



Diverse Lens. Unique Results.

Women's

LEADERSHIP

Pulse Check Survey Report



2021

The Survey

01

Prioritizing gender equality is not only a business imperative; it is the right thing to do.

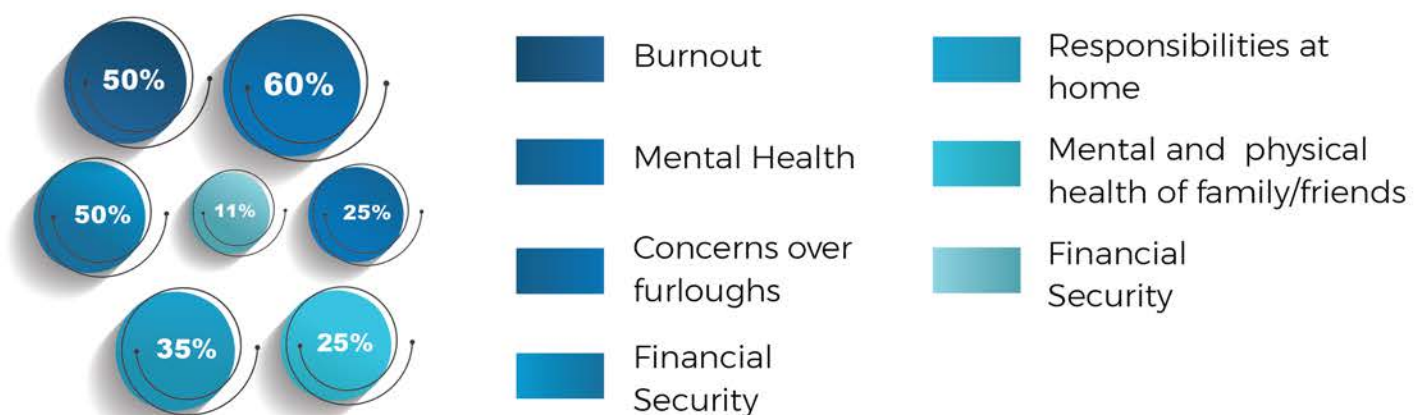
In early 2021, **CMP** conducted a women's leadership pulse check, which examined the state of women leaders around the country, and their impact and support within their organizations.

COVID-19 Obstacles

The world has experienced countless challenges since the start of the global pandemic in 2020. These challenges have highly impacted women and created additional challenges.

CMP's pulse check results revealed that the top challenges women faced due to the COVID-19 pandemic were mental health (58.62%) and concerns for the physical and mental health of family and friends (50.57%).

A Total Brain survey showed that 83% of women (compared to 36% of men) are reporting a significant increase in depression. The International Journal of Medicine also reported that more than 54% of study respondents rated their mental health concerns during the pandemic as moderate to severe.



