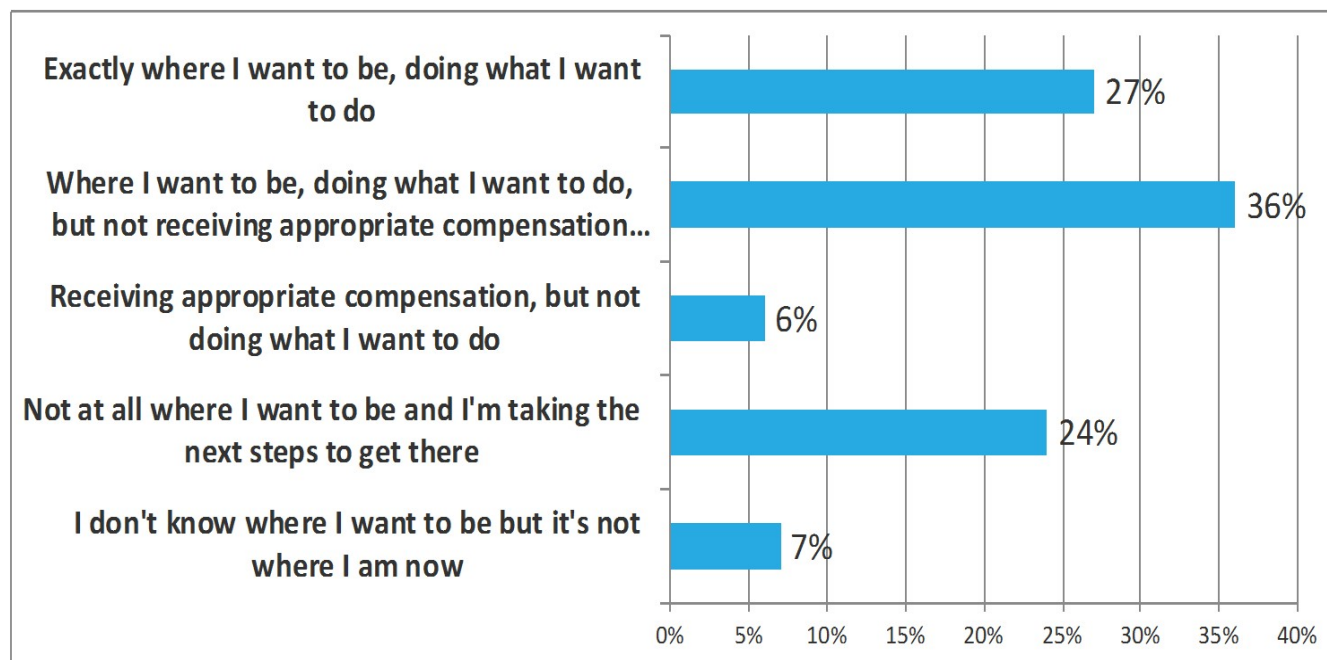
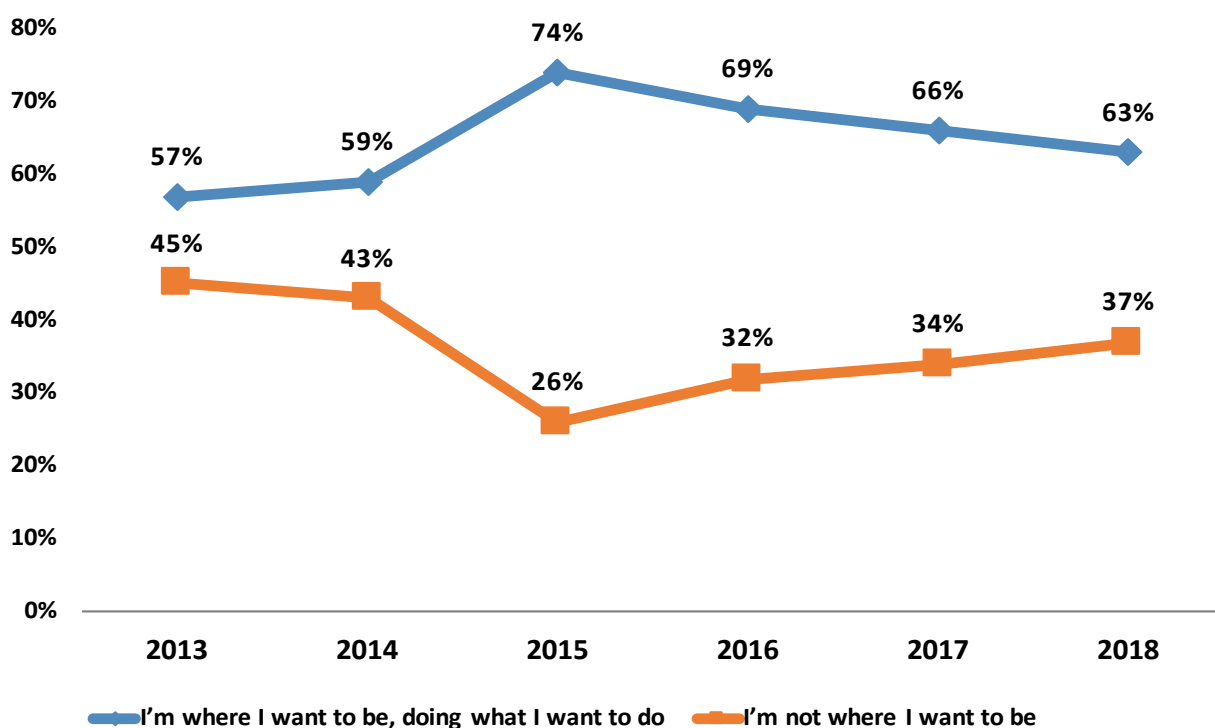


