

WOMEN *in* RESEARCH *'Small Wins' Series*

Webinar 7: Be Bold! How To Embrace Risk, Be Proactive, and Make Things Happen

ARC Laureate Fellows Sharon K Parker, Alison Bashford & Maureen Dollard
19 May, 2021



Curtin University



CENTRE FOR
TRANSFORMATIVE
WORK DESIGN



Australian Government
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Plan for today's "Small Wins" seminar

- Sharon
 - Small Wins concept & recap from last time
 - Today's topic
- Personal insights from:
 - ARC Laureate Fellow Professor Alison Bashford (University of New South Wales)
 - ARC Laureate Fellow Professor Maureen Dollard (University of South Australia)
- Submit your questions via Slido (using the code **#winr**) or via the chat
- Housekeeping:
 - Please mute your microphones (if you'd like to keep your camera on, lets try it!)
 - Need help? Message our support team using the chat function in the event
 - Try to dedicate this time to you by focusing just on the talk 😊

How Are Your Small Wins Going....?

Feel free to share in the chat or slido any small changes, or tiny habits, you are having some progress with....



Be Bold! Embrace Risk, Be Proactive & Make Things Happen

What do you know now that you wish you had of known when you started?

*What strategies did you use to be proactive?
(Question submitted by WIR participant)*

Suggested videos



Managing You - Advice for Younger Self



Mahananda Dasgupta



When Is Proactivity Wise?

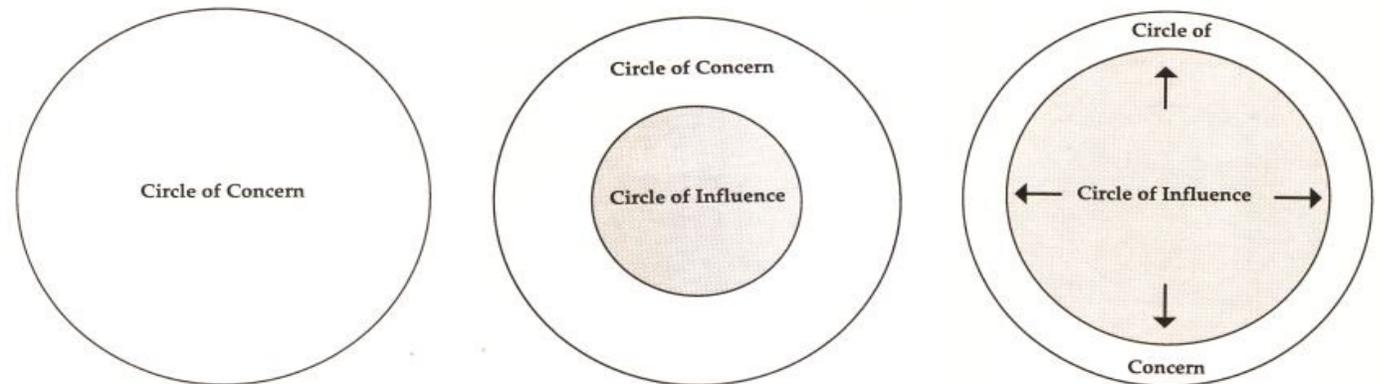
BEING ASSERTIVE AND PROACTIVE

womeninresearch.org.au

- *What does being proactive mean? Look like?* (Question submitted by WIR participant)

Proactivity is future-focused, change-oriented, & self-directed (Parker, et al., 2006)

“There are three kinds of people: those who make things happen, those who watch what happens, and those who wonder what happened”



Does proactivity matter?

Yes!

- Job performance
- Career satisfaction & success
- Change & innovation



“The world is moved along, not only by the mighty shoves of its heroes but also by the aggregate of the tiny pushes of each honest worker”



See Bindl & Parker 2010 for a review of these studies

But Proactive Behaviour Can Feel 'Risky'!

Parker, et al., (2010)

It is risky!

- Unknown/ uncertain outcomes
- Self-initiated; no-one else to blame
- Challenges status quo.

So, what helps motivate us to be proactive, given how risky it can feel/be?

