

# FROM COPING TO CLAIMING

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Confidence grows through action, not waiting.

Practical strategies for staying, growing and being seen

## Situations Young Women Often Face

Early experiences in education, internships or work can be confusing.

Not all challenges are obvious discrimination, many appear as pressure, silence or self-doubt.

Here are common situations young women report.

### Meetings & Group Work

Your ideas are ignored until repeated by someone else.

### Feedback & Evaluation

You receive vague feedback like “be more confident” instead of concrete guidance.

### Opportunities

You are not encouraged to apply, even when you meet the requirements.

### Daily Interactions

Jokes, comments or expectations make you feel uncomfortable, but unsure why.



## Strategy Spotlight

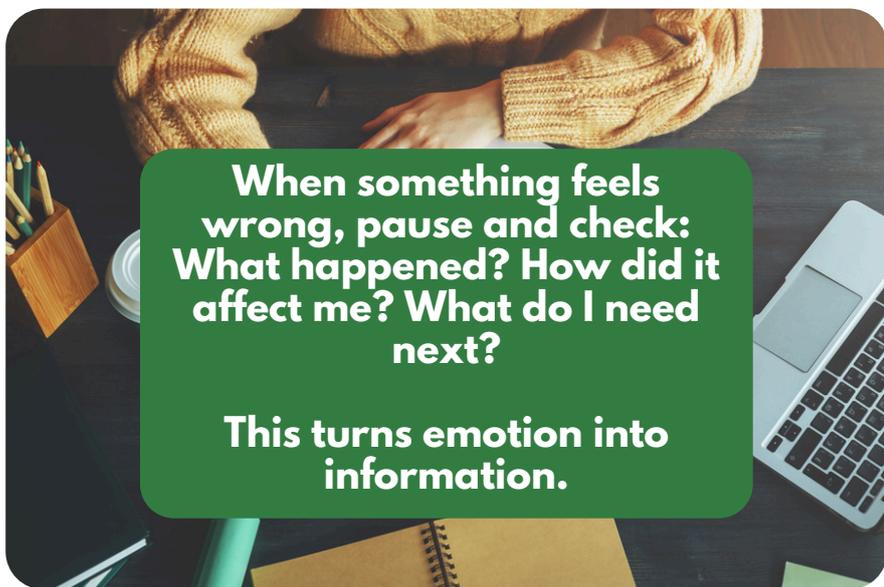
You control your effort, learning and boundaries.

You don't control others' assumptions or reactions. Focus on what helps you grow and move forward.

Ask yourself: Am I being asked to improve something specific or am I simply not being seen or included?  
This helps reduce self-blame.

Not every situation needs confrontation. Options include observing patterns, asking for clarification, or seeking allies.

Say one sentence, ask one question, or share one idea. Visibility grows through small, repeated actions.



**When something feels wrong, pause and check: What happened? How did it affect me? What do I need next?**

**This turns emotion into information.**

## Helpful Reminders

- Confidence often follows action, not the other way around.
- Vague feedback usually means unclear expectations - ask for one concrete example.
- Silence is often misread; clarity helps others understand your contribution.
- Sharing progress makes work visible before results appear.
- Seeking support early prevents bigger problems later.



## Useful phrases to keep

You don't need the perfect words in the moment. Keeping a few simple phrases ready makes it easier to speak, ask, and be seen.

### **When expectations are unclear**

"Can you give me an example of what a good result looks like?"

"What would success look like in this situation?"

### **When feedback is vague**

"Which part should I focus on improving first?"

"Is there one thing I could do differently next time?"

### **When your contribution is overlooked**

"I'd like to come back to my earlier point."

"That builds on what I was suggesting before."

### **When you want to show initiative**

"I'm interested in taking this on, what's the next step?"

"Would it be useful if I tried this approach?"

### **When you need clarity, not permission**

"Who usually makes this decision?"

"What information do you need from me?"

## Turning Situations Into Decisions

Not every situation needs an immediate response. Some moments are best observed, others clarified, and some addressed directly. Use language when something affects your learning, visibility, or ability to contribute - not to explain yourself, but to understand what is expected.

When you ask for clarity, listen for concrete answers. Specific guidance usually means a skill gap. Vague or changing answers often point to informal expectations that have not been explained. In those cases, documenting what happens and discussing it with a trusted person can help you decide next steps.

Choosing when to observe, when to ask, and when to escalate is a practical skill. It allows you to protect your energy while staying engaged and visible.

