Bringing Your Voice to the Table

May 19, 2017
Road map.

• What we do
• What we should avoid
• What we can/should do

DISCLAIMER: This is a big topic, and we have 60 minutes…
What do you see?
Perception

Is

Reality
We can’t win for losing.
### Gender Differences: verbal qualities

<table>
<thead>
<tr>
<th>Men:</th>
<th>Women:</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Talk loudly</td>
<td>*Talk softly</td>
</tr>
<tr>
<td>*Deep pitch</td>
<td>*High pitch</td>
</tr>
<tr>
<td>*Slow rate</td>
<td>*Fast rate</td>
</tr>
<tr>
<td>*Downward inflection</td>
<td>*Upward inflection</td>
</tr>
<tr>
<td>*Relaxed tone</td>
<td>*Strident tone</td>
</tr>
<tr>
<td>*Powerful style</td>
<td>*Powerless style</td>
</tr>
</tbody>
</table>
## Gender Differences: non-verbal qualities

<table>
<thead>
<tr>
<th>Men:</th>
<th>Women:</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Use more physical space</td>
<td>*Yield physical space</td>
</tr>
<tr>
<td>*Stare</td>
<td>*Use moderate eye contact</td>
</tr>
<tr>
<td>*Use commanding gestures</td>
<td>*Use acquiescent gestures</td>
</tr>
<tr>
<td>*Hold their head straight</td>
<td>*Tilt their heads</td>
</tr>
<tr>
<td>*Keep a “poker face”</td>
<td>*Use more facial expressions</td>
</tr>
</tbody>
</table>
When the whole world is silent, even one voice becomes powerful. **Does that make sense?**

Not Malala Yousafzai
I just kind of think that knowing what must be done does away with fear. **Sorry!**

Not Rosa Parks
Words and phrases to avoid.

- “I’m sorry.”
- “I was wondering…”
- “I think…”
- “I’m just…”
- “I actually…”
- “I’m not sure but…”
I’m no expert in this, but I think well-behaved women seldom make history.

Not Laurel Thatcher Ulrich
• "Kind of"
• “Almost”
• "Just a minute…” “Just a little bit…”
• “I’m no expert…”
• Uptalk
• Vocal fry
Filler words and sounds

- “Um/uh”
- ”Like”
- “You know”
- “I mean”
- “Okay, so”
Interrupting
The double bind of communication and perception.

• We want to be powerful in our organizations.
• We want to be approachable in our organizations.
Practice assertive body language.

• Sit at the table.
• Point to someone.
• Stand up.
• Walk to the front of the room.
• Place your hand on the table.
• Lean in. Really.
• Practice “high power” poses.
  • Sheryl Sandberg, 2015
Now you go.

• Thoughts.
• Comments
• Questions.