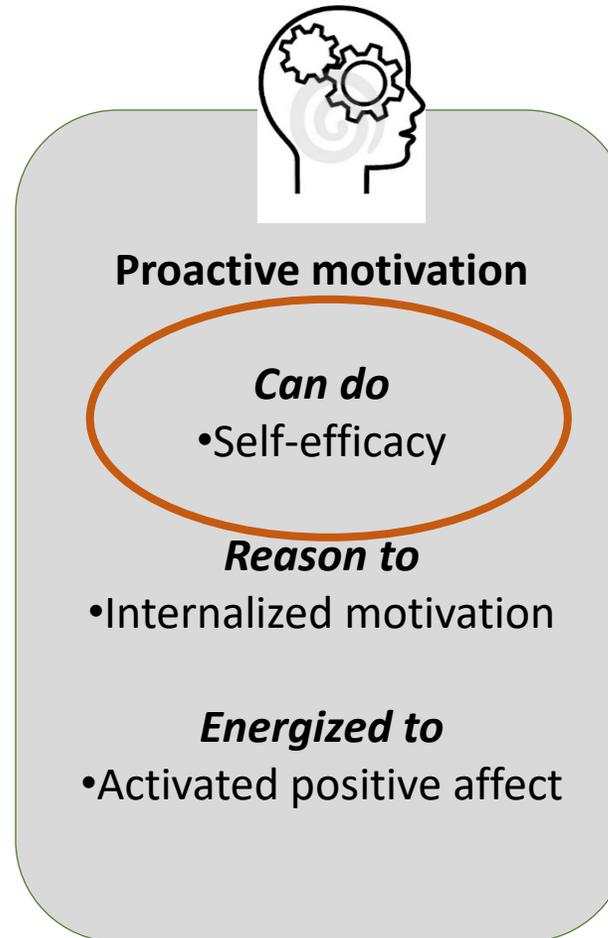
Proactive Motivation

•Any tips on managing self doubt in putting yourself out there?

•I really struggle with asking people to nominate me for things - this usually makes me decide not to apply. Any suggestions?

•Strategies for challenging lack of confidence, imposter thinking.

•I really struggle with asking people to nominate me for things - this usually makes me decide not to apply. Any suggestions?



Based on Parker, Bindl, Strauss (2010)

Proactive behavior



I'm very nervous about the idea of saying something wrong or dithering away on television about something, not quite getting the message across properly.

*(Early career academic,
Faculty of Science and Engineering)
(Shine, 2021)*

Male voices dominate the news. Here's how journalists and female experts can turn this around

May 5, 2021 1.33pm AEST

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Last week, the ABC announced it had achieved a milestone it had been trying to reach for more than two years. For the first time, in the previous month of March, it had equal numbers of women

Author



Kathryn Shine

Journalism Discipline Lead, Curtin University

Building Self-Efficacy (Albert Bandura)

**Experience
success**

Other similar tasks
Break the task down
Choose appropriate situations to begin

**Role
Models**

Find successful people
Observe, question, copy
Similarity helps

**Verbal
persuasion
(self)**

Self talk
Visualisation
Anchors

**Verbal
persuasion
(others)**

Find successful people
Observe, question, copy
Similarity helps

**Physiological
state**

Stress Management
Exercise, drink, breathing

Proactive Motivation



Proactive motivation

Can do

- Self-efficacy

Reason to

- Internalized motivation

Energized to

- Activated positive affect



Proactive behavior



Based on Parker, Bindl, Strauss
(2010)



M.F. fish

Reason to pathway

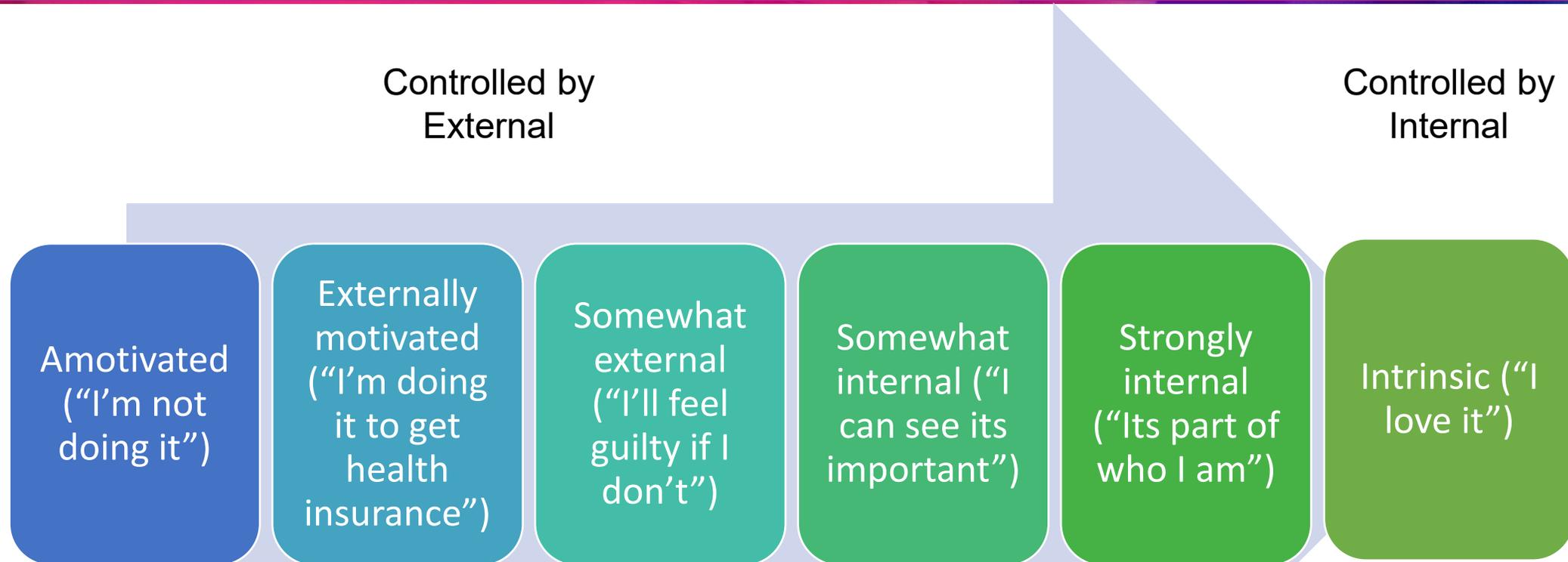
Some examples of internalized motivation:

