




Women's empowerment against sexist harassment in public space
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Building Emotional Resilience with Women






Victoria Shapkarina Rachiba
Project Manager
INDEPCIE

 <https://indepcie.com/>

 victoria@indepcie.com

 c/ Fernando Camacho, 15
14014, Córdoba
Spain

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Let's
meet!



Emotional Resilience Introduction



Emotional Intelligence Refresher

In our previous presentation, we explored the concept of emotional intelligence (EI). As a reminder, EI refers to our ability to understand, use, and manage our own emotions in positive ways to achieve our goals and build strong relationships. It involves five key areas: self-awareness, self-regulation, motivation, empathy, and social skills.

We discussed how emotionally intelligent leaders are more effective at:

- Motivating and inspiring their teams.
- Building trust and fostering collaboration.
- Navigating conflict constructively.
- Making sound decisions under pressure.



Emotional Resilience Introduction



What is Emotional Resilience?

Emotional resilience is a specific aspect of EQ that focuses on our ability to **bounce back from challenges and setbacks**. It involves being flexible, adaptable, and able to manage stress effectively.

Resilient leaders are able to:

- **Stay calm and composed under pressure:** They are able to manage their emotions effectively and remain focused on the task at hand.
- **Maintain perspective in difficult situations:** They are able to see the big picture and avoid getting overwhelmed by setbacks.
- **Continue to lead their teams effectively:** They are able to inspire and motivate their team members even in challenging times.



Why Women Need Emotional Resilience



Challenges Women Face in the Workplace

Sexism

- **Subtle sexism** can include microaggressions, which are brief and often unintentional comments or actions that communicate a hostile or negative message about a person's gender. Examples of microaggressions can be things like assuming a woman isn't qualified for a leadership role, interrupting her in meetings, or making comments about her appearance.
- **Overt sexism** can include more blatant forms of discrimination, such as unequal pay for equal work, being passed over for promotions in favor of less qualified male colleagues or facing unwanted sexual advances.

Harassment

- **Unwelcome sexual advances:** This can range from inappropriate comments or jokes to physical touching.
- **Offensive jokes:** Jokes that are sexist, demeaning, or belittling to women can create a hostile work environment.
- **Bullying behavior:** This can include intimidation, threats, or humiliation.



Why Women Need Emotional Resilience

Impact of Discrimination and Harassment

- **Emotional toll:** These experiences can lead to feelings of frustration, anger, anxiety, and even self-doubt. Women may feel constantly on guard or unsafe in the workplace.
- **Reduced well-being:** They can negatively impact a woman's mental and physical health, leading to issues such as sleep problems, headaches, and difficulty concentrating. Chronic stress can also contribute to burnout.
- **Work performance:** Experiencing discrimination and harassment can make it difficult to focus on work tasks and can lead to decreased productivity, diminished creativity, and lower job satisfaction. Women may withdraw from work activities or even consider leaving their jobs altogether.



Why Women Need Emotional Resilience



Increased Emotional Burden

- **Emotional labor:** Women often face the additional burden of managing microaggressions, which are subtle forms of discrimination. They may also feel pressure to provide emotional support for colleagues, further adding to their emotional workload. For example, women may be expected to take on nurturing roles or be the ones to manage interpersonal conflict within the team.
- **Code-switching:** In some workplaces, women may need to adapt their communication style or behavior to fit in with a male-dominated culture. This constant code-switching, where they may need to act more assertive at work than they would naturally or downplay their femininity, can be emotionally draining.
- **Imposter Syndrome:** This is a feeling that many successful women experience, regardless of their accomplishments. They may doubt their abilities and fear they will be exposed as a fraud. This can be particularly prevalent in male-dominated fields.
- **Work-life Balance:** Women often face the pressure to balance the demands of work and family life to a greater extent than men. This can be especially challenging for working mothers who may feel they are constantly falling short in both areas.



