



Women Face a Second Layer of

Pressure



That Men Don't & Why Men Should Care

THANK YOU





Where are you?

Type in your city and weather.

A close-up photograph of two elephants in a zoo enclosure. The elephant on the left is looking towards the camera, while the one on the right is looking slightly away. They are standing in front of a light-colored brick wall with green trees in the background. A semi-transparent dark banner is overlaid across the middle of the image, containing the title text.

PRESENTER ATTENDEE AGREEMENT



Law of the Click

A photograph of two smartphones resting on a wooden surface. The phone in the foreground is an iPhone, displaying its home screen with various app icons like Phone, Mail, Safari, Messages, Facebook, and Evernote. The phone in the background is a Palm Pre, showing its unique circular keyboard and a screen with a red and purple interface. A semi-transparent black horizontal band across the middle of the image contains the text "VIBRATE PLEASE" in large, white, bold, sans-serif capital letters.

VIBRATE PLEASE



TEXTING, TYPING

SOCIAL SHARING WELCOME

A kingfisher bird with vibrant blue and orange plumage is perched on a weathered, light-brown log. The bird is facing left, with its long, sharp beak pointed forward. The background is a soft, out-of-focus green, suggesting a natural habitat. A semi-transparent dark grey banner is overlaid across the middle of the image, containing white text.

TWEET UNTO OTHERS

AS YOU WOULD HAVE THEM TWEET UNTO YOU



TWEET SOMETHING GOOD
BEFORE YOU TWEET SOMETHING BAD

A circus acrobat in a striped tank top and dark pants is performing a handstand on a red trapeze. The trapeze is suspended by a cable and has a wooden platform with metal legs. The acrobat is in a dynamic pose, with one leg extended horizontally. The background is dark, suggesting a night performance, with some audience members visible in the distance. The text "SEEK FIRST TO UNDERSTAND" is overlaid in large, bold, white capital letters.

SEEK FIRST TO UNDERSTAND



SAFE SPACE TO

AGREE, DISAGREE, PONDER, QUESTION

*THINK
SAFETY*

[Scribbled-out text]



About You

My favorite Fall activity is...



