

Speak Up!

“Speaking While Female” is real.

A wide variety of research shows that women are more likely to be talked over, disregarded or relegated to the role of onlooker in a meeting or interaction with men.

What can you do about it?

Amplify the voices of other women. Use creativity to keep things civil and accomplish the best result.

Examples:

You see a woman repeatedly getting interrupted in a meeting:

“I’m sorry, Joe. I didn’t capture what Julie was saying. Julie, can you repeat that for me?”

You see your female colleague’s idea repeated by a man and get immediate traction that it didn’t get when she said it:

“I think Julie and Joe are right. They’re both saying (fill in the blank here) and it makes sense.”

Amplify your own voice. In other words, speak up for yourself.

Examples:

You’re surprised in a meeting when a man offers up as his own a great idea you just gave him before the meeting.

“Thanks for sharing that, Joe. And one other thing I didn’t mention when I shared that with you earlier is this (fill in the blank).”

You’re trying to share a thought, comment, idea and you’re getting interrupted. You must interrupt the interrupter.

“Hey, Joe, I think we might be on the same page here but let me get this out so we can see where we agree.”

Avoid hostility, but don’t succumb to victimhood.

Speak up!