Why Women Need Emotional Resilience

Importance of Self-Care

Emotional resilience allows women to:

- Manage these additional emotional burdens more effectively.
- Develop healthy coping mechanisms to deal with stress, such as relaxation techniques, exercise, or spending time with loved ones.
- Maintain a positive outlook even in challenging situations.

Thriving in a Challenging Environment

By building emotional resilience, women can:

- Navigate the complexities of the workplace with greater confidence.
- Focus their energy on achieving their goals and demonstrating their talents.
- Become more effective leaders and role models for other women.



Building Emotional Resilience: Core Skills



SELF-AWARENESS:

- Identifying emotions and their triggers (related to sexism/harassment).
- Recognizing personal strengths and weaknesses.

EMOTIONAL REGULATION:

- Managing strong emotions effectively (anger, frustration, sadness).
- Developing healthy coping mechanisms (e.g., mindfulness, relaxation techniques).

POSITIVE OUTLOOK:

- Cultivating optimism and a growth mindset.
- Challenging negative self-talk and limiting beliefs.





Building Emotional Resilience: Self-awareness

Self-awareness is the foundation of emotional resilience. It involves understanding your emotions and how they affect you.

Identifying emotions and their triggers:

The first step to managing your emotions is to be able to identify them. Pay attention to your physical sensations, thoughts, and behaviors. What happens in your body when you experience sexism or harassment? Are there certain situations or types of people that trigger these emotions?

Recognizing personal strengths and weaknesses:

Understanding your strengths can help you leverage them in challenging situations. For example, if you are a naturally assertive person, you may be better equipped to speak up against microaggressions. Identifying your weaknesses allows you to work on developing them or finding ways to compensate for them.





Building Emotional Resilience: Emotional regulation

Emotional regulation is the ability to manage your emotions in a healthy way. Even the most emotionally resilient people will experience strong emotions from time to time. The key is being able to manage them effectively, so they don't control you.

Managing strong emotions effectively:


Techniques like deep breathing, progressive muscle relaxation, and mindfulness meditation can help you calm down in the moment.

It's also important to find healthy outlets for your emotions, such as exercise, journaling, or talking to a trusted friend or therapist.

Developing healthy coping mechanisms:

Unhealthy coping mechanisms like comfort eating or substance abuse can actually make things worse in the long run.

Find healthy ways to cope with stress, such as spending time in nature, listening to music, or engaging in hobbies you enjoy.





Building Emotional Resilience: Positive outlook

Positive outlook is a key component of emotional resilience. It's about believing in yourself and your ability to overcome challenges.

Cultivating optimism and a growth mindset:

An optimistic outlook allows you to see the positive side of things, even in difficult situations. A growth mindset is the belief that your abilities can be developed through effort and learning. This can help you bounce back from setbacks and keep moving forward.

Challenging negative self-talk and limiting beliefs:

We all have a voice in our heads that can sometimes be critical and negative. It's important to challenge these negative thoughts and replace them with more positive affirmations. Identify your limiting beliefs, those thoughts that hold you back, and challenge their validity.





Building Emotional Resilience: Supportive Strategies



Building emotional resilience is not a solo act. Surrounding yourself with supportive people can be a powerful tool for navigating challenges and maintaining well-being.

Benefits of developing a strong support network:

- Provides encouragement and motivation.
- Offers a safe space to vent and express your emotions.
- Can offer advice and different perspectives.
- Creates a sense of belonging and community.

Who can be part of your support network?

- **Mentors:** Experienced individuals who can provide guidance and career advice.
- **Sponsors:** People who advocate for you and your career advancement.
- **Allies:** Supporters, especially other women, who understand the challenges you face and can offer empathy and solidarity.
- **Friends and family:** Loved ones who care about you and can provide emotional support.



Building Emotional Resilience: Supportive Strategies



Setting healthy boundaries is essential for emotional resilience. It allows you to protect your time, energy, and well-being.



Why are boundaries important?