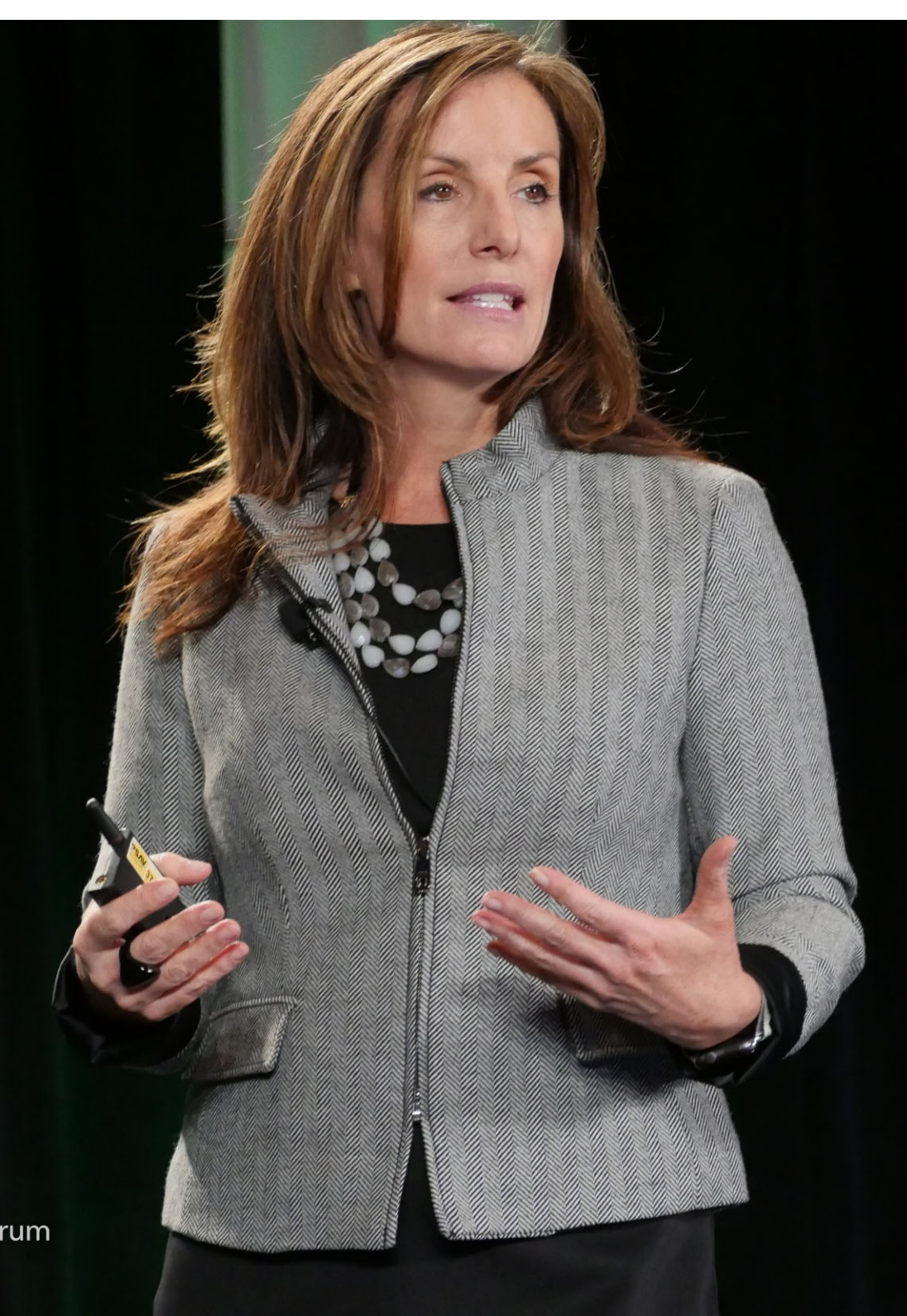


**I have two
cocker spaniels:
Clay & Bentley.**

**I have an affinity
For superheroes!**

**The brain
fascinates me.**

jeffLhurt@gmail.com
Empoweredepiphanies.com
@JeffHurt

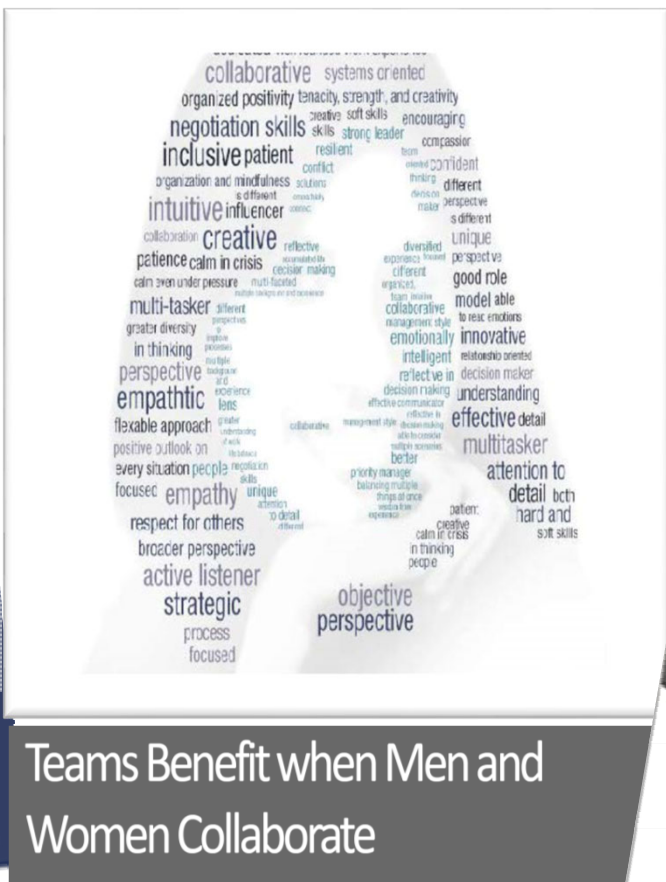


**I also have two dogs:
Laloni and Boomer.**

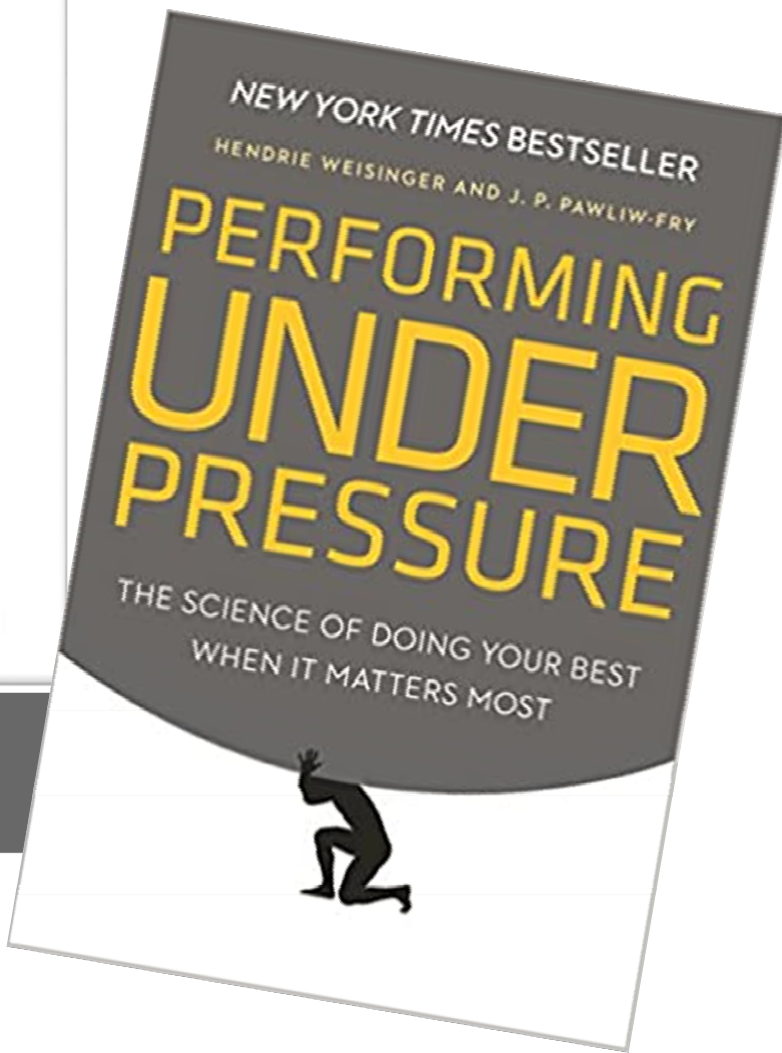



**I help people drive their
brains effectively and
efficiently.**

dee@neurofitnow.com

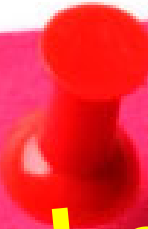


Teams Benefit when Men and Women Collaborate






1. Elaborate on what is unique about a woman's brain, and why that difference is important to successful organizations.



**2. Expound on the
Second Layer of
Pressure that women
face and how it is
different from the
pressure men face.**

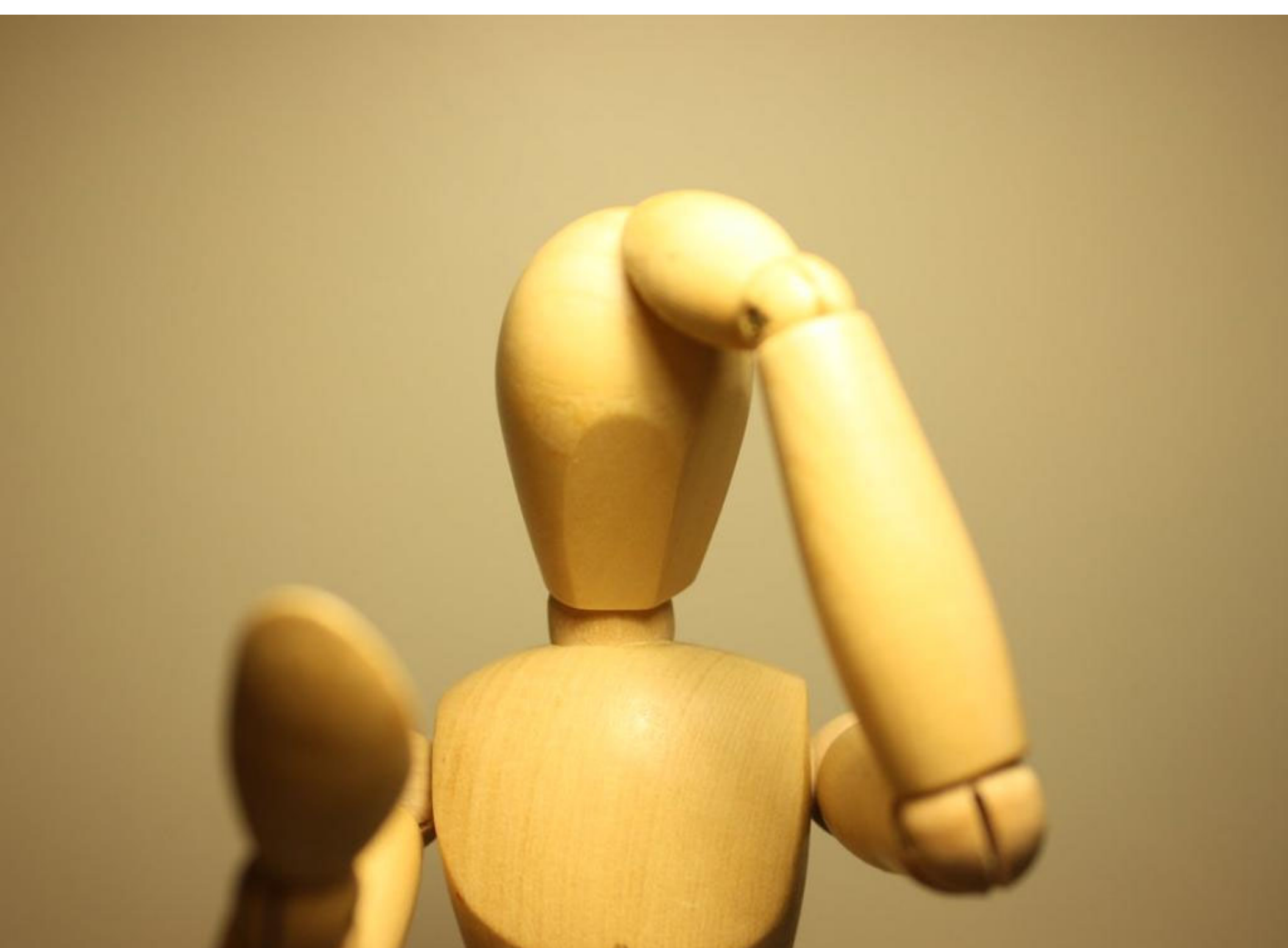


**3) Explore how to
better manage
stressors which is fast
becoming an
organization's
competitive advantage**

YOUR TURN



1. Elaborate on what is unique about a woman's brain and why that difference is important to successful organizations.
