

# Women's attitudes & Behaviour Survey

In reviewing these questions, consider the past six months to a year at work. Reflect upon how you have behaved, and the way in which you have thought about yourself. There are no right or wrong answers. The purpose of this is prompt personal reflection about how you are at work. Once complete, total the frequency that you have answered each column.

	All the time	Often	Sometimes	Rarely	Never
<b>How often have you</b>					
<b>work mindset</b>					
1. Found it hard to take credit for yourself?					
2. Played down or dismissed compliments?					
3. Played down achievements or let others take credit for you?					
4. Focused on 'mistakes', rather than successes?					
5. Over-analysed or worried about what you have done?					
6. Thought you needed more confidence?					
7. Thought you needed to be perfect?					
8. Thought you needed to work harder?					
9. Felt guilty for leaving on time, or asking for flexibility?					
10. Struggled to get things done, because you've agreed to too much?					
11. Thought of yourself as 'not good enough'?					
12. Worried that what you will do/say will impact upon your likeability?					
13. Worried that by voicing your needs you will waste others time?					
14. Asked for permission for things, rather than signaling intentions?					
<b>How often have you</b>					
<b>work behaviours</b>					
15. Sacrificed what you need for someone else?					
16. Had your work sacrificed and not spoken up?					
17. Been frustrated, and spoken to peers, rather than influencers?					
18. Let others hijack or waste your time?					
19. Limited yourself, or what is possible for you?					
20. Played it safe & suggested only what you know you can do?					
21. Chosen not to ask a question in meetings?					
22. Found it hard to say 'no'?					
23. Chosen not to disagree with someone in a meeting?					
24. Given up if met with disagreement or conflict?					
25. Chosen not to raise something in case of conflict?					

26. Been the last person to speak in meetings?					
27. Took on work no-one else wanted?					
28. Had work delegated inappropriately to you?					
29. Taken work off your teams if they 'delegate up'?					
30. Not asked for help when you needed it?					
31. Asked for others opinions, before sharing your own?					
32. Said sorry for things that weren't your responsibility?					
<b>Totals</b>	<b>All the time</b>	<b>Often</b>	<b>Sometimes</b>	<b>Rarely</b>	<b>Often</b>

In the past year, have you	career progression	
	Yes	No
33. Stopped yourself asking for a pay rise?		
34. Stopped yourself from asking for promotion or development?		
35. Chosen not to negotiate over a pay rise, or bonus?		
36. Chosen not to apply for a role you would like?		
37. Stopped yourself from getting feedback?		
38. Thought you couldn't do a more senior role?		
39. Waited to be volunteered for interesting work?		
40. Resisted being allocated more interesting work?		

**Notes and reflections** - *Note any questions, or observations you have that you would like to bring to the workshop.*