They prevent burnout.
They help manage stress.
They allow you to focus on what's important.
They communicate your needs and expectations to others.



Learning to say no

It's okay to say no to requests that will overload you or take away from your well-being.
Be assertive and clear in your communication.



Prioritizing self-care

Setting boundaries allows you to make time for activities that nourish you physically, mentally, and emotionally.





Building Emotional Resilience: Supportive Strategies

Knowledge is power. Understanding your rights and the available resources can empower you to address sexism and harassment in the workplace.

Empowerment through knowledge:

- Familiarize yourself with your company's policies on harassment and discrimination.
- Learn about your legal rights in the workplace.
- Know the reporting procedures for harassment incidents.
- There are also resources available outside of your company, such as government agencies or women's advocacy organizations.





Building Emotional Resilience: Supportive Strategies

Self-compassion is a key component of emotional resilience.

Building self-compassion:

- Treat yourself with kindness and understanding, especially when you experience setbacks or make mistakes.
- Acknowledge your emotions without judgment.
- Practice self-forgiveness.
- Remember that everyone experiences challenges.

Benefits of self-compassion:

- Reduces stress and anxiety.
- Increases self-esteem and motivation.
- Improves coping skills.

Developing emotional resilience is a process rather than a final goal. You may overcome obstacles at work and advance in your profession by adopting these fundamental abilities and reassuring techniques into your daily routine.



Emotional Resilience in Specific Challenges

- **Dealing with microaggressions:** Develop strategies to respond to subtle and everyday forms of sexism and harassment, such as assertiveness, humor, or simply ignoring the behavior.
- **Handling hostile work environments:** Learn how to set boundaries, protect your time and energy, and seek support from allies and HR if necessary.
- **Coping with emotional distress:** Implement self-care practices such as exercise, meditation, and spending time in nature to manage stress, anxiety, and other negative emotions.



Empowering Women in the Workplace: A Guide for Managers



The Challenge:

Women in the workplace often face unique challenges, including sexism, harassment, and a lack of opportunities for advancement. These challenges can have a significant impact on their emotional well-being and career success.

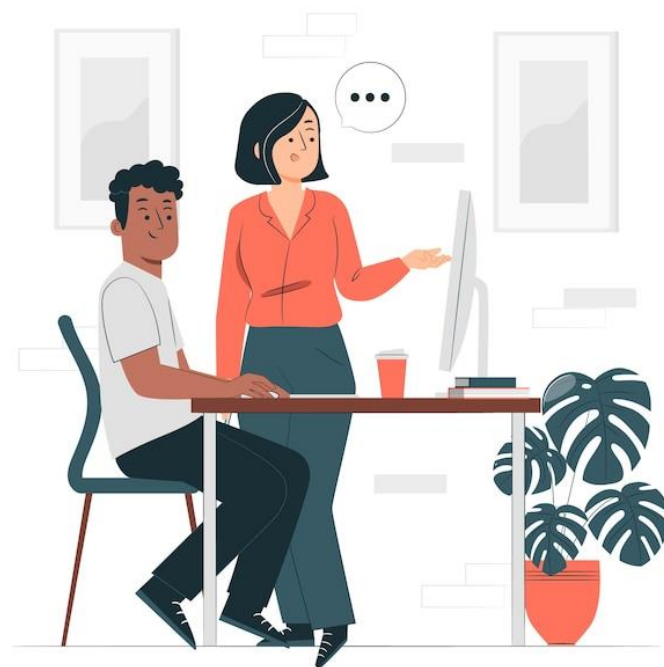
The Opportunity:

As a manager, you have the power to create a more supportive and inclusive workplace for women. By prioritizing their emotional well-being, promoting their development, and challenging bias, you can help them thrive in their careers and achieve their full potential.

How You Can Help:

As a manager, you can play a vital role in empowering women in your team by:

- **Prioritizing the emotional well-being of your team members.** Encourage them to take care of their mental health and seek support when needed.
- **Promoting the development of women in your team.** Provide them with opportunities for mentorship, training, and challenging assignments.
- **Challenging bias and discrimination.** Speak up against sexism and harassment and promote diversity and inclusion in your team.



