

# BELOW THE CEILING / ABOVE THE CEILING.

Below the grass ceiling	Cutting through
It's not fair; there is gender inequity.	There is inequity around me, and I will encounter that in numerous ways throughout my life. In this moment, what can I do to re-balance the scales in my favour?
There are no jobs right for me.	I wonder if I know about all the jobs that are here or coming up? I wonder who I can ask about that?
The jobs that exist here are short-term.	Can I test if this is the truth? Is it right? What opportunities might a short-term role give me? How could that be of benefit?
There isn't a prospect for promotion.	As above, how can I test if this is true?
I have gone as far as I can go here.	Is this right? How do I know this? If it's true: What does it mean. What, if anything, will I do with that?
I'm invisible to decision- makers; no one sees me.	I can take some clear actions to increase my visibility. I can get advice about how. I can find a mentor to help me.



Below the grass ceiling	Cutting through
<p>The better jobs all require me to work a long distance away and for too many hours—I can't have a life.</p>	<p>I know some people who commute and they seem to make it work well. Maybe I can talk to them about how they manage. I can explore different organisational policies for options such as working from home part- time, and virtual meetings, etc.</p>
<p>Women don't get opportunities here or only some women do, but not women like me.</p>	<p>I know a few women who have been promoted here. I can ask them about their experiences and find out more about them. I can ask one to mentor me.</p>
<p>It's not my time, I'm not ready.</p>	<p>What does ready look like? What will I have done to be ready? What is ready enough?</p>
<p>I don't have the qualifications.</p>	<p>I wonder if the qualifications are mandatory? I wonder if my qualifications and experience satisfy that criteria? Who can I talk to about this? How else do I meet the selection requirements? If I were a man, would I have a try anyway?</p>
<p>I'm not a natural leader.</p>	<p>How am I defining leadership? Where else in my life have I displayed leadership? For example, in sports, childhood activities, committees I have chaired. What have I learned from these experiences about my leadership style? How could I get help to enhance my leadership?</p>
<p>I'm returning to work after a long break – I'm out of step and no employer will want me.</p>	<p>I'm curious about what prospects I might find if I start asking people I know.</p>



**Do you recognise any of these statements? Do you see yourself in there? I hear all these things from women during coaching and mentoring sessions and in workshops. They are real experiences and frustrations. I have shared many of them myself.**

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### **Questions:**

- Are you saying anything from the first column to yourself, now? If so, which statement(s)?
- Which statement(s), from the second column, could you adopt straight away?
- Which one(s) might you need some help to move to?
- Are there other statements that could be helpful for you?



# About Maree McPherson

Maree is a highly experienced professional who believes that impact follows insight. With over 35 years of leadership experience and time as a Chief Executive in a peak body and regional development organisation, ambitious individuals and leading organisations regularly seek Maree's expertise.

Beginning her career in case management with children's services and assisting people with intellectual disabilities, Maree's work now centres on developing organisations into legacies by helping people think deeply and make sense of their discoveries.

Maree's proven strategy for creating clarity that drives certainty helps leaders and teams thrive. She achieves this through executive and organisational coaching, in which she holds postgraduate training. Maree is a Professional Certified Coach and a member of the International Coach Federation.

Her accreditation further underscores Maree's expertise as a practitioner in the Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT).

Maree founded her coaching and training company in 2014 and has since authored two books, including *Worthy* which was short-listed in the Australian Business Book Awards 2022.

Maree received the Medal of the Order of Australia (General Division) in January 2023 for her service to the community through various organisations.



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