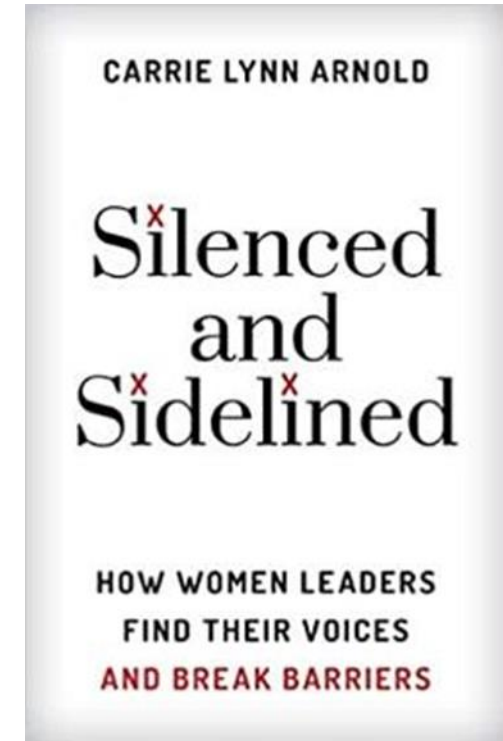




# SILENCED AND SIDELINED

Finding voice in troubling times

Carrie Lynn Arnold, PhD, MCC





# OBJECTIVES

- Understand the phenomenon of feeling silenced in a leadership role
- Know the distinctions between systems, relationships, and self-silencing
- Appreciate the social justice need behind a voice with currency