- “Because I enjoy the challenge”
- “Because I believe its important”
- “Because its how I see my job”

Parker et al. 2006; Ohly & Fritz, 2007;
Dorensboch, et al., 2005



Continuum of 'self-determination' (Ryan & Deci, 2000)



My question is: how do you know when to toe the line and stay "safe" when making decisions and when to ignore the current boundaries, be a pioneer and create new limits? Is it gut feeling, assessment of risk? What says green light for you?

Proactive Motivation



Proactive motivation

Can do

- Self-efficacy

Reason to

- Internalized motivation

Energized to

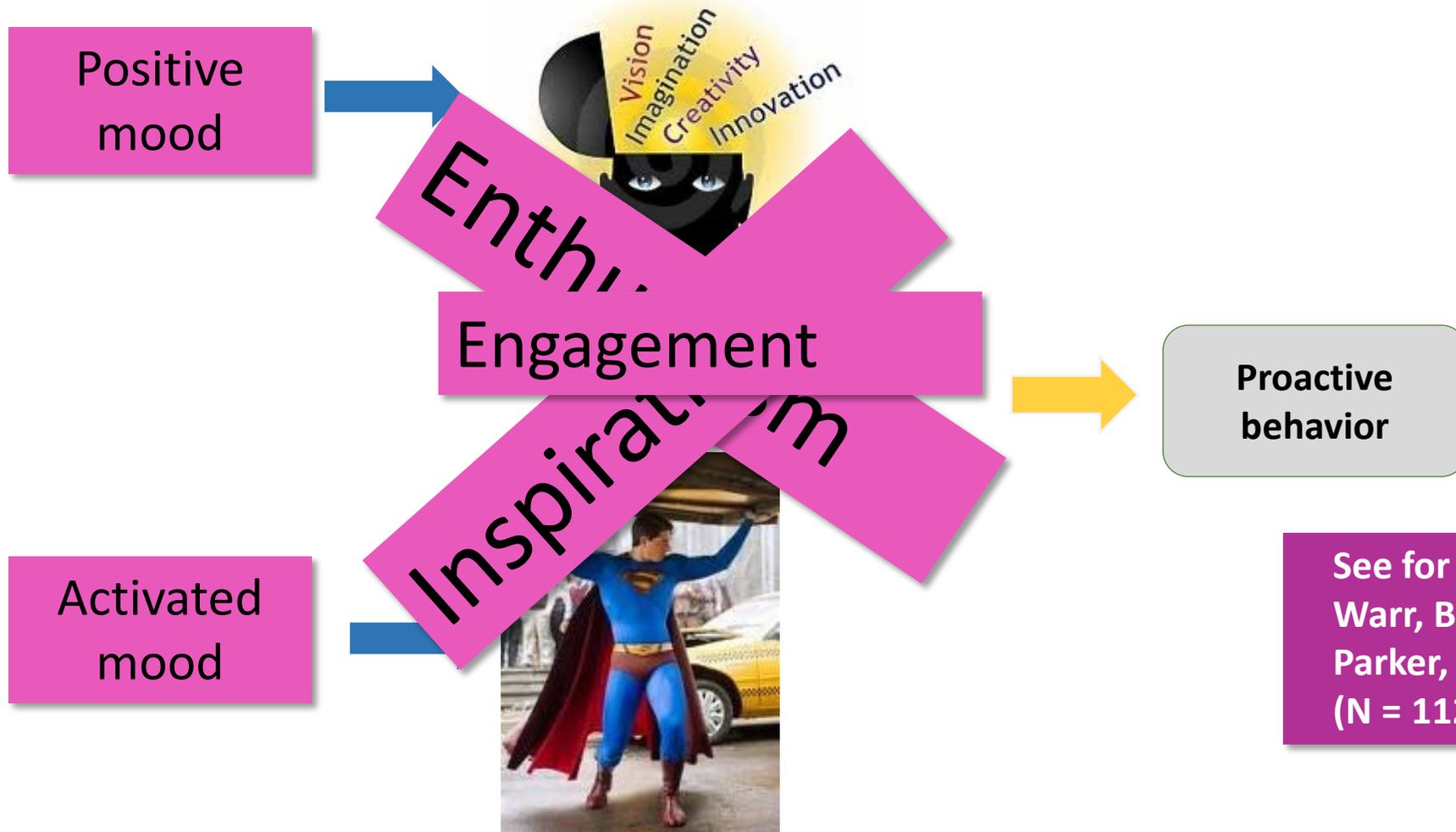
- Activated positive affect

Proactive behavior



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Energised to pathway



Summary



1. Enhance your “can do” motivation - build your confidence through enactive mastery & role modelling
2. Focus on areas where you have a strong “reason to” motivation; you are more likely to succeed
3. Understand the power of energy – don’t try to be proactive if you are exhausted and beware emotional vampires

Wise Proactivity

As a logical thinker, how does one balance this risk (and potential negative outcomes associated with a 'wrong' call) versus the perceived (or even unanticipated) benefit of potential success?

Another thought - is risk-taking behaviour, and being bold, perceived differently when displayed by men versus women?

See womeninresearch.org.au “Assertive and Proactive” video on wise proactivity

YES - see Luksyte, A., Unsworth, K. L., & Avery, D. R. (2018). Innovative work behavior and sex-based stereotypes: Examining sex differences in perceptions and evaluations of innovative work behavior. *Journal of Organizational Behavior*, 39(3), 292-305.

Also see the WIR webinar on assertiveness!

*"Reasonable people adapt themselves to the world.
Unreasonable people attempt to adapt the world to themselves.
All progress, therefore, depends on unreasonable people."*

(George Bernard Shaw)

Introducing today's panellists



ARC Laureate Fellow Professor Alison Bashford
University of New South Wales

