



**Empowered
women,
empowered
workplaces**



Meet your facilitator

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at Work





What are the learning outcomes?

- ✓ Gain practical tools to confidently stand up for yourself and advocate for others in the workplace.
- ✓ Learn ways to protect your wellbeing and manage the impact of challenging experiences.
- ✓ Understand the pathways and resources available for raising issues and accessing support.



Why this session matters?



2.1x

men interrupted women about
2.1 times on average, **vs 1.8 times**
when men interrupted men.



34%

of women believe their
gender is a barrier to
career progression.



60%

of women say the presence of
women in leadership
influences their decision to
apply for a job.



30 %

women report
experiencing workplace
harassment or
dismissive behaviour.



1/3

of women in utilities are
considering leaving their
sector.



Building confidence, voice & psychological safety at work

The real cost of not speaking up

Inequality isn't just structural; it's recreated through everyday interactions, norms, and expectations.

From subtle microaggressions to overt systemic barriers, workplaces often reinforce hierarchies.



The real cost of not speaking up

When voices stay silent, individuals shrink their potential, and organisations lose innovation

It can look like:

- Self-doubt becomes internalised
- Stress response becomes chronic
- Talent and ideas go unheard





The science of voice & confidence

Inequality isn't just structural; it's recreated through everyday interactions, norms, and expectations.



The science of voice & confidence

From subtle microaggressions to overt systemic barriers, workplaces often reinforce hierarchies.





The science of voice & confidence

When we feel safe, the prefrontal cortex brings logic, clarity, and language; when we feel threatened, we experience freeze, fawn, or silence.



The science of voice & confidence

Women don't lack confidence, they lack environments that genuinely support and reward their voice.





Psychological safety

Women have learnt they need to protect themselves, to target this adversity we have to work extra hard to achieve psychological safety.





Psychological safety

Women speak up less in meetings not because they have less to say, but because the perceived risk is higher.





Psychological safety

Clarity, boundaries, self-advocacy, influence. Even when **positional power** is unequal, **personal power** can be developed and it changes the room.





Psychological safety

Neuroscience shows that confidence, voice, and presence shape how others see your competence, and cultivates **personal power**.





**Practical tools to
confidently stand up for
yourself and advocate for
others in the workplace.**



How to show up confident

1

Posture impacts confidence

2

Factual, firm, calm language & Non-apologetic phrasing

3

Anchor words and tone

4

Breathing influences hormones



How to show up confident

5

Eye contact and aligned gestures

6

Acknowledge impact calmly

7

Respond to jokes that undermine

8

Exhale longer than inhale



“

**I'd like to finish my point, and then
happy to come back to yours.**



“

I know that was meant as a joke, but it still landed uncomfortably, can we reset?



How to show up confident

Its ok to follow up later power does not expire
because the room has moved on

Mentally pause before
responding

Regain control

Silence is power

Courage is uncomfortable

Act through discomfort

Comfort may never arrive
before action



Boundaries that don't burn bridges

1

Clear 'will/won't do' statements

2

Avoid over-explaining

3

Don't apologise for having boundaries.

4

Proactively outline how you prefer to work.



**Learn ways to protect your
wellbeing and manage the
impact of challenging
experiences**



The cost of dismissal

Repeated invalidation impacts mood, memory, and sleep, it's physiological, not just emotional. Advocacy and wellbeing are biologically linked.





The cost of dismissal

When contributions are dismissed or overlooked, the body's stress response kicks in, raising cortisol, increasing heart rate, and triggering fight-or-flight.





Recovery after hard moments

Speaking up in ways that are aligned with our identity and values restores a sense of agency and strengthens neural pathways for resilience.





Recovery after hard moments

However, it can still feel tricky, after its important to:

- Self-regulation
- Peer support
- Rest and reflection





Proactive strategies

Proactive strategies that earn longevity in wellbeing.





**Understand the pathways
and resources available for
raising issues and
accessing support.**



Informal and formal pathways

Informal: conversation, ally support, 'soft' records

Formal: HR, union, grievance

If it isn't written, it didn't happen. Log date, time, event, witnesses, impact, action taken. This protects you AND patterns of behaviour.





Other support

General

- Hub of hope
- BACP – search for a therapist
- DWP – Able futures free EAP

Crisis

- 111 option 2
- Safe places for people in crisis





Collective empowerment

One empowered woman is **strong**.

Ten aligned women **change culture**.

Shared scripts, shared signals,
shared support systems
accelerate change.





We would appreciate your feedback!

If you can spare a couple of minutes after this session to fill in our feedback form, we would really appreciate it.

Just simply scan the QR code to be taken to the feedback form.