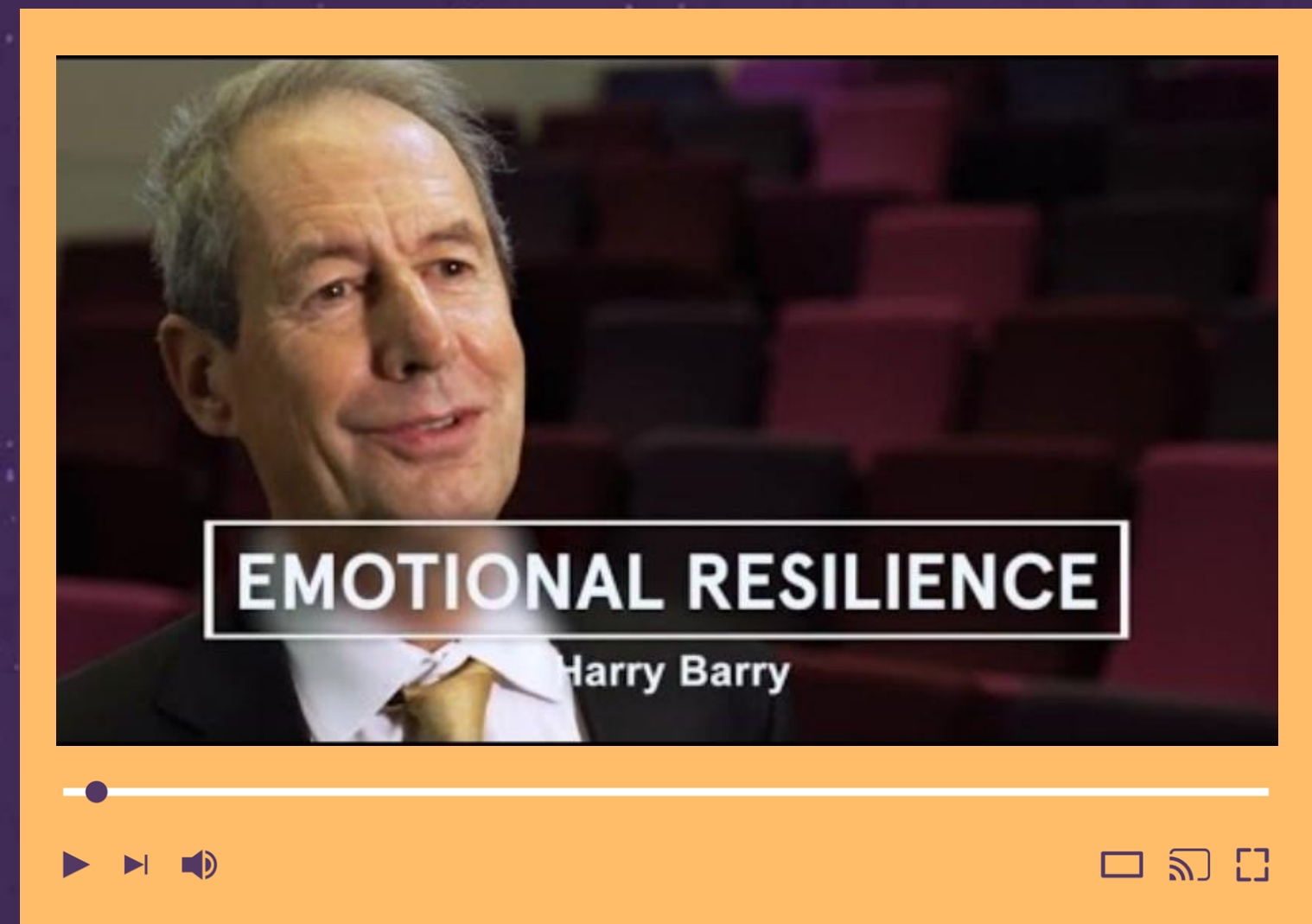
Harry Barry on Emotional Resilience

Harry Barry is a renowned psychologist and author with over 30 years of experience in mental health. He has dedicated his career to helping individuals build emotional resilience and overcome life's challenges.

