

# Resilient Communities Risk-Taking for Women **Participant's Manual**



## Outline

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## Information

- **What is the problem?**
  - Women take less risks than men and they are missing out on opportunities.
  - Men apply for a job when they meet only 60% of the qualifications, but women apply only if they meet 100% of them.
  - Only 25% of C-suite positions are held by women.
  - Only 6% of CEOs are women.
  - Women earn 81 cents for every dollar earned by men
  
- **Why? Is it nature or nurture?**
  - So women take less risks than men. But why? Is it nature- is there something in our biology that makes women less likely to take risks than men? Or is it nurture- external factors after birth that make women less likely to take risks?
  - There are certainly biological differences between boys and girls that may play a role in the gender differences in risk-taking. For example, men have more testosterone, which is associated with aggressiveness and risk-taking behavior. But there is also recent research that suggests that nurture- or the influence of external factors after birth- may play a large role. In one recent study, researchers evaluated two groups of children, one from female-led culture, the other from a male-dominated culture. They found that the girls from the female-led culture took more risks than the boys from the same community. But, when the girls began attending school with the kids from the male-dominated community, the girls took fewer risks.
  
- **Perfection**
  - Women have been socialized to be perfect- to do well in school and at work, to look perfect, to be the perfect wife, mother, friend, and to juggle a bunch of other unrealistic expectations. These expectations often lead girls and women to fearful of failing or “looking bad or stupid” in front of others.
  - But it’s simply not possible to be perfect. The only way to be “perfect” is to not live your life at all because one wrong move would result in failing to be perfect!
  
- **Why should we care?**
  - There are a variety of negative implications from the socialized fear of not being perfect women. Women are holding themselves back at work and therefore missing out on opportunities for themselves but also depriving society of their skills. While men move ahead in their careers, women are often left behind competing against other women.

