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## **Top 10 Unwritten Rules That Sabotage Women's Careers** Executive Coach Ann Daly PhD Challenges Gender Gap

AUSTIN, TEXAS -- "These are complicated times for ambitious women," says executive coach Ann Daly PhD. "On the one hand, there are record numbers of women at the top of industry. This year's woman-to-woman CEO succession at Xerox was a remarkable milestone. On the other hand, the glass ceiling remains firmly in place: Although women hold 50.8% of managerial positions in the labor market, they represent only 3% of Fortune 500 CEOs."

So, as Dr. Daly points out, the question remains: "Why are women still lagging behind? Why are women's success stories still the exceptions that prove the rule?"

In her debut guest column for more.com, the online community for *More* magazine, Dr. Daly offers an answer. "Because beyond laws and regulations and attitude is the deepest, most pervasive, most unconscious and ingrained layer of our lives: culture. All of our laws and all of our diversity training won't close the gender gap, because it's the culture, sweetheart."

Dr. Daly goes on to outline the top 10 unwritten cultural rules that can sabotage women's careers:

1. Men get the benefit of the doubt.
2. Looks matter.
3. Women don't get sufficient feedback.
4. A working mother's commitment is assumed to be ambivalent.
5. Actually, it *is* personal.
6. Men are bred for self-confidence.
7. Women are rendered invisible until they demonstrate otherwise.
8. Women don't take charge, they take care.
9. Women are different.
10. Women make great worker-bees, but visionary leaders--not so much.

To read the entire article: <http://budurl.com/e9dl>

ANN DALY PhD ([www.anndaly.com](http://www.anndaly.com)) is a fem-evangelist, devoted to the success and advancement of women. She specializes in executive coaching and professional development for women. A former women's studies professor, she is a guest columnist at more.com and the "Transitions" coaching columnist for *Your Austin* magazine. Dr. Daly is the author of *Clarity: How to Accomplish What Matters Most* and *A Year of Clarity: The Monthly Guide for Women*. She has been featured on Oprah & Friends' "Peter Walsh Show" and in the *Austin American-Statesman*.

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