2. Expound on the Second Layer of Pressure that women face and how it is different from the pressure men face.
3. Explore how to better manage stressors which is fast becoming an organization's competitive advantage





For orgs to be successful, they
need both male and female
perspectives when making
decisions





Teams that are balanced
outperform all male or all
female teams by large margins.

"Any organization that is all female or
all male has inherent weaknesses,"

IHHP, Women Under Pressure.






Your Turn

What stresses you?





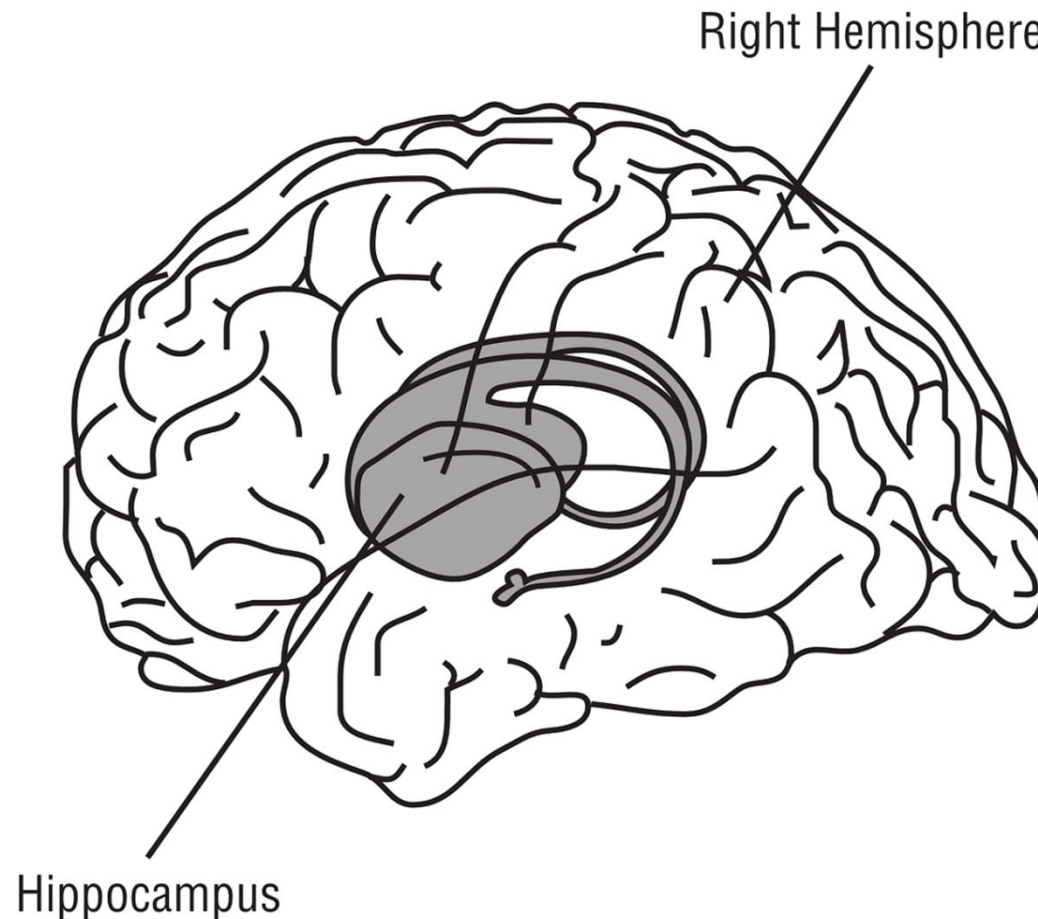
Let's recap how the
body reacts to stress

The image features four circular embroidery hoops arranged in a 2x2 grid. Each hoop contains a stylized brain pattern. The top-left hoop has a yellow background with a gold thread brain. The top-right hoop has an orange background with a blue thread brain. The bottom-left hoop has a grey background with a black thread brain. The bottom-right hoop has a teal background with a purple thread brain. A semi-transparent grey banner with white text is overlaid across the center of the image.