- Recognize healing moves and practical applications when feeling silenced

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SILENCE – NOT THE  
SPOKEN WORD – IS THE  
ONLY PHENOMENON  
THAT IS ALWAYS AT OUR  
DISPOSAL ~ CHERYL  
GLENN, 2004



# Significance

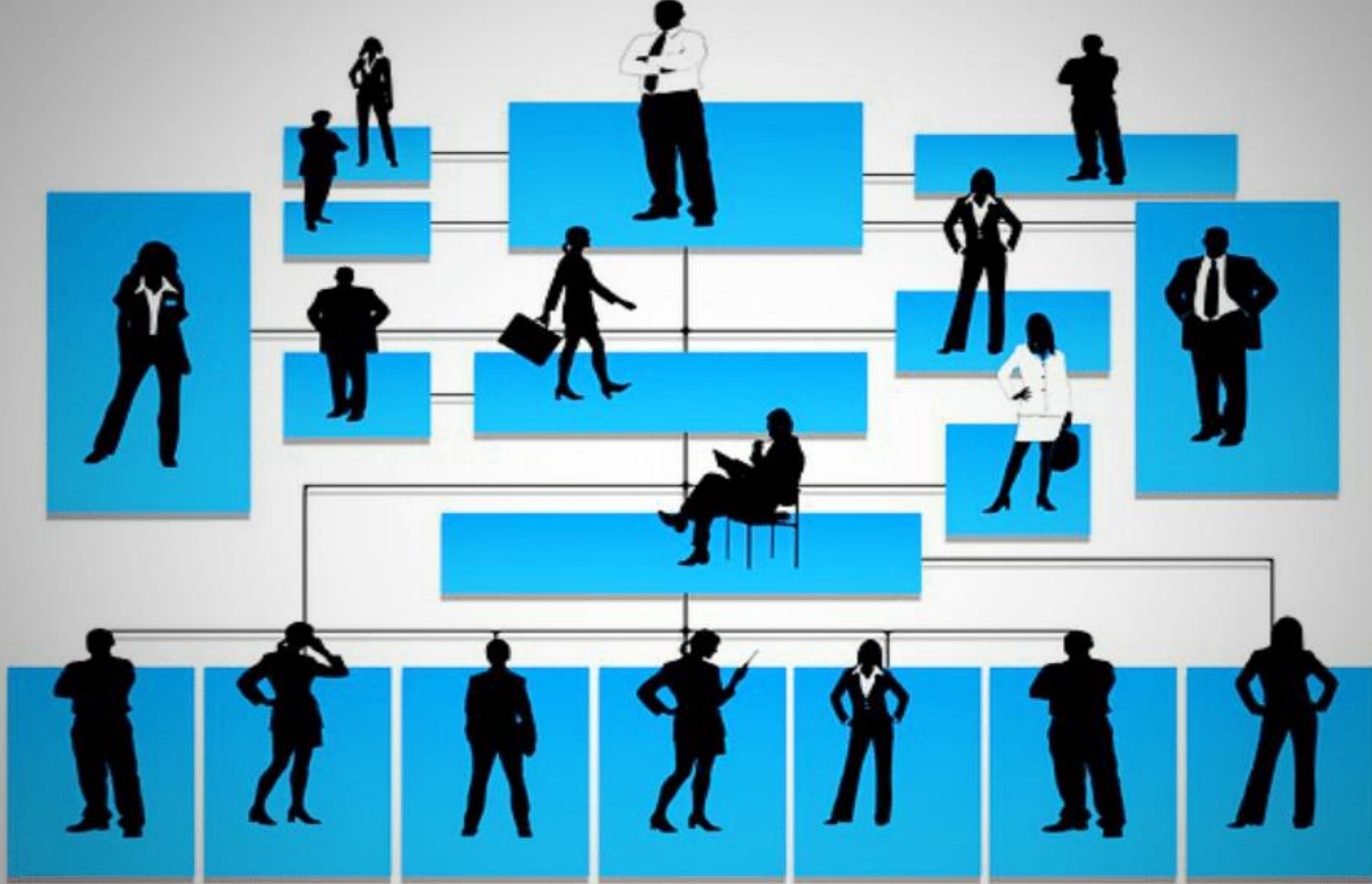
- Statistics!
- The most dangerous place to live and work is in a silenced state!