## 2018 Pre-Event Survey Results

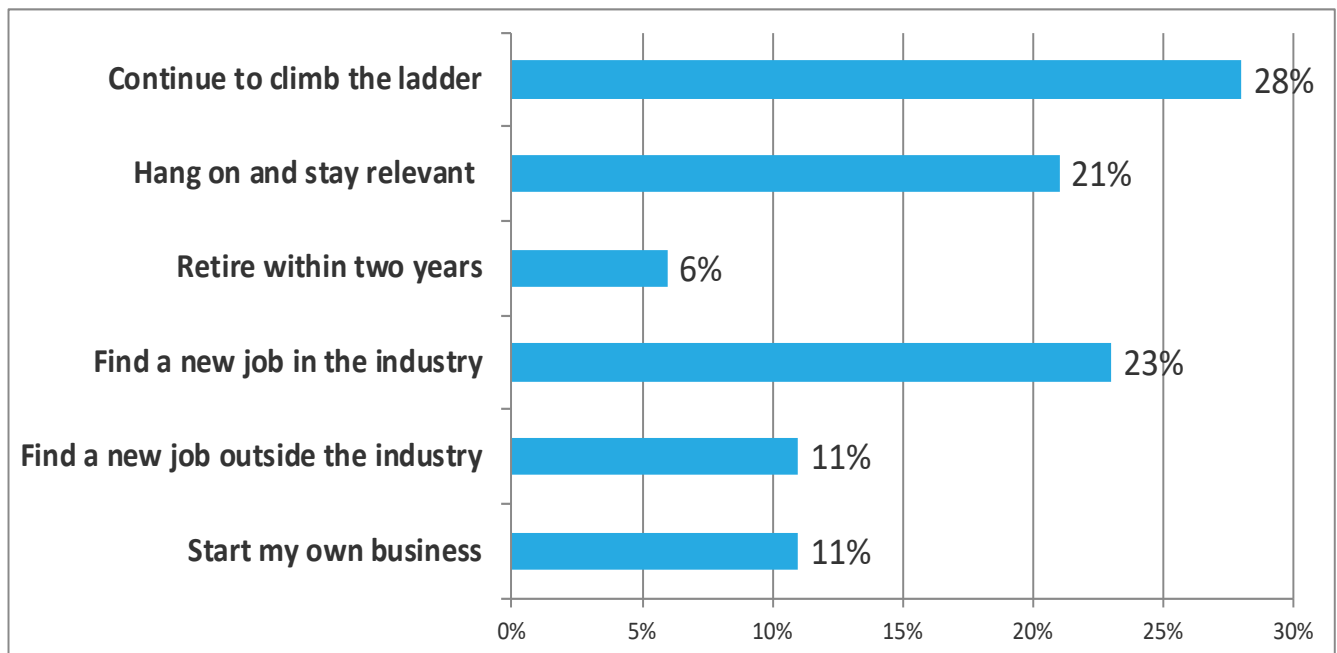
### Where are you right now in your career?



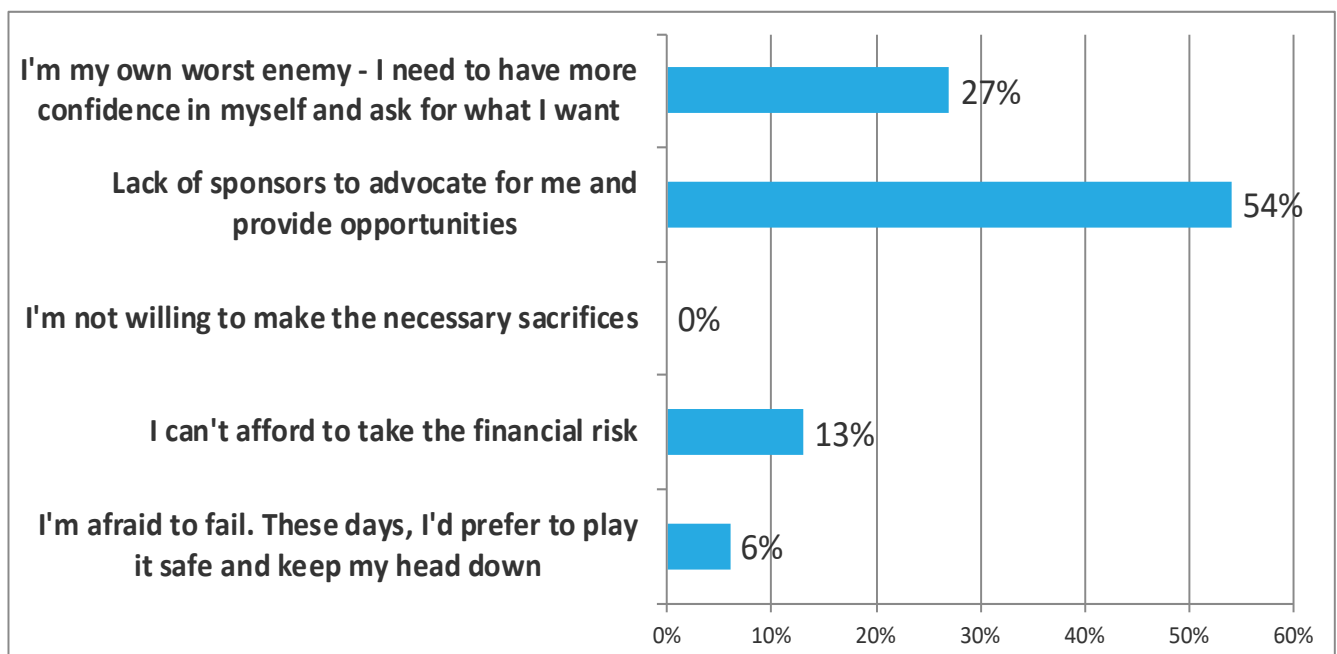
### Where are you right now in your career?