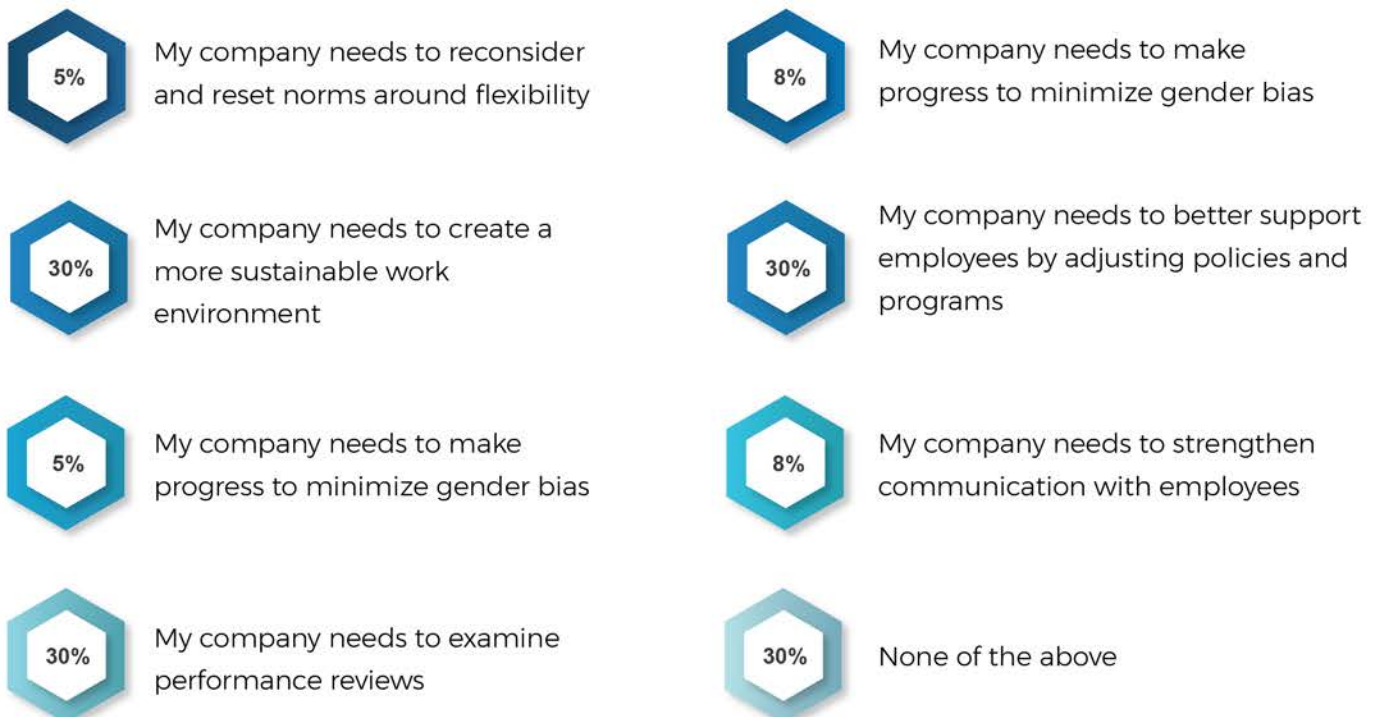
Key Organizational Issues to Address

02

As a result of the pandemic, organizations are faced with multiple challenges, with flexibility and communication among the most significant. The most transformational shift regarding flexibility is no doubt the switch to remote work, but organizations must change and adapt their procedures to include job sharing, paid sick time, and mental health days.

Women already undergo a delicate balance in the workplace. Pulse check results found that almost 50% of women believe their company needs to reconsider and reset norms around flexibility. Another 42.5% said that their company needed to strengthen communication with employees. According to the latest [McKinsey report](#), a lack of flexibility was a top reason women felt forced out of the workforce.

The pandemic has exacerbated the need for effective communication between an organization and its employees. The current situation has mandated companies prepare for future risk events, including learning how to manage uncertainty within their organization.



