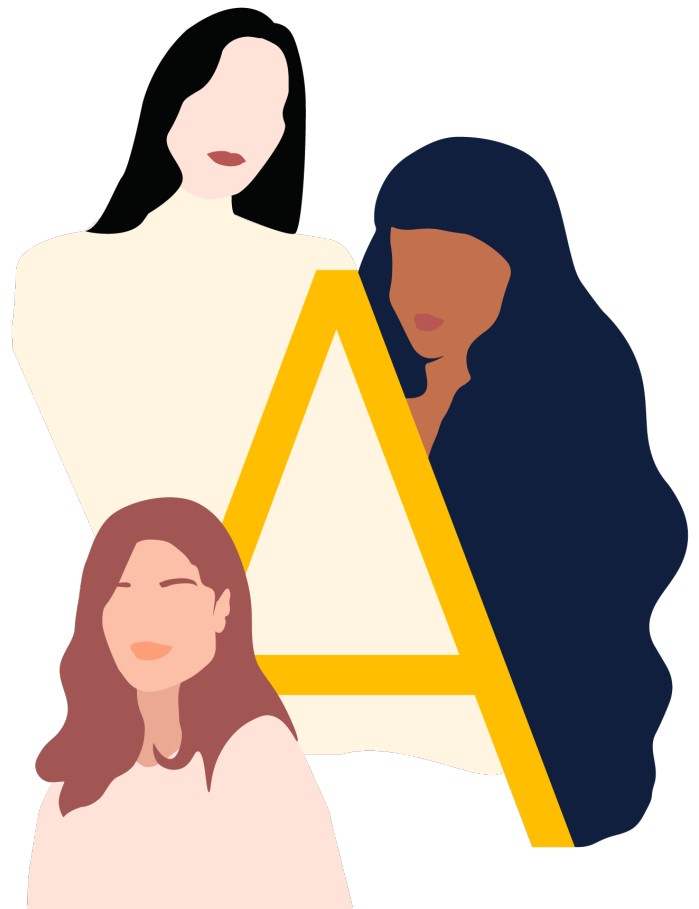
your actions change the course of things.

#### 6 ASK QUESTIONS

Have open, candid conversations; they're one of the keys to building a workplace culture where every woman has the chance to contribute and move up. Don't make assumptions: ask questions, listen to needs, be receptive to ideas, grasp the scope of ambitions.

#### 7 ESTABLISH EQUITABLE RULES FOR PROMOTION IN YOUR COMPANY

A clear game plan that fosters diversity, equal pay, and equal opportunities for advancement is essential for giving women a real chance to position themselves. And most importantly, communicate everything with integrity and transparency.





## 8 SHOWCASE A GREATER DIVERSITY OF INSPIRING ROLE MODELS

Seeing is believing. Women need to see themselves through contact with inspiring role models. By positioning diverse leadership at all levels, you give women the chance to identify with leaders and believe that it's possible.

## 9 BE ALERT TO YOUR AREAS OF WEAKNESS

We've all got them, those notorious unconscious biases. What matters most: regular soul-searching to identify the biases that could reveal themselves, limit your perspective, make you miss something. This calls for constant vigilance!

## 10 EXPRESS YOUR ACKNOWLEDGEMENT

There is a direct correlation between acknowledgement and mobilization. Giving credit for ideas received, congratulations for successes, and encouragement for lessons learned (that can sometimes be tough ones): these are good ways to highlight female talent, which sometimes lacks visibility.

Together,  
we can make a difference.

## 11 AMPLIFY WOMEN'S VOICES

It's been shown: men speak more during meetings. Women get interrupted more and have their ideas validated less. When a woman on your team speaks up, amplify her viewpoint or publicly acknowledge the relevance of her comments. An essential act of solidarity.

## 12 CONNECT THE WOMEN IN YOUR NETWORK

A good network is essential for career advancement. You'll make a big difference by making it possible for the women in your network to benefit from each other's expertise, views, and advice.

## 13 DON'T LOOK AWAY FROM INJUSTICE

Living in a fair world implies acting in the face of injustice and inequity. Not looking away, daring to take part in important discussions, adding your voice to the debate... a few ways to be supportive of women.

## 14 RESPECT AND VALIDATE FEMALE AMBITION... AS IT IS

Ambition is varied and has many faces. Be attentive, listen, encourage, validate, and support all forms of ambition. Women will thank you for it.

## 15 BECOME AN EQUALITY AMBASSADOR

Because the time has come to do away with gender stereotypes and to show that leadership and family obligations must be shared responsibilities, support the cause by acting on your convictions. Take all the actions you can!

