

## **Women in Pharmacy / Leadership Round Table Breakout** **Collated notes from all tables -- themes**

- What to get out of this session / why did you sign up?
  - Want to build soft skills
  - Help in executing ideas – perceived as a leader (scared to be perceived as aggressive – not a ‘little job’)
  - Students started women’s advocacy group
- Married / kids -- ‘wife’ guilt
  - Look @ plate. Is it what you are passionate about? Is it building blocks?
- Drama comes from judging others, can get in the way of relationships
- Bouncing forward, being resilient -- what allows us to be resilient? Have end goals, and know the why.
- How you endure overtime will change.
- Mean girls – underlining ‘competition’ among women, girls compete with each other, women empower each other. Girls competing can be due to immaturity. Is competition worse or better than when 30% of the workforce was female vs. 70% now?
- If people don’t bring you joy – you don’t need them!
- Female confidants are important! They know you and know how to give you support.
- ‘Active’ listening to have your point heard is the best.
- Imposter syndrome – not authentic self. Trust your gut, worry about what YOU bring, not others
- It’s okay to fail! (dark cave example)
- Give yourself enough thinking time – what’s important to you and how to facilitate that.
- Take initiative when planning your future
- Vulnerability in networking
- Keep your mind open to new opportunities
- Cover Letter: use as a story. The format of a cover letter has evolved, format is given to guide, but important to bring up who you are.
- Authenticity workshop: what characteristics of your life are you unwilling to compromise and never give up?
- Mentoring process – finding, asking for one, and mentor vs. sponsor.
- Introverts: how to succeed in the extroverted world?
- Speaking styles – conversation styles, interruption vs. needing to time to think.
- Defining Who You Are – choose one thing from today and apply it, don’t feel pressured to apply everything now, be a lifelong learner!
- Accepting failures – they are the best thing that can happen to you.
- Residencies – selection process -- are you willing to move? Where?
  - Reach out to preceptors, top program, recommendations
  - Know your WANTS

- Adjustment of lifestyle—may take over your life, NOT a normal life
- Don't let job consume you
- Maintaining relationships – varies by program intensity
  - Honor time away from work
  - Make process efficient
  - Takes effort
- It is HARD!
- Mental health support services availability
- Establishing a new network / support system
- Co-residents – friendships, structure
- Hospital is family
- X-Factor – unique, intangible, talk to people who know you best, professionally
- Be comfortable w/who you are