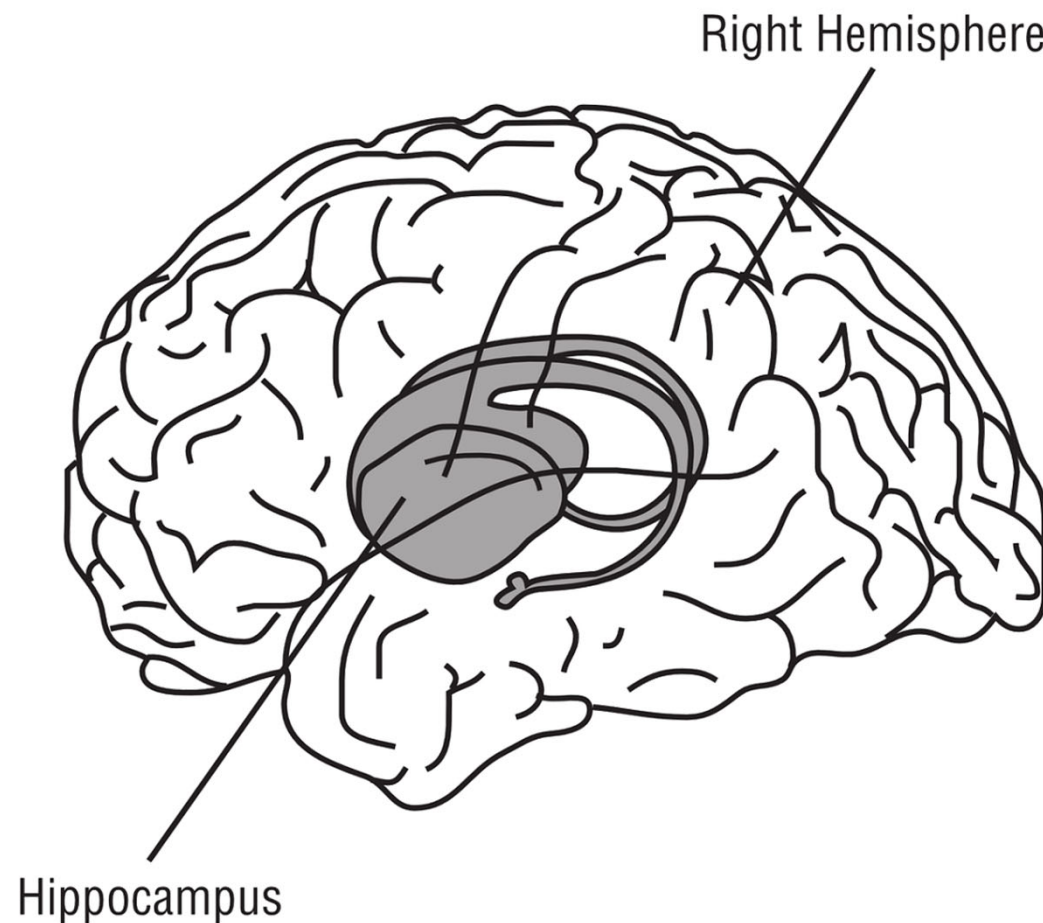
Some of the differences between women & men's brains



Hippocampus is the key area of brain for memory and decision-making.

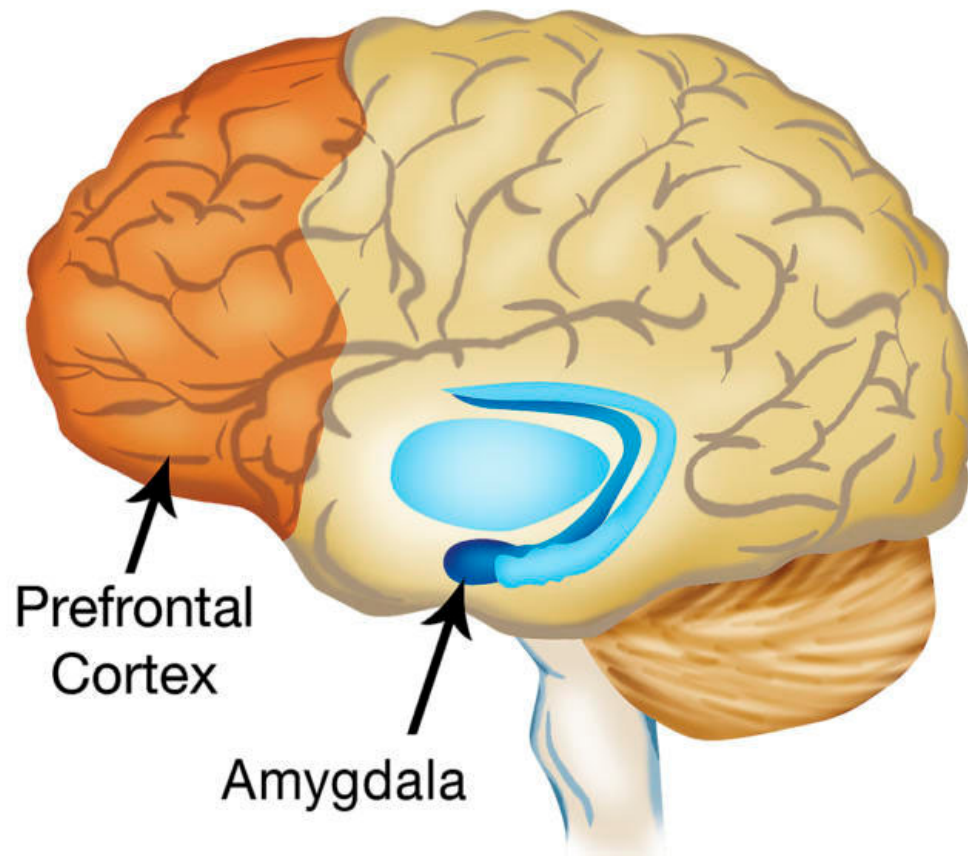


In women, hippocampus is larger and when feeling pressure or anxiety, receives more blood flow.