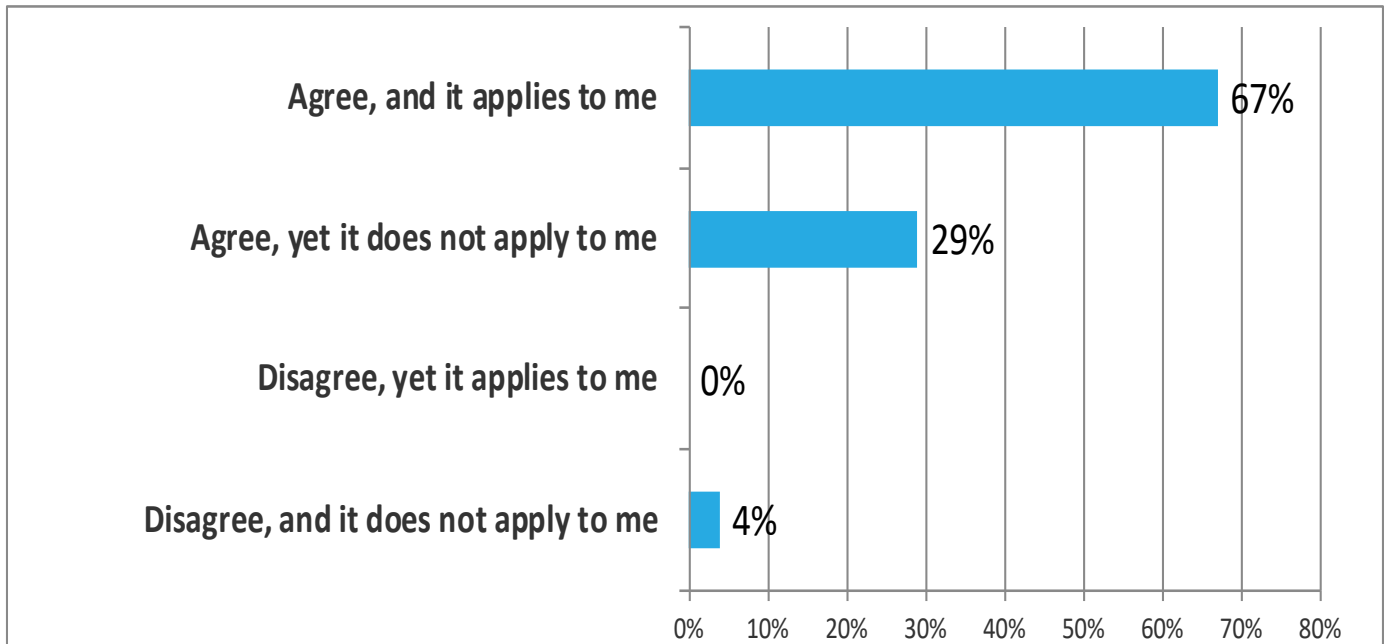
## Your primary career goal now is to:



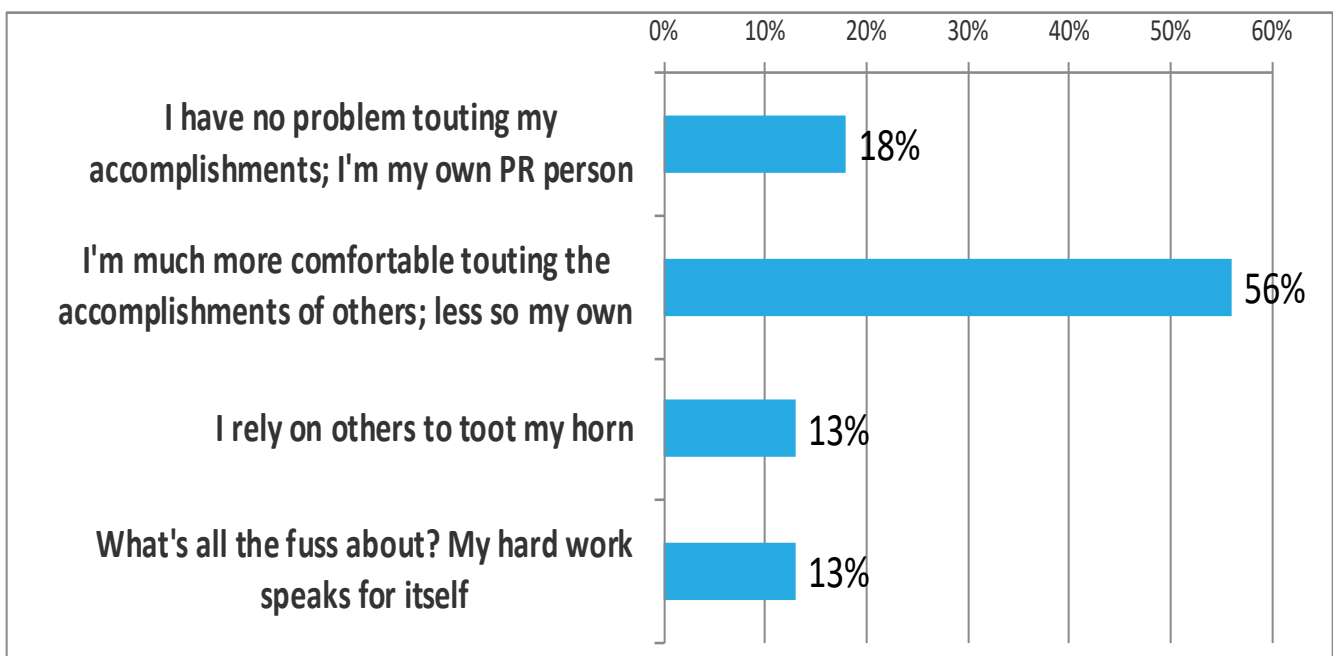
## What is the biggest barrier to your success?