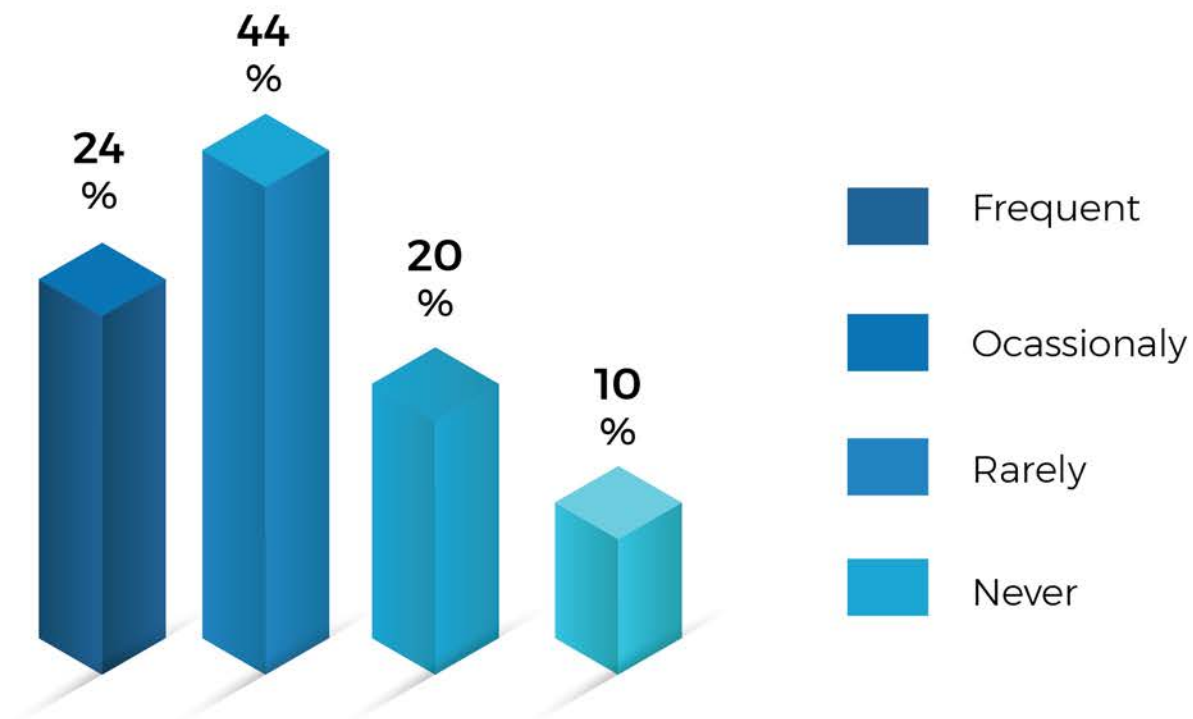
Imposter Syndrome

03

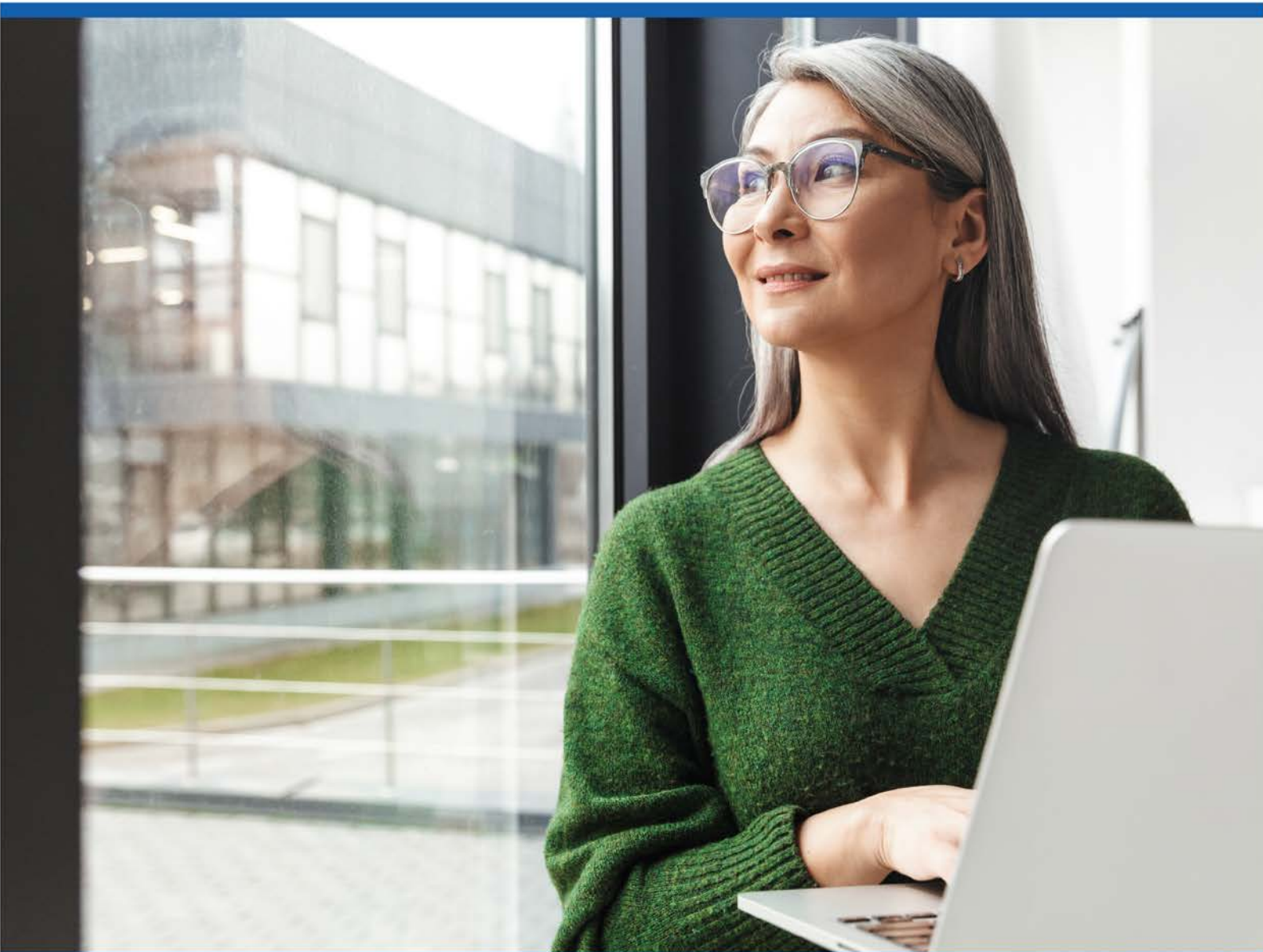
Another challenge facing women today is known as imposter syndrome, which is defined as a “collection of **feelings of inadequacy** that persist despite evident success.”