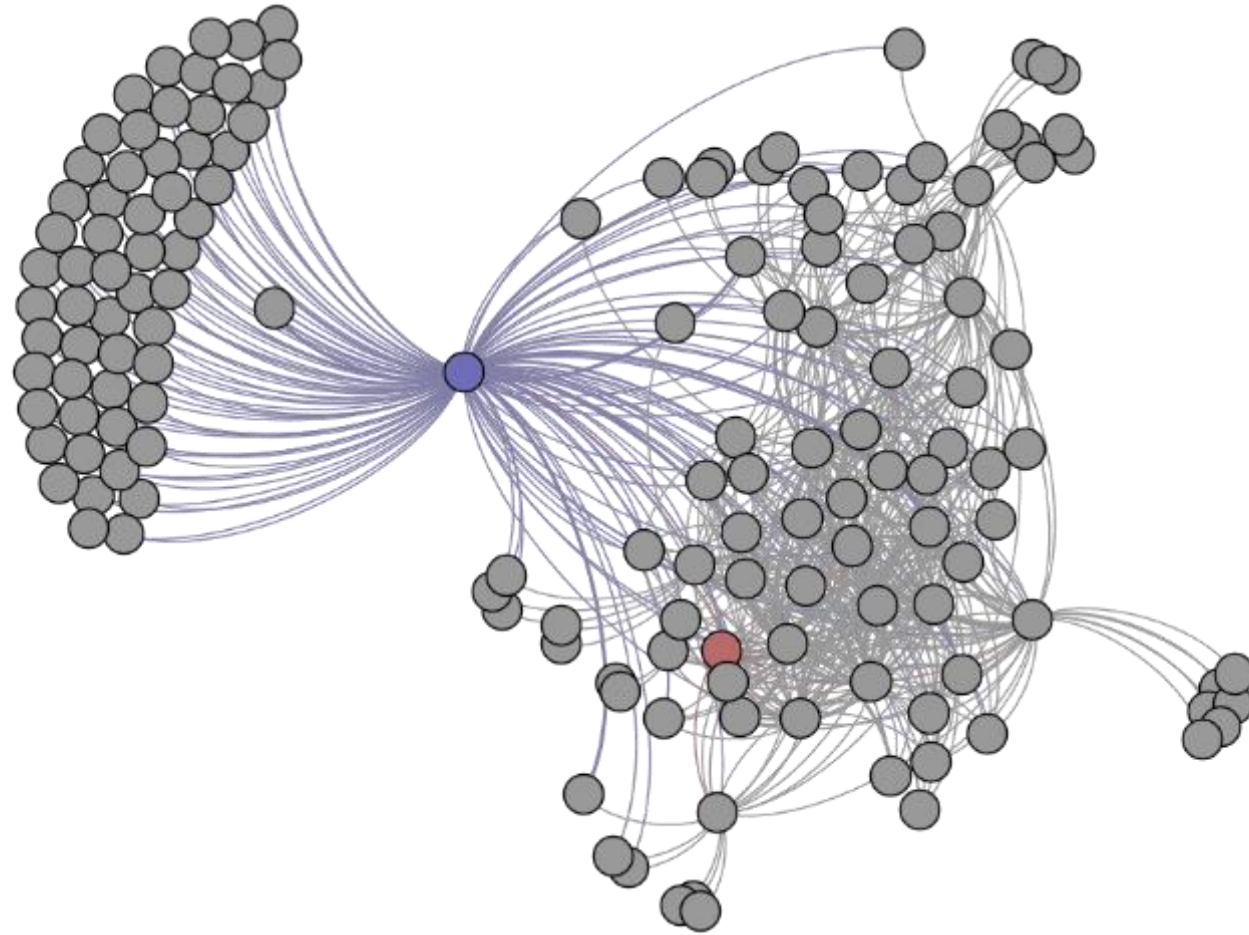
# 3 ways female leaders are silenced













Brandon saw 17 blue cars and 25 green cars at the toy store. How many cars did he see? Explain your answer.