This helps women

- be more effective at processing and coding emotional experiences into long term memories
- recall intricate, complex, physical details needed during decision making
- link experiences



Women have more fully developed prefrontal cortex thus providing better context of situation during problem solving

- Have nearly 10X more white matter than men



A close-up, profile shot of a woman looking downwards. Her hand is raised towards her face, with fingers slightly curled, suggesting a gesture of stress, contemplation, or pressure. The background is blurred, showing what appears to be a window or a bright outdoor area.

This benefits women
when under pressure
as they

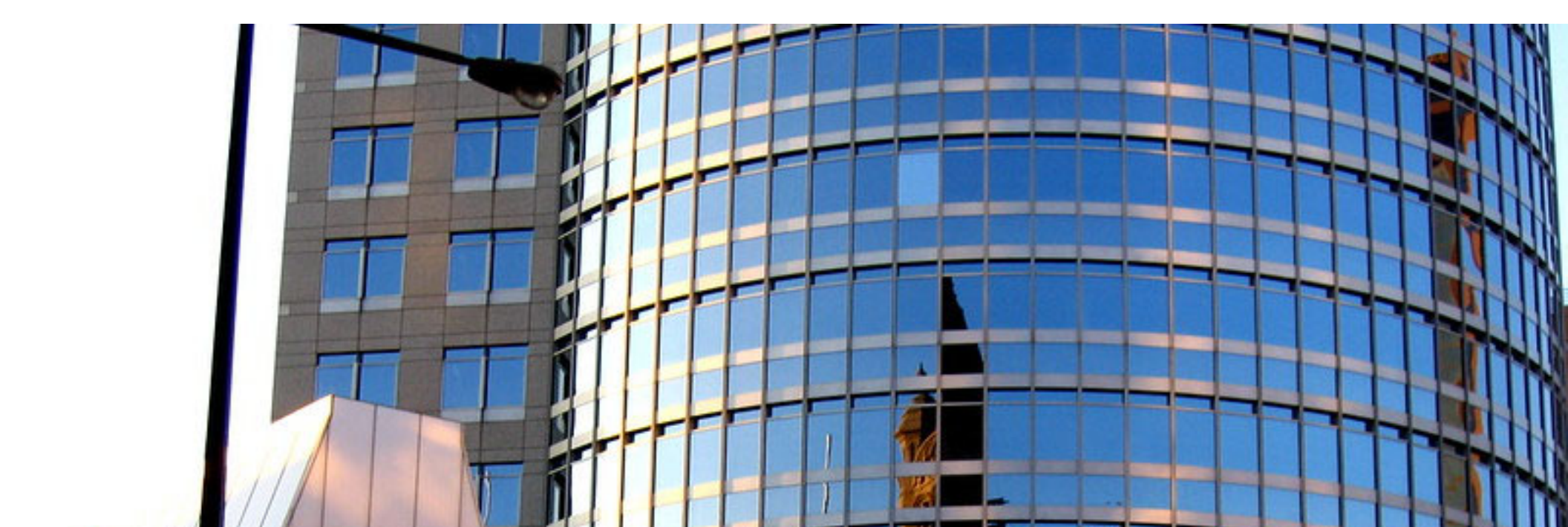


A balance scale with two brass pans is shown against a white background. The scale is black and appears to be made of metal. The pans are empty and are positioned on either side of a central fulcrum. The scale is slightly tilted, with the right pan being higher than the left pan. A semi-transparent dark grey banner is overlaid across the middle of the image, containing white text.