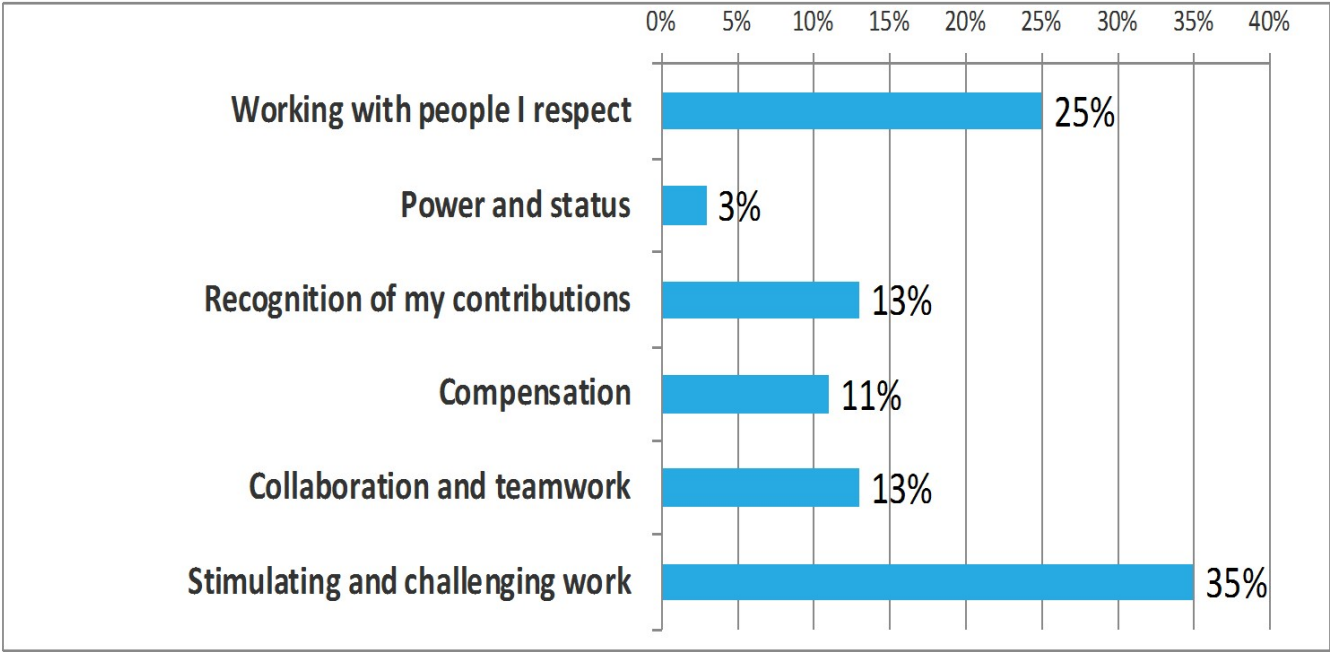
**A well-regarded study concluded that high-potential women's careers lag men's, noting: "Men are paid for potential while women are paid for (proven) performance."  
Do you agree or disagree with this finding?**



**When it comes to my professional visibility:**



**What most motivates you at work?**



continued

## 2018 Live Survey Results

**What one thing did you do over the past year that made a difference in your life?**

New job

Started to think about a new career

joined a partnership

Set up boundaries around my time in my personal consulting business

Co-manager

Became a mentor

Became practice group leader

Moved to NYC

Took a business mastery course

Launched my own business

Wrote a book

Self care

Focused on health

Exercised harder

Helped 50 women artisans in a refugee camp bring their products to market

Relocated my family back to NY from London as a first step to achieve personal happiness

Took care of myself

Launched our 2nd of 4 children off to college

Listened more

Advocated for a promotion

Exercise more

Got more sleep!

Joined a new firm

– routine exercise program. Invested in peloton for early morn exercise at home

Began to look for a new firm

Hired a time management coach

Spent time with daughter

Moved to a new position.

Let my husband retire

Allocated time every Friday afternoon for "thinking"

Decided it's time to make a jump

Exercise

Meditation

Advocated for better compensation

Found a new job!

Asked for the title I deserved

New home

Lived by a new mantra

Started a mentorship

Expanded my network

Meditation regularly

Started a doctorate program.

Focused on key priorities

Demonstrated and Marched

Joined new firm.

