



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

How Does She Do That or *Does She?* Self-Care for Women in Leadership

**Shamin Ladhani, Psy.D.
Wheaton Franciscan Healthcare-All Saints
August 8, 2009**





TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

My Story....

2009



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

My Story.....

- Hardworking, Driven, Determined, Dependable, Dynamic, Leader, Steadfast, Committed, Sacrificing
- Daughter, Sister, Wife, Cousin, Friend
- Dancer, Socialite, Athlete, Dessert Connoisseur, Retail Therapy Expert
- Lap-top toting, Email checking, Memo writing, Late night working, Sleep Deprived, Sniffling.....



Woman in Leadership: A Profile

- Get Significant Reinforcement for putting others needs before themselves
 - Self promotion seen as negatively by others (Rudman, 98)
- May feel ostracized by other women
 - Women leaders from minority groups may tend to feel they carry the weight of their constituency, may get isolated from others in their group Other women find them to be cold, uninviting, individualistic



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

Women in Leadership: A Profile

- Significant sacrifices made for their career
 - Less likely to have children or have adult children (Williams-Nickelson, 2001)
- Superwomen Syndrome
- Under the microscope
 - Hillary Clinton's Signature Pant Suit
 - Combine leadership with compassion and disliked if they don't (Lips, 2009)



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

The Drive to Succeed for the Early Career

- Competitive Psychology Market
- Negative messages from colleagues (i.e listservs, debt issues)
- The desire to create a name for one's self
- Pressure from well established and successful others
- Anxiety about not accepting the offer
- Shame about thinking about personal goals rather than professional
- Desire to be connected to other colleagues



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

How She Does It

- Saying No period.
- Choose opportunities that support you and your interests, not just for the opportunity
- Plan in advance for time for yourself
- Take on things that are fulfilling not just professionally but personally
- Choose a supportive work environment that supports your work in leadership





TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

Self Care

- Have “meetings”...(Nicholas, G. 2008)
- Have vacations...
- Embrace your passions. Notebook of passions
- Indulge yourself “in moderation”
- Spend time alone
- Call yourself out! Have supportive others call you out!
- Align with other female leaders that have a similar interests and background. Ask them to keep you in check
 - We require more external validation then men due when in competitive positions and leadership roles (Lips, 2009)
- Share your experiences with other aspiring women, demystify the process.
- Create impermeable boundaries with your time



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

How Does She Do That?

“The most common way people give up their power is by thinking they don’t have any”

~ Alice Walker



TORONTO

APA 117TH ANNUAL CONVENTION • AUGUST 6-9

2009

Thank You

Shamin Ladhani, Psy.D. Pain Management and Diversity
Council Co-Chair
Wheaton Franciscan Healthcare-All Saints

Shamin.ladhani@wfhc.org
262-687-2699

