



Lesson #2
I Am Woman

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This Week's Objectives:

Let's take what we began to dig up last week and transform them into palpable goals for you. We will also learn the anatomy of a well-written goal.

Start With What You Know

*"I am woman.
Hear me roar.
I got my scarf
caught in the door."*

-- Probably not Helen Reddy

Being a woman in the working world can stir up all sorts of self-talk. In many cases, you are the minority, although most times *I* don't even notice it. I do pay attention more recently to how I behave, what I hold back, and wonder why some actions I take get controlled or completely stifled, while others come right out in the open to exhibit my true self.

My awareness of this occasional repression has unearthed an enlightenment I now have about women in the workplace and I hope it translates into our home lives as well. It has pretty deep roots because compromising a true feeling can trigger a false belief – a belief like “I don't belong here because everyone else seems emotionally unaffected by the situation.” Maybe that's you, dunno.

Let's take a quick look at how, at the heart of many of these clashes or mental reckonings, and what may be the way we are wired.

Brains 101

I am not a neuroscientist, but I am sleeping with one.

Nevermind that. It's an old joke that I evidently never get enough of. BUT, my point is this: I have studied some of what has been researched recently about the brain and its characteristics. As women, we are born with what is a "female brain." It has certain characteristics that are more prone in a woman, such as higher connectivity between the right hemisphere and the left hemisphere. With this higher connectivity comes more rapid access to multiple areas in emotional as well as factual stimuli. In other words, it explains why we are good at switching our tasks back and forth (like Dave Crenshaw, I will call this switch-tasking, and sometimes multi-tasking). Perhaps it explains why we can get emotionally charged quickly.

The switch-tasking seems like it can be a good thing, but it brings with it more pressure and stress. Focus and concentration (mono-tasking) are activities that create a calming effect. Switch-tasking tends to do the opposite. (This is where you visualize me spinning up into a manic frenzy, like most days where I am trying to do too much at the same time. More on that in the future, because switch-tasking often works really well for me, believe it or not.)

So the reason I mention that we are "born with" a female brain is to draw on a distinction between what we are born with and how we evolve over our lifetime. We adapt and change based on our environment and the demands of our particular life situations. We respond to issues, and so on. This change in your behavior can actually change your brain – something called neuroplasticity.

Is Adaptation Evolution?

What if all this adapting was at the expense of suppressing doing your tasks in some other, just as effective, but feminine way? I want you to look for those areas. And we will do that by identifying the feminine strengths that are natural for most women,

many of which are not the norm in a workplace. And as you know, not all of us have a bank of uniquely feminine strengths. We are generally well-rounded in many aspects.

And now ... revisiting what those natural female strengths are, at least the ones that surfaced in the recent research.

Women's Leadership Traits

This model takes the 16 listed in last week's lesson and puts them into what I call the Intuition Model.

THE INTUITION MODEL



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The Goal, Dear Friend ...

Like chicks, let's incubate. Let's ponder what we think about last week's leadership strengths, and how we see the model above pulling them all together. Let's put them into something actionable.

Goal Setting: You can SPEAK your goals into existence!

I feel strongly that articulating your goals is pretty important. We will set some here and then come back at the end of the course to check how you did and whether you want to adjust for the future.

If you have some existing goals already as every great leader should ☺, you may duplicate some or all of them here, and check them against the criteria for a well-written goal.

Characteristics of a good goal, or a SMART goal.

- S Specific
- M Measurable
- A Achievable
- R Realistic *
- T Time-bound

and ...

- B Behavioral - something that I add - you should have a goal or two that are not just a reflection of productivity, but are something about your behavior or attitude that you are working on.

* It is a good idea to have a goal or two that are "stretch" goals and may not be quite as reachable so soon.

So here are some examples. And I have given you some in various categories just to getcha inspired. Use whatever categories best suit you, whether it's something you see below or something from left field:

Possible goal area: Feminine Leadership Traits (ref Lesson 1)

Example:

I will pay more attention to my sensing abilities in situations by taking mental note of gut reactions to what people say. I plan to capture these responses by writing them down, and by December 1 review this list to identify any patterns in where my strengths are.

Example:

I want to better utilize my ability to inspire others, so I will identify three situations each week and focus on making the group (or individual) see his or her value in participating in the "topic" so that it results in he or she feeling more inspired by his or her role. (Substitute topic with project or effort or discussion area.)

Possible goal area: Self-management or Gratitude

Example:

From 10-11 a.m. for the next month, I will dedicate personal time to writing in my journal so that I can be more aware of how grateful I am with my life.

Possible goal area: Work-life balance

Example:

I plan to isolate and indulge myself one half day a week just on reading books about "financial planning" to result in a more well-rounded development in my business acumen. (Substitute financial planning with dreams or crocheting or mindless romance fiction, etc)

Example:

Our family will spend 2 nights a week creating a fun meal, gathering recipes and ingredients, and then cooking the meal together. We will gather together to enjoy it, coming up with statements about what a food critic would write about the event.

Example:

I want to find a deeper level of connecting with my kids, so I will commit to one activity with each of them and register us both for it by the end of the month.

The anatomy of a well-written goal:

1. Include strong Action Verbs

Examples: "...exemplify, prevent, generate, construct, identify, augment, achieve, complete, present, create, minimize, assess, eliminate, deliver, demonstrate, validate, train, socialize, shop, hunt & gather, decorate, ..."

2. Write an Object Noun which answers - What is it that will be affected? Example: "...to build our relationship.." or "...to result in a more well-rounded development in my business acumen."

3. Write a quantitative measure or adjective relating to the object noun; answer - How much? Example: "...by 10%..." "... deeper..." If possible, avoid being too vague like "more," "less," "some."

4. Write a specific target time-frame for achieving the goal/objective; answer - When? Example: "...by the end of January..."

5. Optional - Write other context clauses to clarify the goal/objective; answer How, Where, Who?

6. Tie each Goal upward if applicable for your work situation (are there department goals a level up from you? If so, then these should support them and fit in.)
7. If applicable, identify any additional resources that are required beyond your current budget, manpower, etc.

Now time to look at your goals

My Quarterly Goals

What do you already know?

Take a look at last week, in the intro section where you were asked **“What do you hope to achieve by progressing through Skirt Studies?”**

Did you write your answers in a “proper” goal format?
(You can define “proper” for what works for you.)

Whether yes or no, you may want to use your answer there as one of your quarterly goals that you are about to write.

Look also at “A Follow-On Task,” page 5 of Lesson 1. You may have the beginnings of a more formal goal idea(s) there as well.

Task

Use these areas above for fodder in developing your quarterly goals. I have noted these as quarterly, but really you are the queen of your castle ... change the timeframe if you feel so moved.

Write 3 SMART goals for yourself on the next two pages.

My Top 3 GOALS

1)

2)

3)

CHICK CHECK

A few questions to validate your feminine approach to this week's assignment.

How many of your quarterly goals have something to do with your view of the world? For example, do you have a goal about pulling the family closer together because you feel that is primarily your goal as a woman? Do you have a goal about toning down your assertiveness level at work because you think you will be judged by being overbearing?

Remember, this CHICK CHECK is about checking your perspective on stuff. There may be something there. There may be validation of you seeing clearly anyway.

Just saying

My Ongoing RINGY-DINGY List

Items that come up throughout the course that you want to remember or task for yourself. Your “short list” of things that are working best for you or “AHA”s.

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