



2023

Introduction

In early 2023, a survey was undertaken by CMP to assess the landscape of women's leadership across the nation. This groundbreaking "pulse check" delved into the current status of women leaders and scrutinized the degree of influence they held within their respective organizations, as well as the support systems they encountered. Probing an array of sectors and levels of leadership, the study provided valuable insights into the progress being made toward gender equity, the challenges still faced by women in their leadership journeys, and the organizational structures which enabled or hindered their advancement. Thus, the findings have proven instrumental in shaping inclusive workplace policies and empowering the next generation of women leaders to thrive in their chosen fields.



Key Organizational Issues to Address in 2023

Addressing key organizational issues related to women's concerns requires a well-defined approach that effectively tackles gender gaps and fosters an environment that upholds equality, diversity, and inclusion. It is crucial for organizations to reassess their policies and procedures to ensure that they are tailored towards promoting equity and providing ample growth opportunities for all employees, regardless of gender. According to the respondents, the top 2023 issues to address are “my company needs to strengthen communication with employees, examine performance reviews and work on hybrid work policies and enforcement”. Through these concerted efforts, organizations can create an atmosphere that empowers women and bolsters their contributions to corporate success.

Which of the following do you feel your organization needs to address? Check all that apply.

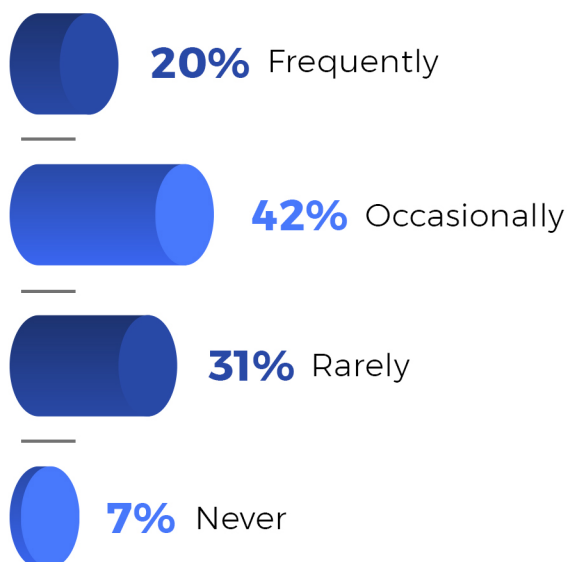


Imposter Syndrome

Imposter syndrome is a psychological phenomenon that affects countless individuals across various professional fields, making it a ubiquitous obstacle to personal and professional growth. This internal experience manifests as a persistent belief in one's inadequacy or incompetence, often leading to an irrational fear of being exposed as a "fraud." Despite evident successes and accomplishments, those grappling with imposter syndrome struggle to internalize their own abilities, leading to a continuous cycle of self-doubt and anxiety. It is essential to recognize and address this crippling condition, as it hinders career progression, limits opportunities, and stifles overall self-esteem. By acknowledging and challenging the insidious beliefs that fuel imposter syndrome, individuals can overcome such self-defeating thoughts and start cultivating a more empowering self-image, leading both to personal fulfillment and professional success.

CMP's Women's Leadership Pulse Check 2023 results show 42% occasionally experience imposter syndrome, decreasing from the [2021 report](#). It is equally important to highlight that 31% rarely experience imposter syndrome.

As a woman leader, how frequently have you experienced imposter syndrome? (feelings of self-doubt and personal incompetence or belief that one's success is not deserved).



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

Which of the following can you relate with? Check all that apply.



Women's Voices

In today's competitive professional environment, it is essential for women to recognize their worth and take the necessary steps to advocate for themselves when it comes to career advancements and salary negotiations. Historically, women have been underrepresented in leadership positions and often face wage gap disparities, underscoring the importance of asserting their value in the workplace. With global conversations around gender equality gaining momentum, it is paramount to acknowledge and celebrate the power of outspoken women who are driving change and challenging the status quo. By shattering age-old stereotypes, and actively advocating for a more equitable world, women who are unapologetically outspoken continue to leave an indelible mark on history, collectively breathing life into a more progressive and enlightened tomorrow.

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



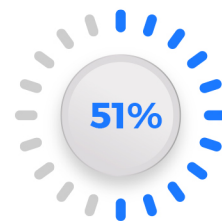
A promotion



A raise



A flexible work



Additional professional development or training



A special project



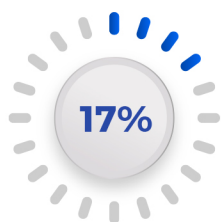
A career path plan



A new position or role



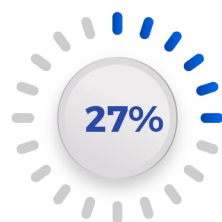
Additional Resources



An opportunity for a job beyond your experience



An increased budget



Access to senior leadership



A sponsor



“ 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
CMP CEO

Influence of Self Perception

We live in a world that promotes belief in oneself, but it is equally important to have self-awareness. Owning your success is a fundamental aspect of self-improvement and professional growth. It involves taking responsibility for your achievements and embracing the confidence that comes with recognizing your own skills and hard work. In the professional world, owning your success is crucial for building a strong personal brand, establishing credibility, and fostering meaningful relationships with peers and supervisors. Ultimately, owning your success is a key ingredient for both personal and professional fulfillment.

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, while 50% of respondents believed their perception stemmed from their professional colleagues and peers.



What do you believe most influences your perception of yourself in the workplace?