In this video, Barry focuses on the importance of emotional resilience for women in the workplace and emphasizes the crucial role of self-care as a foundation for building emotional resilience. He offers practical tips for improving sleep, nutrition, and physical activity, as well as strengthening relationships and cultivating a positive outlook.

Key Points to Listen For:

- What is emotional resilience and why is it important for women in the workplace?
- What are the signs of stress and how can they impact our well-being?
- Why is self-care not selfish and how can it benefit our mental health?
- What are some basic self-care strategies?



Additional Resources on Emotional Resilience

- **Books:**

"The Resilience Factor" by Karen Reivich and Andrew Shatté: This book provides a practical guide to building resilience, with a focus on the seven key factors that contribute to our ability to bounce back from challenges. The authors offer evidence-based strategies for developing these factors and increasing our overall resilience.

- **Movies:**

"Hidden Figures" (2016): This historical drama tells the story of three African-American women who worked as mathematicians at NASA during the early days of the space race. Despite facing discrimination and segregation, these women made significant contributions to the success of the American space program.

- **Podcasts:**

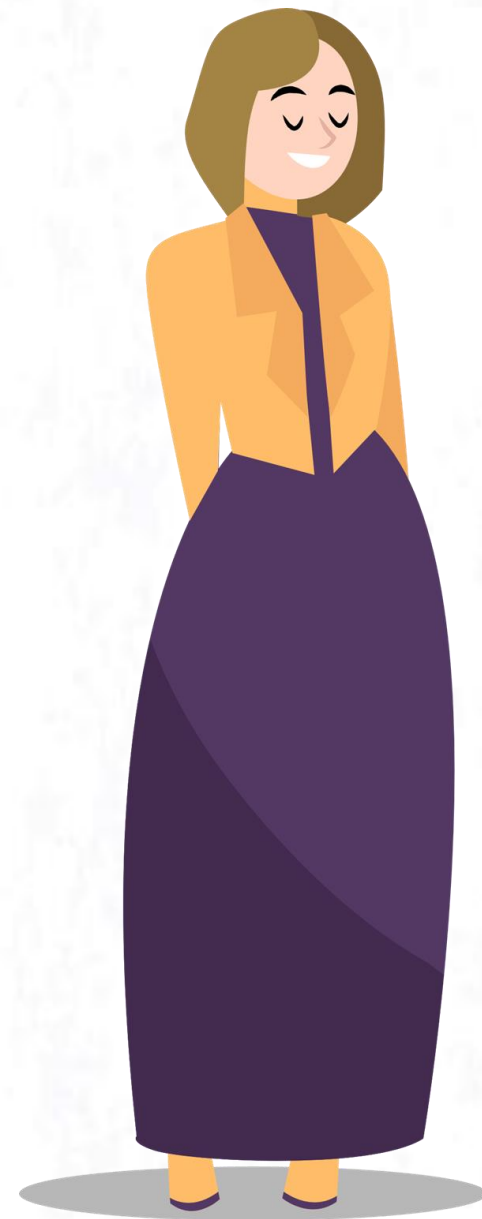
"Women at Work" (<https://open.spotify.com/show/2U2yIGfkalpvt9XXWjRFHW>)

This podcast from HBR (Harvard Business Review) features interviews with women leaders from a variety of industries. They discuss their career journeys, the challenges they've faced, and the advice they have for other women who want to succeed in the workplace. This podcast is a great resource for women who are looking for inspiration and practical advice for their careers.



By working together, we can create a workplace where everyone feels valued and respected, and where women have the opportunity to succeed.





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