a. weigh more variables
during decision making

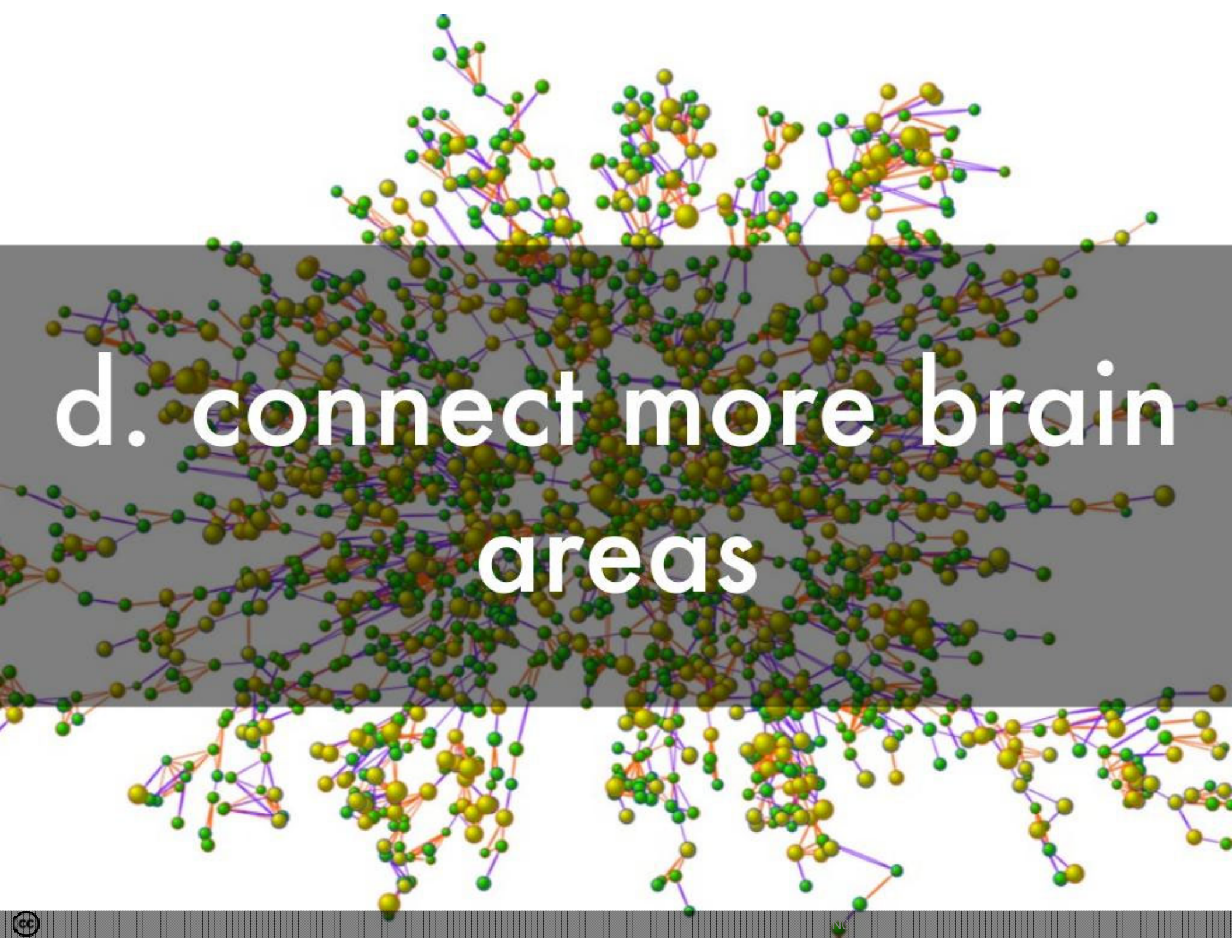


b. consider more
options

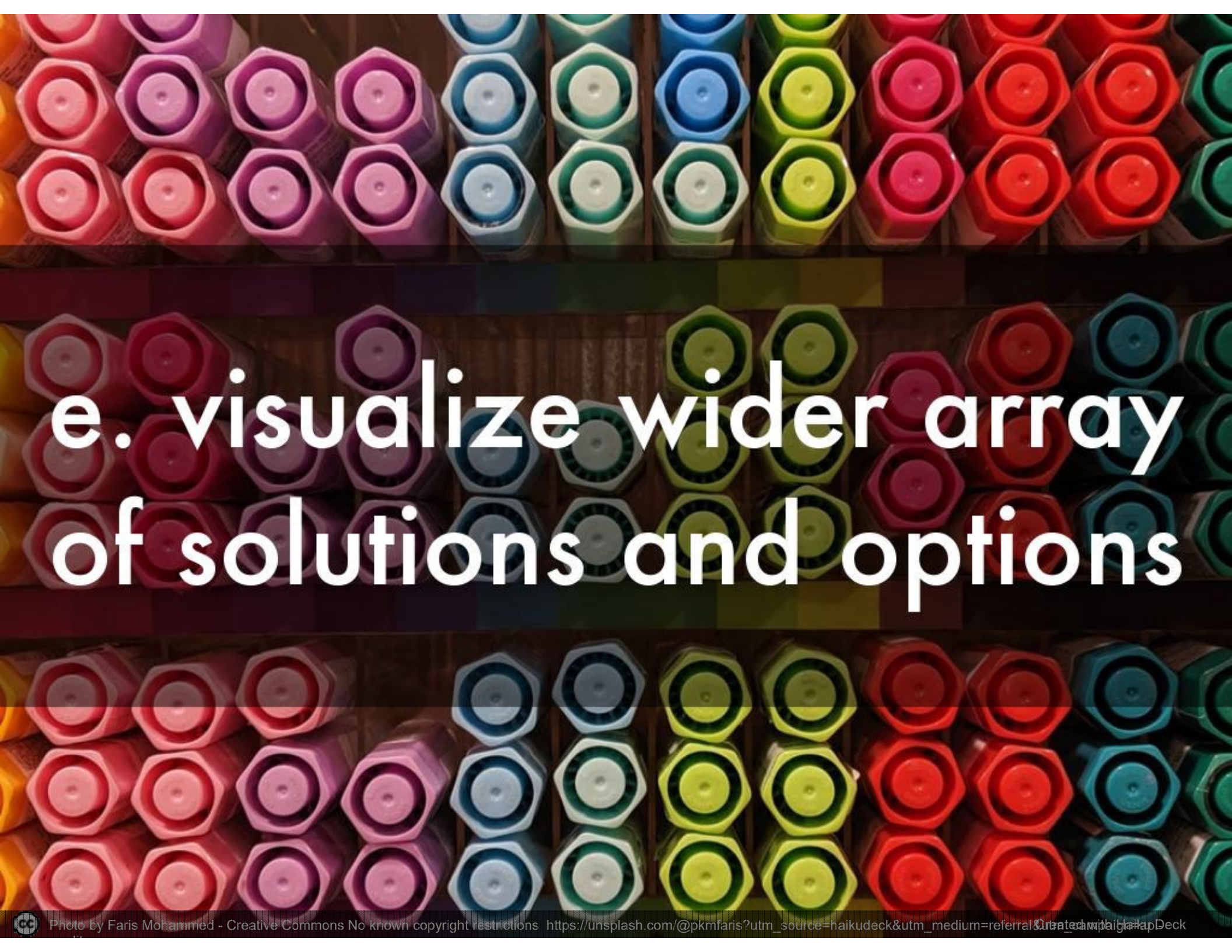


c. see more context



A complex network graph visualization. The nodes are represented by small spheres in green, yellow, and orange, and the edges are thin lines connecting them. The graph is dense and sprawling, with a central cluster and many smaller clusters branching out. The background is a light gray gradient.

d. connect more brain
areas



e. visualize wider array
of solutions and options



Men have a tendency to
develop tunnel vision



A dark, spiral-shaped tunnel, possibly made of concrete or stone, recedes into the distance. At the far end of the tunnel, a bright, circular light source is visible. Overlaid on this light is a black crosshair, resembling a target or a focus point. The overall mood is one of depth and concentration.

focus on short term or
one goal

A photograph of a long, narrow tunnel with a series of stone pillars on the left side. Two people are walking away from the camera in the distance. The text "What are the benefits of tunnel vision to an organization?" is overlaid in white on a dark semi-transparent background.

