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Make It? -- 5.2 Authenticity -- 5.3 Imposter Phenomenon -- Chapter 6: Thriving at Every Life Stage -- 6.1 Motherhood, Work-Life Balance, and Advancing in Your Career -- 6.2 Menopause: Are Hormones Hijacking your Leadership? -- 6.3 How a Therapist Can Help.

Sommario/riassunto

As more women take up corporate leadership positions, the idea that they lack confidence no longer holds up. And yet, as old stereotypes are challenged by new realities, some crucial misconceptions remain. Do women really lack confidence? Or are we more prone to think that others have less confidence in our abilities? Based on years of research and practice in leadership and psychotherapy, Professor Ginka Toegel critically examines how the “lack of confidence” myth took hold and argues that it deserves to be challenged. Research, in fact, does not consistently support the notion of significant gender differences in self-reported self-confidence. Instead, the author takes a fresh look at persistent myths in self-help literature, such as the ideas that women “don’t ask,” are “risk-averse,” or are especially prone to “imposter syndrome”, and provides both tools and evidence to empower women to challenge these outdated beliefs and take the next steps in their careers. Covering topics such as gaslighting, mastering challenging conversations, ‘overconfidence,’ benevolent sexism, motherhood, menopause, dealing with stress and anxiety, and micro-aggressions, all seen through the lens of confidence, this book gives you the tools and strategies to succeed throughout the entire length of your career. It is an indispensable guide for women who want to succeed, and the men who want to support them. Ginka Toegel is Professor of Organizational Behavior and Leadership at IMD Business School, Switzerland. She is an expert on the dynamics of top management teams, leadership development of women executives and issues related to diversity, equity, and inclusion. Toegel has delivered leadership development programs for a wide range of companies, whose appreciation is reflected in the number of clients who choose to work with her repeatedly over many years. She has published articles in leading academic journals such as the Academy of Management Journal, Harvard Business Review and MIT Sloan Management Review. Before joining IMD in 2008, Toegel taught at the London School of Economics, London Business School, and Duke Corporate Education, and started her career as a psychotherapist.