Prioritize

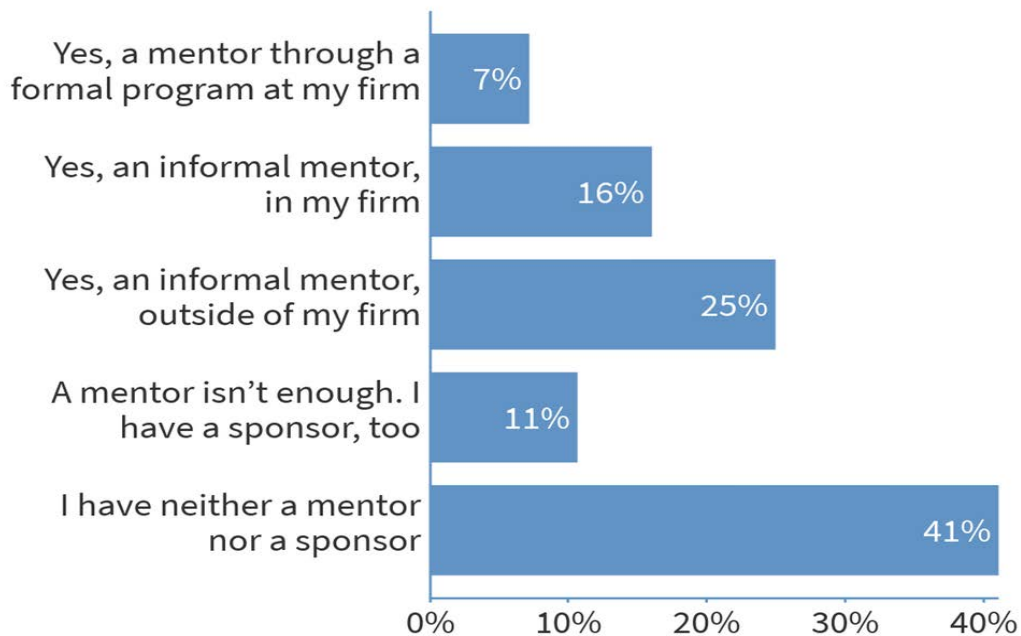
Bought a peloton

Finding a new job

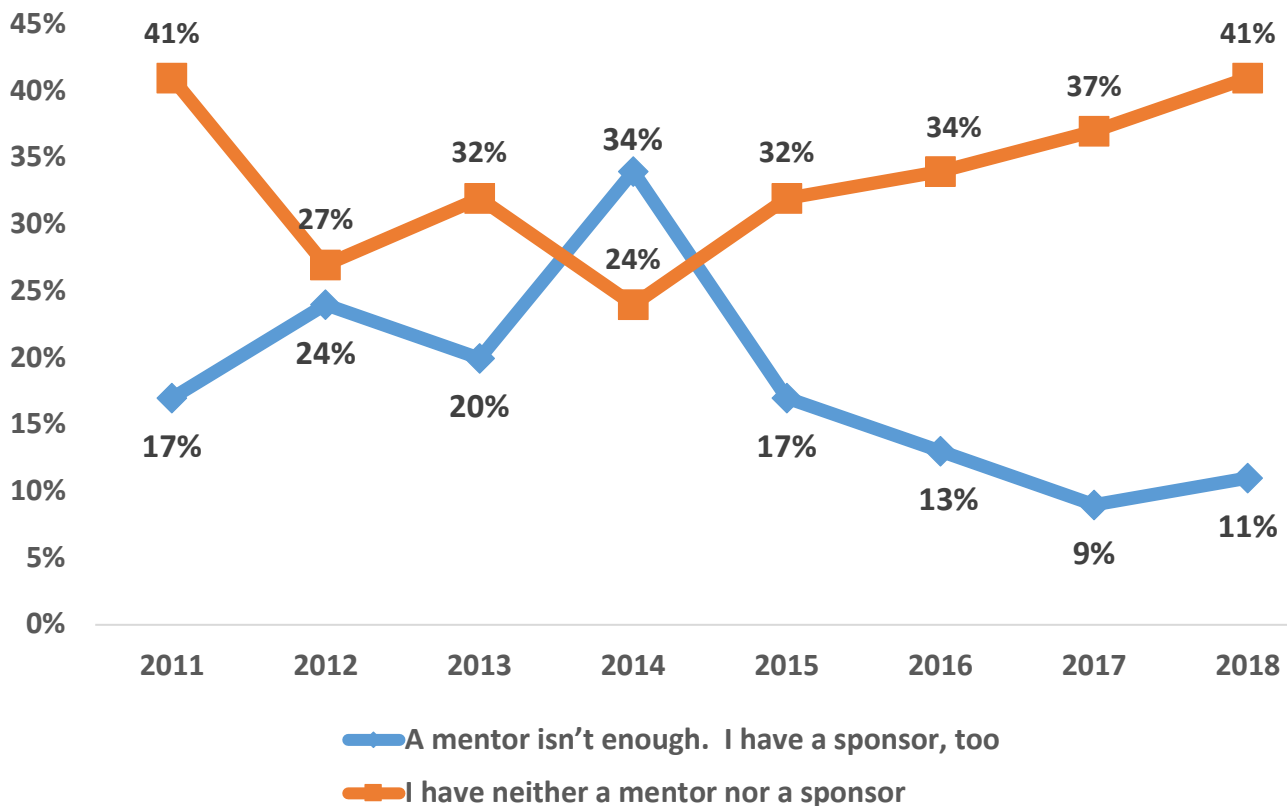
Learned to meditate

Meditation 🧘

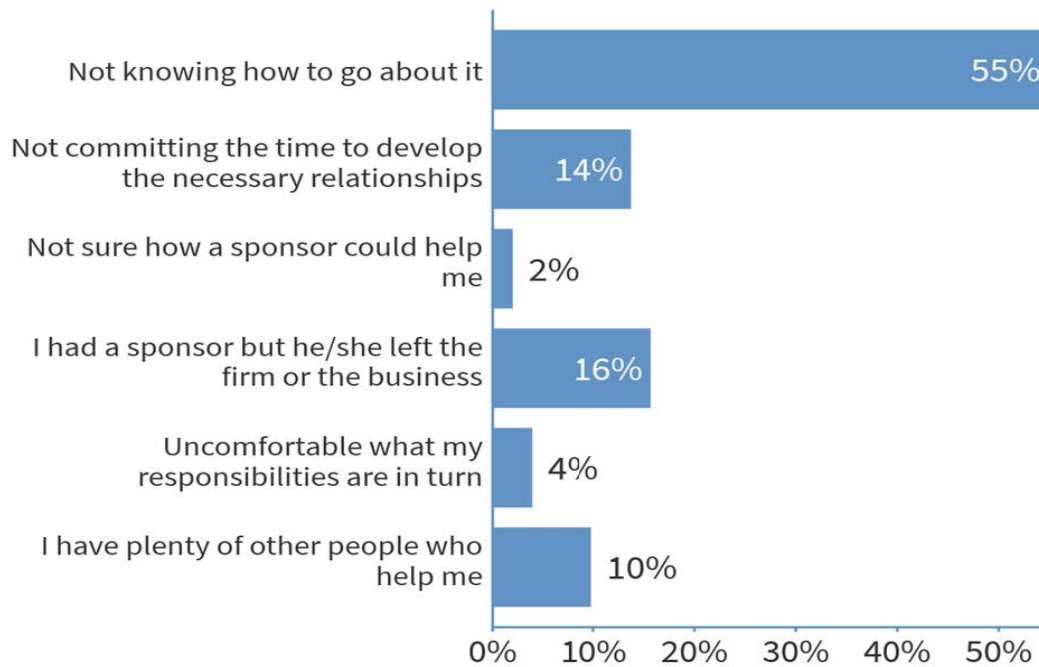
**Do you have a mentor and/or a sponsor (someone who advocates for you)? Select as many as apply.**



