

The sky is the limit instead of the glass ceiling - How to position yourself, from the perspective of recruiters.



What is the glass ceiling?

It's an invisible systemic barrier preventing women and other marginalized groups from rising into higher positions.



But is it real?

- YES! It is real and there also is a sticky floor and a maze unfortunately...

Meaning:

- Women are more likely to remain in low-paid jobs
- If promotion is possible, women are more likely to face multiple complex barriers than men.



Possible explanations

An excerpt:

- (unconscious) biases
- Higher risk aversion of women
- Differences in conditioning and socialization of women
- Inequal distribution of domestic care work etc.
- Workplaces are often a microcosm of patriarchic systems



Are there solutions?

- It's a very complex social context...
- ...and there is still a part of society promoting regressive gender roles...
- ... but there are factors in women's favour.
- E.g. increased awareness, institutional and operational support, shortage of skilled workers



So, how to position yourself to your advantage?

- **Opportunities to position yourself:** Online, written applications, informal conversations and job interviews
- **Be aware of and vocal about your professional skills and personality traits!**
- **Be clear about your goals, wants and needs!**
- **Be your authentic self and aim for personal growth that is organic!**



So, how to position yourself to your advantage?

- Ask recruiters about the company's culture and their actions to achieve equality!
- Know your rights in terms of information a potential employer is allowed to ask! (e.g. family planning)
- Attraction always goes both ways!
- Speak up if you felt discriminated against!

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