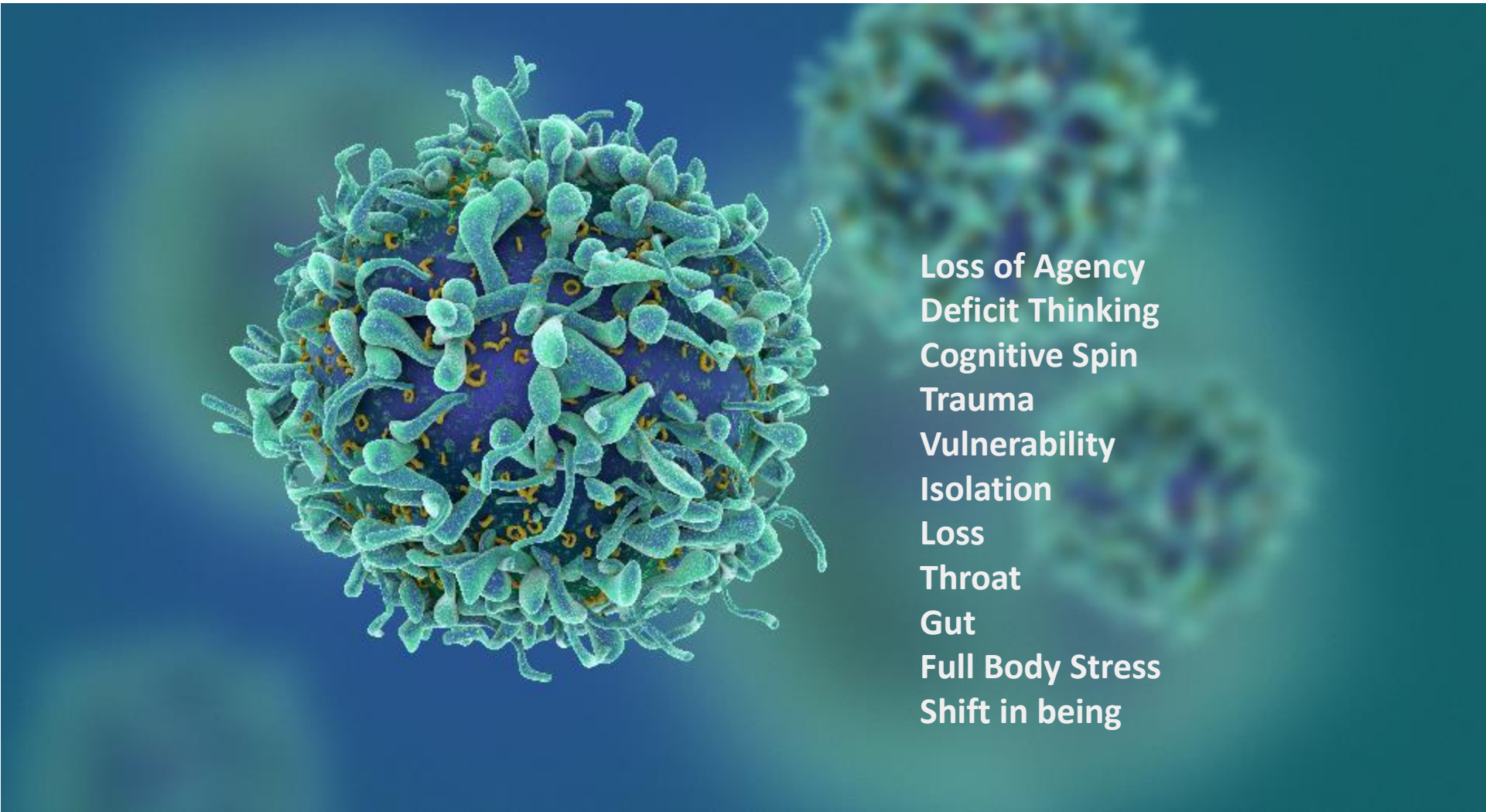
$$17 + 25 = 42$$

I got the answer by talking in my brain and I agreed with the answer that my brain got.

# SELF SILENCING

- “If you don’t speak it out one day it will just up and punch you in the mouth from the inside.” (Lorde, 2007)
- “The relationship of language – and silence – to deprivation is profound. What happens when one needs to – or should – speak and is cut off from the possibility of speaking? What kind of deprivations does the silenced body experience?” (Glenn, 2004)





## The Silencing Virus

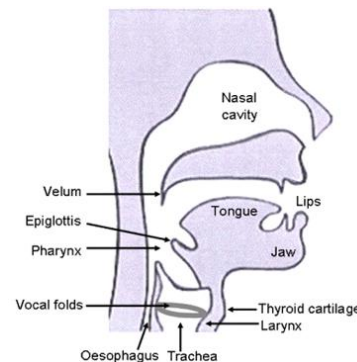


# ORIGINAL KEY RESEARCH FINDINGS

- 78% of women did not recover from feeling silenced, over an extended period, without making a job change or opting out of a leadership role.
- When women self-silence, there is a high correlation of a leadership opt-out.
- Transitions or an opt-out do not automatically bring voice recovery.

# ORIGINAL KEY RESEARCH FINDINGS

- Women equally silence other women.
- 85% of women studied experienced physical manifestations when they felt silenced.
- Silencing impacts women like a virus; it infects their cognition, emotion, spirit, leadership and body.