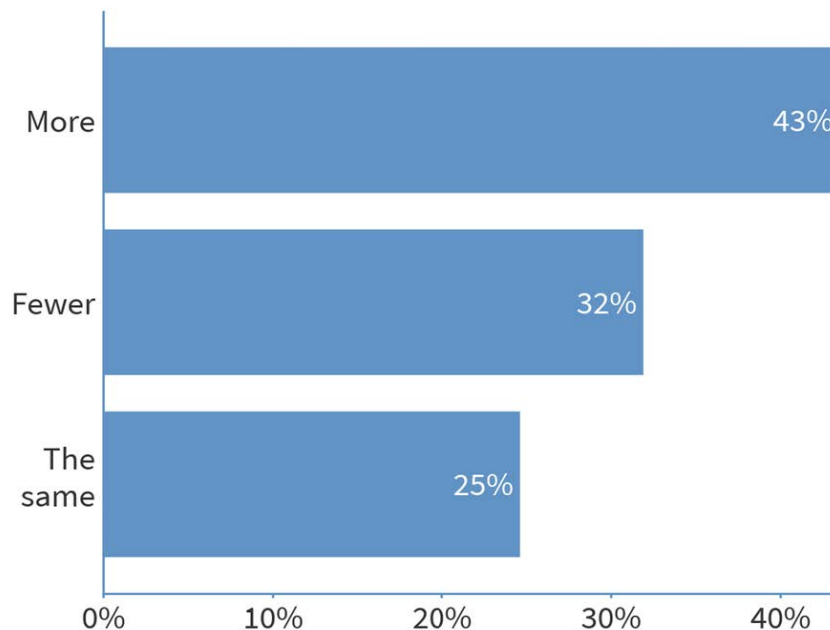
**Do you have a mentor and/or a sponsor (someone who advocates for you)? Select as many as apply.**



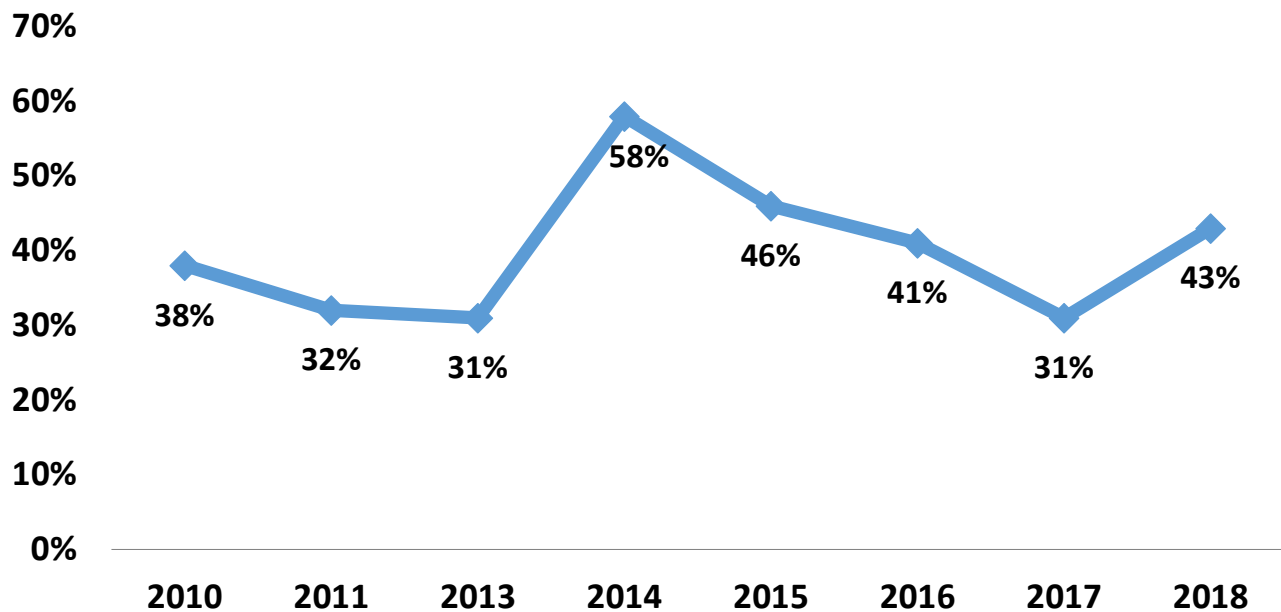
## For those who don't have a sponsor, what is preventing you from cultivating one?