Almost 68% of **CMP's pulse check** participants responded that they experienced occasional to frequent signs of imposter syndrome.

The feeling of inadequacy is one that many people can identify with. Though seemingly invisible, imposter syndrome permeates workplaces and the lives of women.



Along these same lines, those who participated in the survey related to the following patterns of thought concerning their lives and careers:





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The goal is to create a psychologically safe space where all women can be heard, understood, and supported, changing the environment in the room.

MARYANNE PIÑA-FRODSHAM
CEO, CMP

Women's Voices

04

Women having a seat at the table does not mean they have a voice. Recent studies suggest that women do “ask” just as often as men; they just don’t “get it.” Women are more likely than men to make a lateral move to improve their salary rather than asking for a promotion, development, or raise. As a result, organizations are encouraged to increase communication and have transparent conversations for higher engagement, retention, and inclusive workplaces.

Pulse check results showed women’s variety of responses when questioned on what they were comfortable asking for in the workplace:

- Flexible work schedule (39%)
- Additional professional development or training (41.4%)
- Career path planning (18%)

However, when it came to asking for other, sometimes greater, opportunities in the workplace, respondents—sometimes as many as 85%—were less inclined to do so.



Comfortable Asks in the Workplace



Influence of Self-Perception

05

We live in a world that promotes belief in oneself, but it is equally important to have self-awareness. When pulse check respondents were asked what they believed most influenced their perception of themselves in the workplace, 67.8% answered that it was their actual performance.



My performance discussion/review



Given opportunities to work on a special project



My visibility within the company/organization



My actual performance



Receiving a raise



Receiving accolades or awards



The praise I receive from my leaders, mentors and colleagues



Receiving a promotion



My perception of myself in the workplace is not influenced by any of the above



My direct boss's perception of me



The perception of me from Senior Leadership



The perception of me from my professional colleagues/peers

Moving Your Career Forward

06

Those in leadership want to make sure they are positioning themselves for exciting potential roles. The behaviors and actions survey participants believed would forward their career the most were:

64%

Showing confidence in your capabilities

48%

Being confident and asking for what you deserve

47%

Knowing that you deserve a seat at the table

66%

Owning your own success

46%

No letting your gender limit the view of what you can accomplish

36%

Taking risks

34%

Making sure gender is not an issue in the workplace

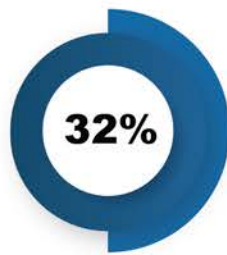
4%

Other

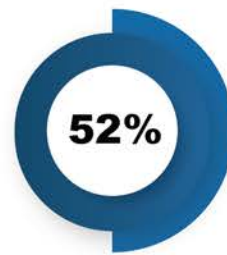
Development or Training Skills Most Needed



