

GENDER BIASED COMMENTS & RESPONSES

Cheat Sheet

Criticism	Assertive Response
You're too aggressive.	I'm confident in my decisions and direct in my communication, just like any effective leader.
You need to be more likable.	I focus on being respected and delivering results. Strong leadership isn't always about being liked.
You're too emotional.	I'm passionate about my work and express my opinions clearly, just as any engaged leader should.
You're not assertive enough.	I make thoughtful decisions and speak up when necessary to drive results.
You're being bossy.	I'm leading my team effectively and ensuring we meet our goals.
You should smile more.	I bring professionalism and focus to my work—my expressions reflect my priorities.
You take things too personally.	I take my work seriously and care about achieving the best outcomes for the team.
You're not ready for that promotion.	I've demonstrated my ability to handle increased responsibilities—can you clarify what's missing?
You're too soft to lead.	Empathy and collaboration are key leadership strengths that drive team success.
You need to prove yourself first.	I've already delivered strong results—what specific expectations do you have?
You got this role because of diversity efforts.	I earned this role through my skills, experience, and accomplishments, just like anyone else.

Print this chart out and keep it on your desk for the next time you need it!