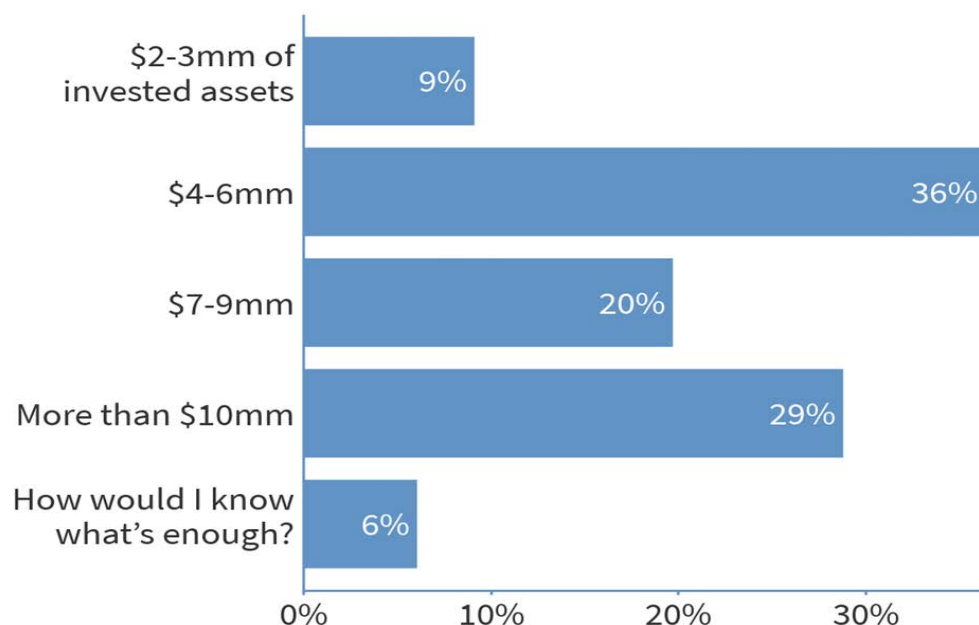
## Given the changes on Wall Street since 2008, do you think there are \_\_\_\_\_ opportunities for women to advance to the most senior positions in our industry?



Given the changes on Wall Street since 2008, do you think there are **MORE** opportunities for women to advance to the most senior positions in our industry?

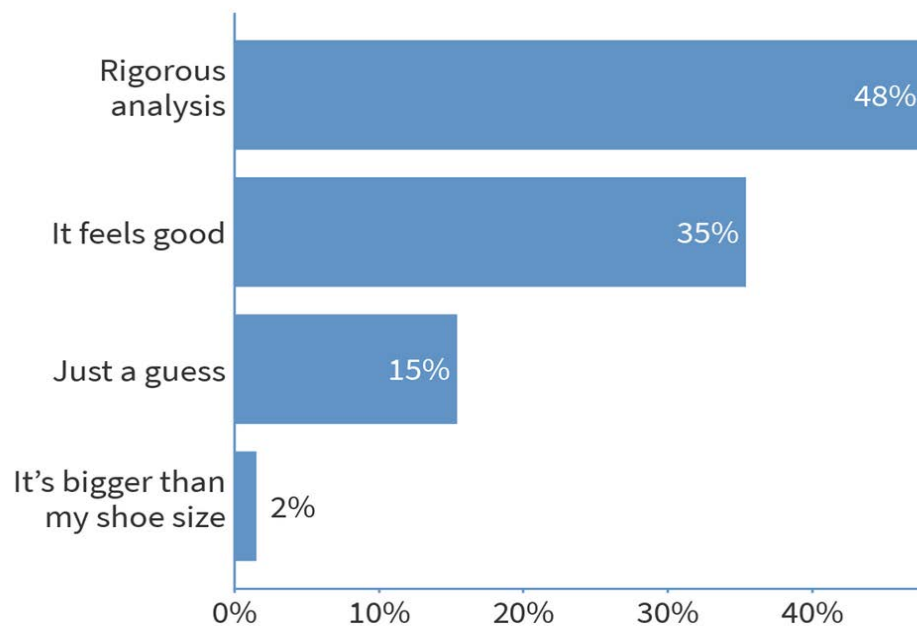


What's "your number?" You know, the amount you need to sustain your desired lifestyle?