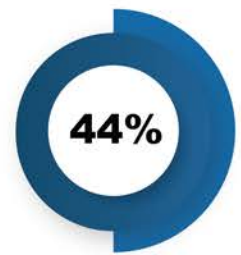
People management



Critical thinking



Confidence building



Leadership



Networking



Interviewing



Talent Management



Social collaboration and interaction



Budgeting and financial



Decision making



Negotiating



Team building



Project management



Sharing your point of view articulately

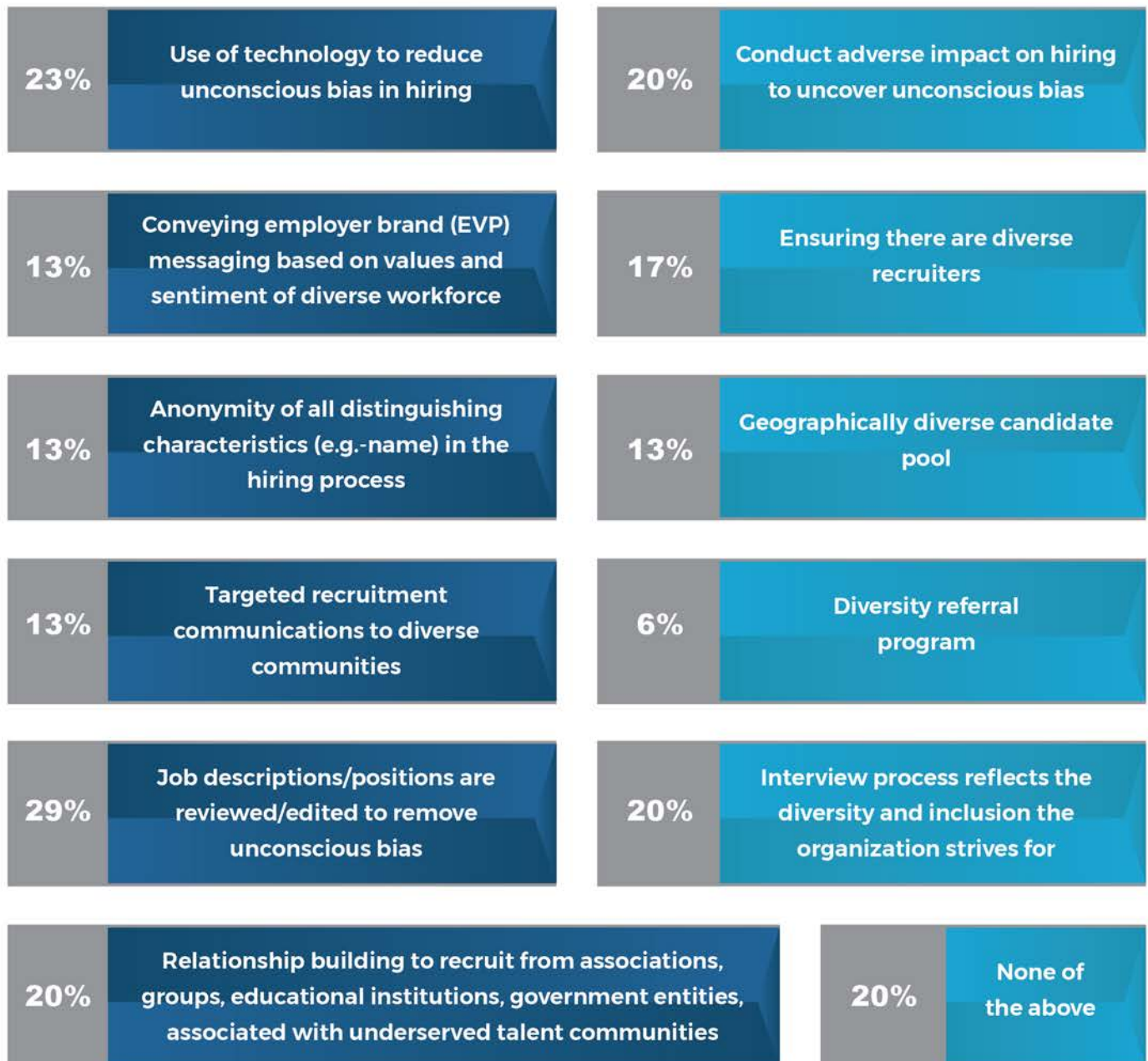


Other

Inclusive Recruiting Strategies

08

Pulse check results show that women believe their organizations are actively trying to eliminate gender bias. 28.8% of participants said that the job descriptions were edited to remove unconscious bias, and 23% answered that technology was being utilized to also remove unconscious bias.



The Gender Gap

09

Progress has been made with women in leadership and C-suite roles. Research shows that in the United States, women now make up 30% of college and university presidents and 34% of Senior Executives in the federal government. Overall, women constitute 40% of managers and 28% of chief executives when all organizations are considered.

Despite gender gap improvements, there are still changes that need to be made for women and men to be equal in work environments.

For example, 24% of pulse check respondents answered that there was an unconscious bias against women for top leadership roles. However, it is interesting to note that 39% of the women do not believe in any of the behaviours identified below are responsible for a lack of gender parity in their organization.