Alison Bashford is Research Professor in History and Director of the New Earth Histories Research Program. Her work connects the history of science, global history, and environmental history into new assessments of the modern world, from the eighteenth to the twentieth centuries. She has recently focused on the geopolitics of world population, presented in two books: *The New Worlds of Thomas Robert Malthus: Re-reading the Principle of Population*, with Joyce E. Chaplin (Princeton University Press, 2016) and *Global Population: History, Geopolitics and Life on Earth* (Columbia University Press, 2014).

<https://www.ada.unsw.edu.au/our-people/alison-bashford>



ARC Laureate Fellow Professor Maureen Dollard
University of South Australia

Professor Maureen Dollard is the Director of the PSC Observatory, and Honorary Professor at the University of Nottingham. She is the recipient of the 2020 ARC Kathleen Fitzpatrick Award. She holds a PhD on the topic of work stress and works closely with industry to prevent risks to worker psychological health, safety and productivity. She is the founder of the Australian Workplace Barometer, the StressCafé (stresscafe.com.au) and Psychosocial Safety Climate (PSC) theory.

<https://people.unisa.edu.au/maureen.dollard#About-me>

Q&A



Dr Jessica Gilbert

Research Fellow, Centre for Transformative Work Design
Curtin University

Reminder: Set yourself a SMALL GOAL...or tiny habit

Missed our previous webinars? Check them out here!

<https://www.womeninresearch.org.au/blog/categories/small-wins-webinar-series>

*Thanks so much for the
inspiring seminar, it was lovely
to see and hear you today.
Warm regards from Canberra.*

*Many thanks for the suggestions
and advice! A great session and
I'm feeling very empowered!*

With thanks.....

...to the **ARC and Curtin University** for investing in this project

... to **Alison and Maureen** who so graciously participated in today's webinar

... to the **wonderful team of women** working behind the scenes

... to **you** for attending



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