What are the benefits of tunnel vision to an organization?

a. Good for short-term goals such as quarterly finance targets





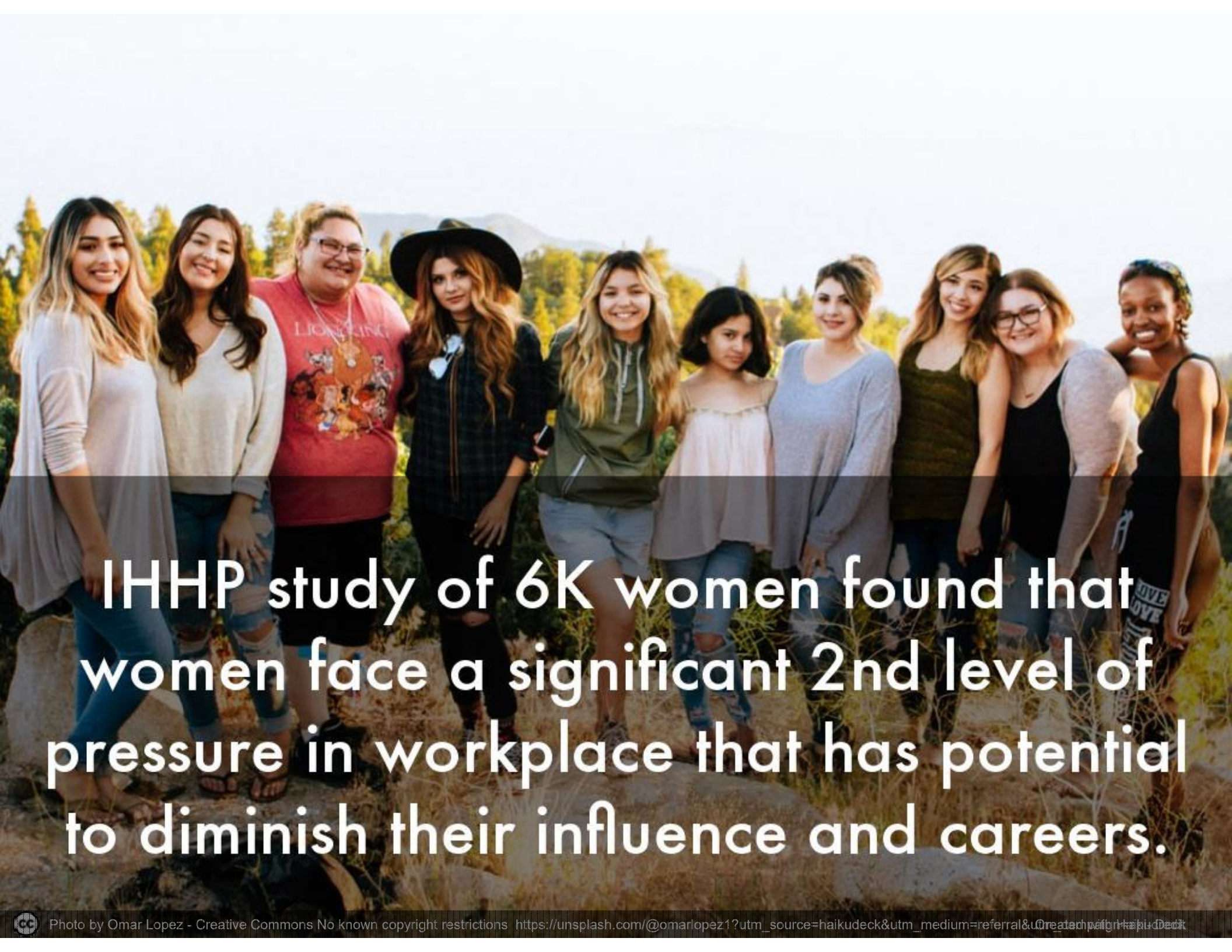
b. Not good for long-term goals or more complex & vague situations



At work, what pressures
do you face?

Work Pressures

- Deadlines, goals
- Managing change
- Too much to do in too little time with too few resources
- Managing personal and professional lives



IHHP study of 6K women found that women face a significant 2nd level of pressure in workplace that has potential to diminish their influence and careers.

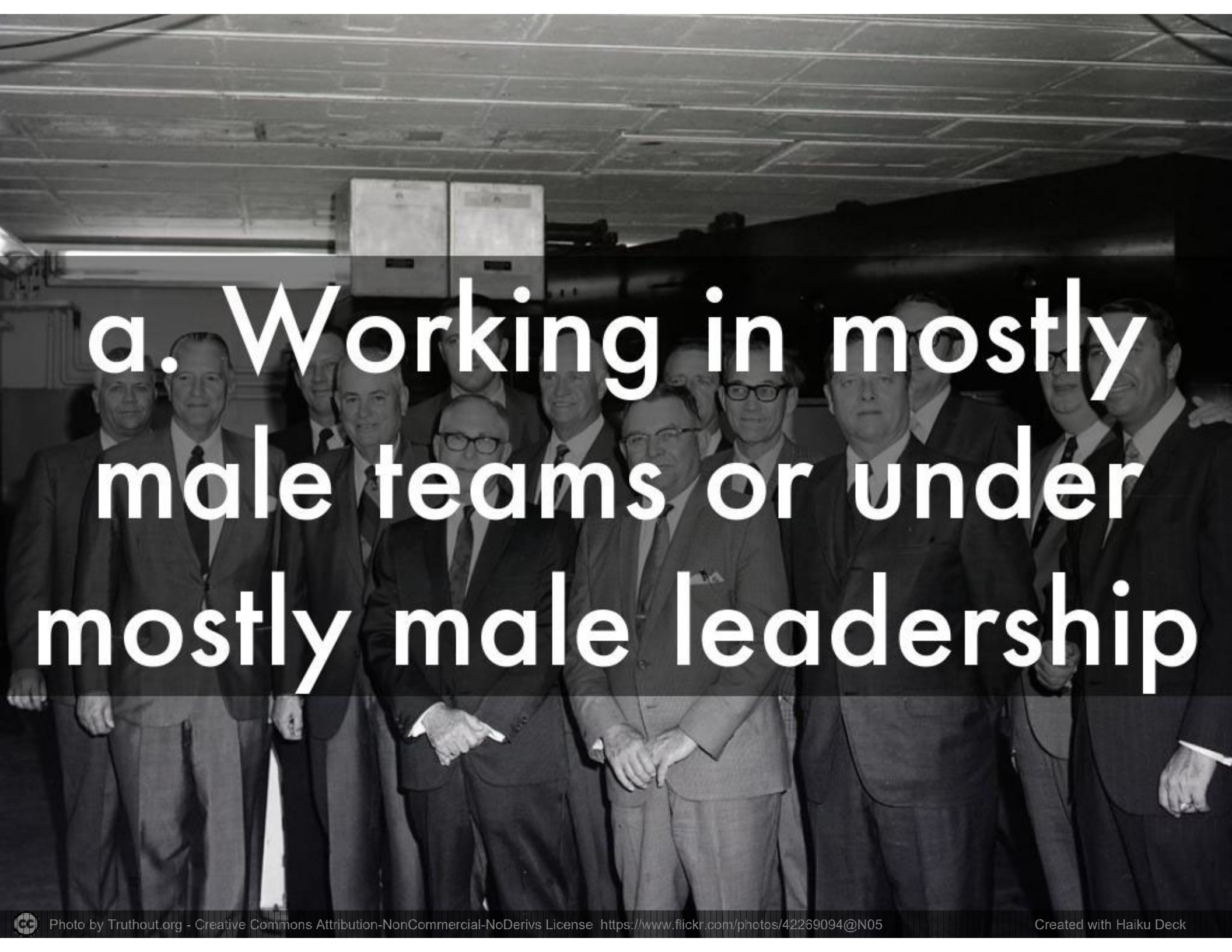
Two women, one Black and one Asian, are standing in front of a whiteboard. They are both smiling and have their arms crossed. The woman on the left is wearing a dark blue blazer over a white top. The woman on the right is wearing a grey blazer over a white top. The whiteboard behind them has some handwritten notes, including "ANNER ← 500", "ON ← 800 px", and "CONTENT".