# NEW KEY RESEARCH FINDINGS

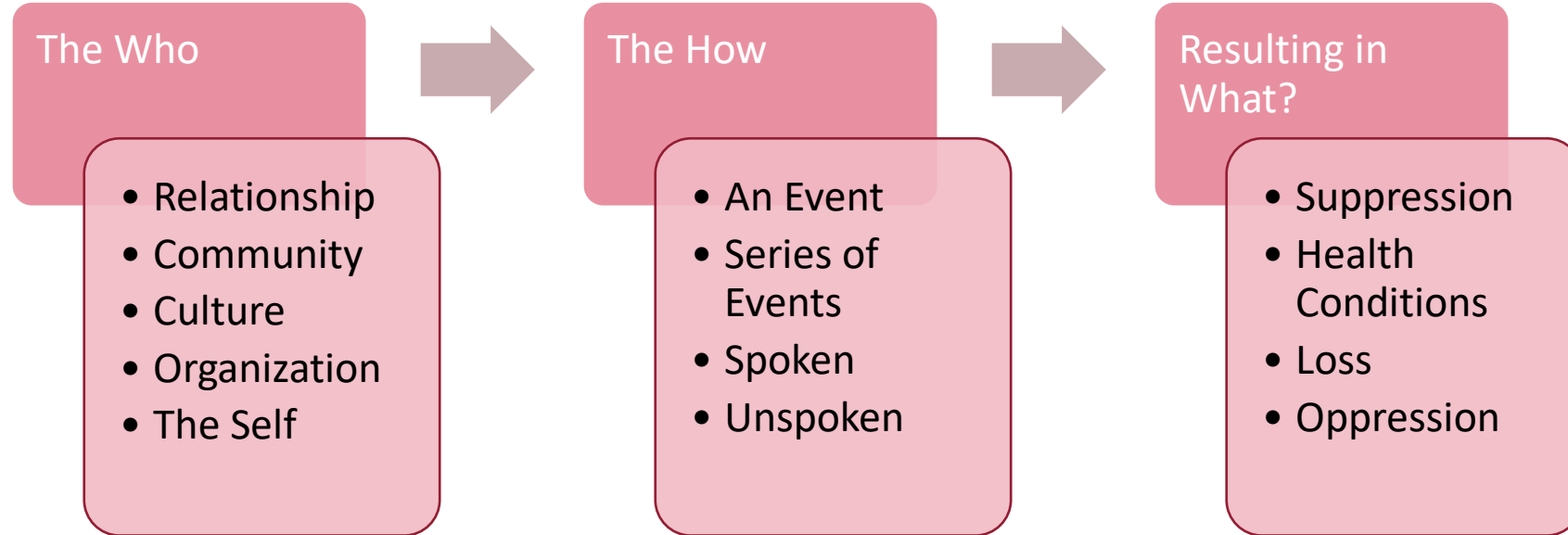
- 82% of female leaders in technology who felt silenced could not or have not recovered in place. They make a leadership change or opt out.
- Women in military who feel silenced are able to recover in place. They also cited that feeling silenced in private sector work is more difficult than anything they experienced within the military by men.

# NEW KEY RESEARCH FINDINGS

- Of the 10 industries that represent the 67 women interviewed, there is not a distinct difference in type between industries.
- 2/3 of the non-white participants were not able to recover voice even with an opt-out.