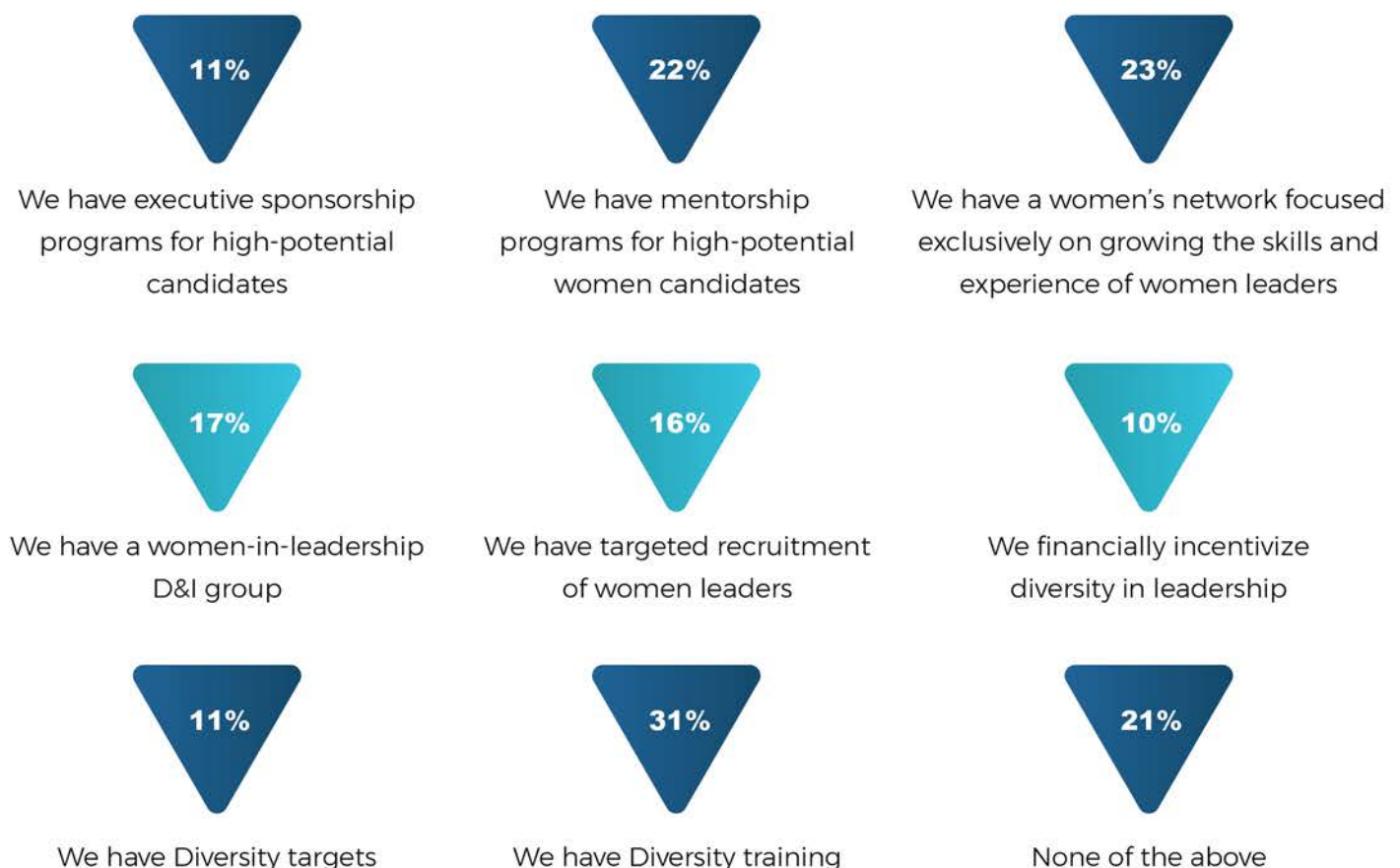
Leadership Training

10

In 1995, The Fourth World Conference on Women: Action for Equality, Development, and Peace was held, which identified key principles and plans of action for women's empowerment. One of these key principles was Principle 4, which "calls on companies and organizations to invest in workplace policies and programs that open avenues for women's advancement at all levels and across all business areas."

Though established over 25 years ago, these principles are still being pursued in 2021. When pulse check respondents were asked what situations were used to develop women leadership roles in their organization, only 22% answered that they have mentorship programs for high-potential women candidates

This type of training is what enables women's advancement and the advancement of organizations themselves.





Conclusion

The goal is to create a psychologically safe space where all women can be heard, understood, and supported, changing the environment in the room. Now is the time to foster an organizational culture that supports and values all women.

CMP is a minority and woman owned talent firm in the business of developing people and organizations across the full talent life cycle - from executive recruiting and assessment, to coaching, and outplacement support.