

It's Not Easy **FEELING DIFFERENT**

The more different we feel from our coworkers, the more we feel like the other at work.

If we feel like the other, we are:

Less likely to have high-level mentors.

Less likely to receive promotions.

More likely to downsize aspirations.

This can result in **unique disadvantages** in the workplace.

It doesn't have to be this way. Together we can create workplaces where *everyone* is valued.

Note: These findings are for women who felt racially/ethnically different in US workplaces.

SOURCE:
Jennifer Thorpe-Moscon and Alixandra Pollack, *Feeling Different: Being the "Other" in US Workplaces* (Catalyst, 2014).



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