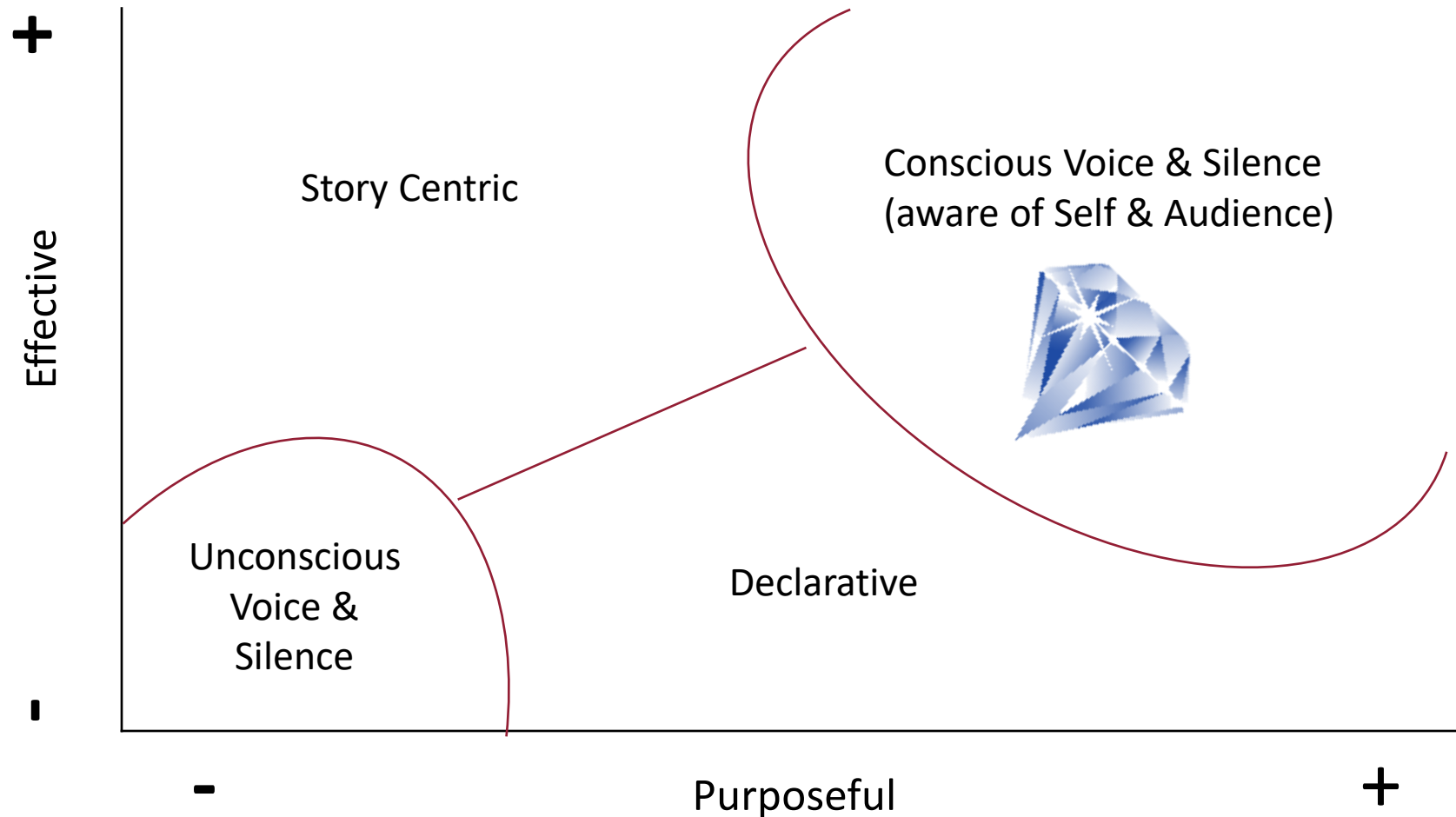
# 3 PHASES TO UNTANGLE



# HEALING MOVES FOR THE SILENCED

- Name it & Explore it
  - Find Community
    - Self-Regard
- Practice using a Valuable Voice
  - Give Voice to Others
- Be Patient – it takes time to heal

# Voice with Currency



# Connections

- Who and where are your friends?
- Pay yourself first
- Find your tribe
- How often do you speak versus listen?
- Practice valuable voice and silence
- Advocate for self and others



# Take out the Sting

- Queen Bee Syndrome - women in a positions of authority view or treat subordinates more critically if they are female
- Women are ruder to each other than they are to men, or than men are to women

Source: <https://uanews.arizona.edu/story/incivility-work-queen-bee-syndrome-getting-worse> February 2018

# Amplification

## Women Banding Together

“Female staffers adopted a meeting strategy they called ‘amplification’: When a woman made a key point, other women would repeat it, giving credit to its author. This forced the men in the room to recognize the contribution — and denied them the chance to claim the idea as their own.” ~Susan Rice, National Security Advisor

Source: <https://www.thecut.com/2016/09/heres-how-obamas-female-staffers-made-their-voices-heard.html>

# REFLECTION QUESTIONS

- Where in your professional practice have you encountered silencing?
- How have you been silenced?
- How have you silenced others?
- How can you influence voice within a culture of silencing?

# QUESTIONS AND COMMENTS

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