Moving Your Career Forward

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:

What behaviors or personal actions do you believe will forward your career the most? Check all that apply.

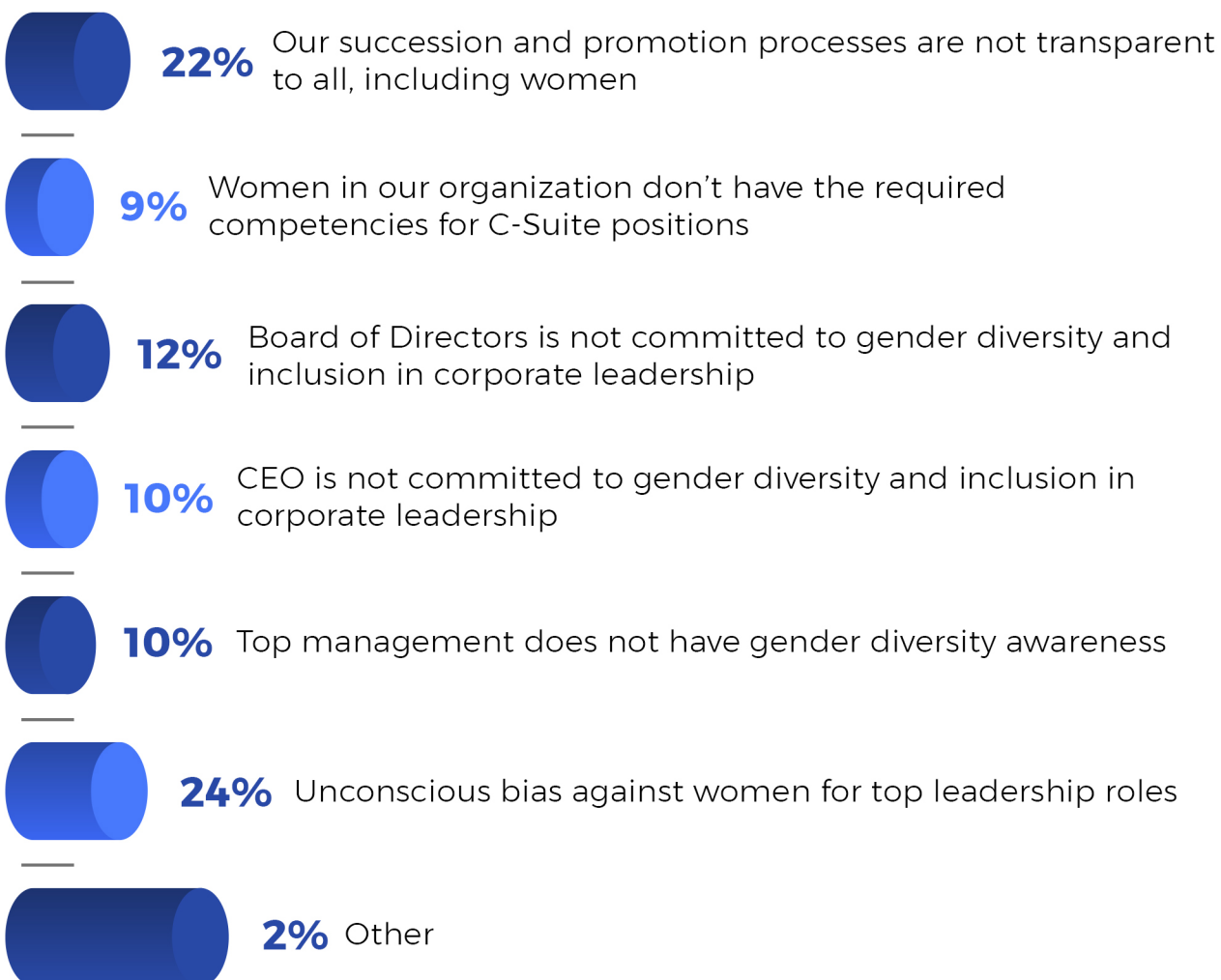


The Gender Gap

Progress has been made with women in leadership and executive 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.

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 41% of the women do not believe in any of the behaviors identified below are responsible for a lack of gender parity in their organization.

Please indicate the behaviors you believe are responsible for lack of gender parity in your organization's C-Suite. Check all that apply.



Leadership Training

As women continue to make strides in the workplace, it's become apparent that there are unique challenges that they face when it comes to climbing the corporate ladder. This has led to the creation of programs and initiatives aimed at developing the skills and talents of women leaders. It's encouraging to see more organizations investing in such training and development. By supporting women's leadership development, we can help to cultivate a more diverse and inclusive workplace that benefits everyone.

When pulse check respondents were asked what situations were used to develop women leadership roles in their organization, 24% answered that they have mentorship programs for high-potential women an increase from 2021. This type of training is what enables women's advancement and the advancement of organizations themselves.

Indicate which of the following situations you use to develop women for leadership roles in your organization. Check all that apply.



Conclusion

Women leaders are instrumental in driving organizational success, as seen across organizations around the country. While there is still a gender gap in terms of power and representation among organizations, the amount of women who have defied this and succeeded is inspiring. These brave women have integral insights and stellar skill sets that organizations need to tap into to stay ahead of the curve. It's clear that we need more female leadership, with organizations reshaping their cultures in order to create opportunity for them. By leaning in and actively supporting each other's endeavors, women can make great strides towards greater leadership roles within companies throughout the world. That's why it's essential for gender diversity advocates to forge ahead, empower each other and push for advancement in society.



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