



Self-awareness is a journey
that lays the foundation
for a better world

Happy International Women's Day!

International Women's Day paves the way

By Gaelle Piernikarch, March 8th 2019

International Women's Day (now a public holiday in Berlin), numerous debates about closing the gender gap, quota for women in management... Never before had the awareness about the unbalanced treatment between men and women in western societies been so strong.

And yet, where are we today? Why have our societies moved so little so far?

Let's look at leadership, let alone many other areas. Why do we still aim at 30% women in large companies' board rooms (and still not reach it) and not immediately at 50%? Why do we agree to this slow pace when gender inequality is for so many an unacceptable situation today, unworthy of modern societies?

Which role then play our limiting beliefs, our unconscious bias, and our hidden perceptions, for example about which personality preferences we without being aware of it attribute to a certain gender?

Our unconscious mind is often compared to an elephant: huge, unpredictable and the driving force under our actions. Therefore, raising self-awareness on both personality types and unconscious bias about gender roles paves the way towards a society where women and men can be first and foremost valued as human beings behaving from their true selves.

We perceive and evaluate critical situations through many filters, most of which we are unaware of: cultural filters, educational, personal beliefs. Unveiling all these layers certainly is a long process but we can use tools that help to bring the elephant to the surface. Tools to better understand the influence of our cultural background and personality on our worldviews and unconscious bias.

Self-awareness is a developmental journey that lays the foundation for a better world, where we can truly build a culture of diversity and inclusion with empowering work relationships and productive communication.

Want to find out which tools to use to raise self-awareness? Check out our toolbox: CultureConnector, the MBTI, Belbin Team Roles and the Trust in Teams Indicator. We are happy to advise you on what best suits your needs.



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