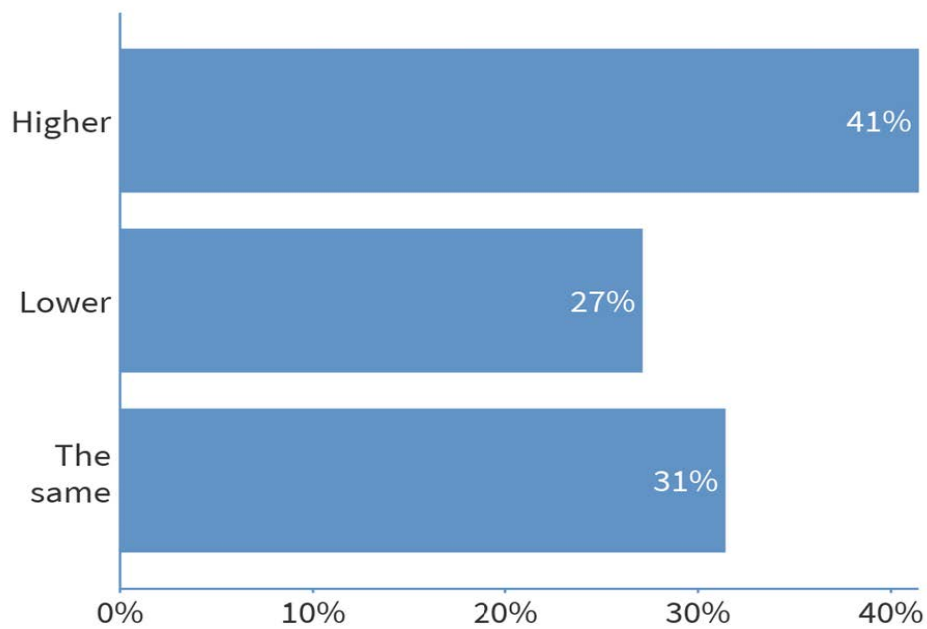




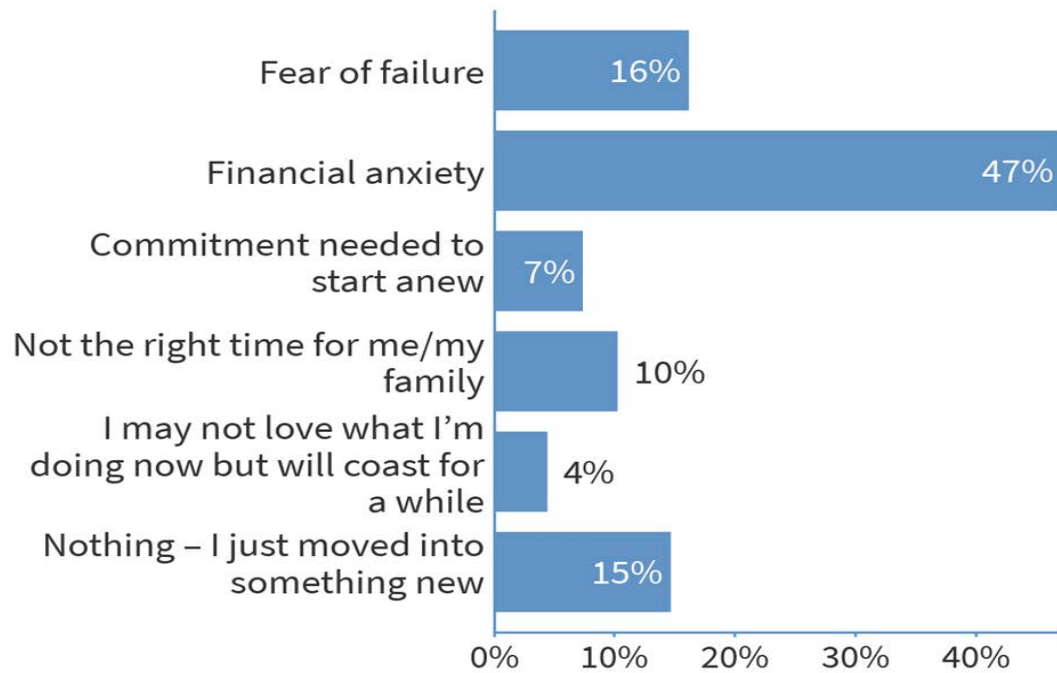
**If you have a number, how did you determine that?**



**Over the next two years, your cash compensation is likely to be:**



## What might hold you back from making a career transition?



continued

## What 3 words would you like people to associate with you professionally?

Inspired inspiring Fun Competent, diligent, leader Integrity  
Leader Creative Committed PROFESSIONAL Leader Dedicated  
Capable, smart Fun Dependable Inclusive Fun Caring  
Creative good decision maker Delivers Competent Trusted  
Caring Influential Professional Inspiring Problem solver  
Committed Creative Inspiring Results-oriented, high energy, versatile  
Leader Thoughtful Competence Smart Experienced Balanced Joyous  
Connector Empathetic Dedicated Collaborator Leader  
Intelligent knowledgeable integrity Go-getter Problem solver Skilled  
Inspirational Practical Genuine Successful. Smart. Innovative  
Smart expert thoughtful Connector Driven Trustworthy  
Professional Honest Insightful Tenacious Awesome fantastic  
Committed Trusted Advisor Execution Smart determined Integrity Kind  
Awesome Smart Knowledgeable Passionate. Trustworthy. Driven Kind  
Leader Expert Authentic Positive Hard working, Inspiring, team player  
Reliable Honest bright creative Enabler Capable Strategic Futuristic  
Creative problem-solver energetic Execution Loyal delivers Ability  
Caring leader Professional Problem-solver Capable Respect  
Problem solver Competent Supportive real Team player Intelligent  
Expert motivated Capable Driven, diligent, Intelligent Leader  
Integrity committed accountable Proficient Courageous Hard-working  
Expert Thoughtful Honest Knowledgeable Change agent Problem solver  
Smart Visionary Confident Smart Good listener Creative smart  
trustworthy Builder Creative problem solver Dedicated. Driver  
trustworthy Accomplished Capable Transformative Excellent Bold  
Diligent Leader Honest successful Visionary Integrity Strategic  
Smart Professional Change Enabler Thoughtful Builder Driven  
Trustworthy Fair Practical Dependable Successful Leader Warmth  
Smart Smart Authentic Smart Expert Inspiring Creative Trusted

## What is the #1 challenge you want help with today?

Leave	Money	Planning for a career that takes me to and through retirement			
Vision	Evolving	Changing the narrative	Branding	Relevance	Transition
Selling	Motivating change	Fundraising	FINANCIAL PLANNING		Transition
Board role	Rethinking org structure		Vision	Growing	confidence
Networking	Inspiration	Viability	Networking	Elder-care for parents	
Juggling personal & professional life		Effective narrative		Finding a new job	
Figuring out my business model		Falth In myself			
How to tout my accomplishments		Work on transition		Find Inspiration	
Networking	Transition to new career		Confidence	Expanding my new network	
Reasserting financial stability		Marketing my brand		Confidence	Transition
confidence	Confidence	Calibrating my level comp and new role			
Expanding network		Advancement	Networking	Vision.	Confidence
Motivation	Confidence				