What do you think are some of those pressures that women face that men don't?




a. Working in mostly
male teams or under
mostly male leadership





a. Working in mostly
male teams or under
mostly male leadership

The background of the slide features a series of dark silhouettes of men in suits and ties, arranged in a line that recedes into the distance. The silhouettes are dark against a lighter background, creating a strong visual impact. The text is overlaid on the lower half of the image.

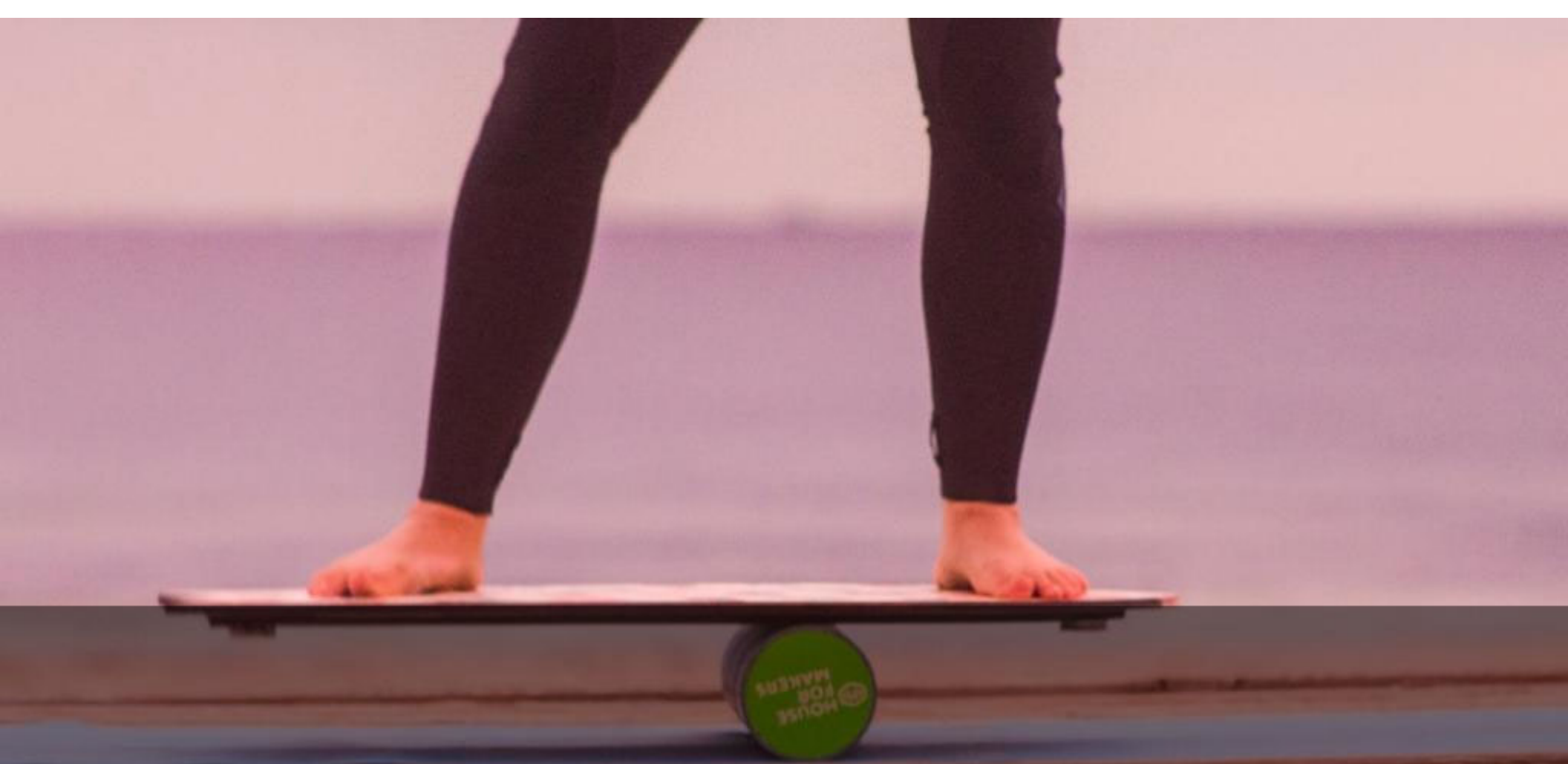
b. Dealing with more aggressive male behaviors

c. Need to be perfect
and not make mistakes





d. Salary gap and lack of promotion



e. Work/life balance



IHHP found that women don't
want to be treated differently
than men or seen as
complaining



4 Stress Management Tips

for both men and women



1. Downsize importance of situation



2. Embrace imperfection

3. Focus on what you can control



4. Regulate Your Breathing

BREATHE DEEPLY 



What's your takeaway from today?