WOMEN IN IT

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CONTENT

CAREER OPPORTUNITIES IN IT

- Often when the topic of career opportunities in IT available to Women is discussed, there is a heavy focus on promoting women to code and consider engineering roles. Although this is absolutely a worthwhile thing to discuss, we'd like to not just talk about this but to look broader at the many roles available to women in the technology industry – technical and non-technical.
- It's important that women realise that working in IT has many opportunities. Job roles can include, programming, testing, system administrators, website content creators, documentation writers, consulting, training, customer support, sales, marketing, project managing, people managers, HR...

Questions to ask yourself:
- What was the tipping point that made you decide to have a career and not just a job in IT?
- What do you like about working in IT that has kept you engaged enough to continue working in IT?

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WORK/LIFE BALANCE

- For some people, managing work and non-work activities can be a very difficult thing to do.
- Examples: a mother trying to balance her career and providing for and spending time with her children. Or a woman working full/part time whilst also studying, having to do classes, write coursework and sit exams. Or even a woman just wanting to leave work an hour early one day to go see her favorite band play that is in town. There are also life events, such as planning a wedding, moving house, coping with a divorce or caring for a relative.
- Regardless of the personal situation, everyone had to deal with balancing their work and other life activities.
- Sometimes people struggle with situations by themselves and don't want to share the details with their work colleagues. Others will tell people at work, looking to get additional support. There is no right or no wrong. It's personal preference, depending on many factors, including the culture of the workplace and the relationships you have with people there.
- A work/life balance is possible, although you may need to make changes to get this.

Questions to ask yourself:
- Give an example of a work/life balance experience that you've had in the past yourself or seen other people go through that you feel could help others?
- Consider the challenge. How was it overcome?

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STRENGTHS

- In the IT industry, women are largely a minority. Sometimes women feel the need to adapt to fit in with everyone else and to be successful. It is dangerous if this is done at the cost of compromising who you are.
- Remember that you are unique and can use what you are already good at to bring value value to others.

Questions to ask yourself:

- Think of 3 words/qualities to positively describe yourself in a work context?
  - E.g. *calm, capable, cheerful, committed, competitive, confident, curious, customer-oriented, decisive, eager, enthusiastic, fair, friendly, good listener, helpful, honest, integrity, knowledgeable, leader, logical, organised, punctual, reliable, responsible, self-determined, tactful, team-player, trust, visionary, unbiased, willing…*

Using the 3 words you thought of about yourself, consider:

- In the last few months at work, how have you leveraged these qualities? How have you used these qualities?
- At work, what can you do to leverage, to use, those even more, for yourself or to add value to others?

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FIND WHERE YOU FIT:
MIXING YOUR PASSIONS WITH YOUR TALENTS

ORGANIZATION
What are Red Hat's needs?

PASSION
What are your values, motivations + interests?

CAREER BEST

TALENT
What are your talents + strengths?

Red Hat believes that the best careers are built on individual passions and people do their best work when they love what they do, are good at it, and know that their contributions are valued by others

Questions to ask yourself:

- What do you enjoy most in your job? What gives you energy?
- Is there anything you do not enjoy? What takes your energy away?
- What do you see as your top strengths? What are you good at? Assess your competencies, too.
- What areas for improvement have you identified?
- What have you learned or developed in the past year? How would you like to learn and develop in the coming year?
- What are your career aspirations?

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RED HAT WOMEN LEADER PROFILES

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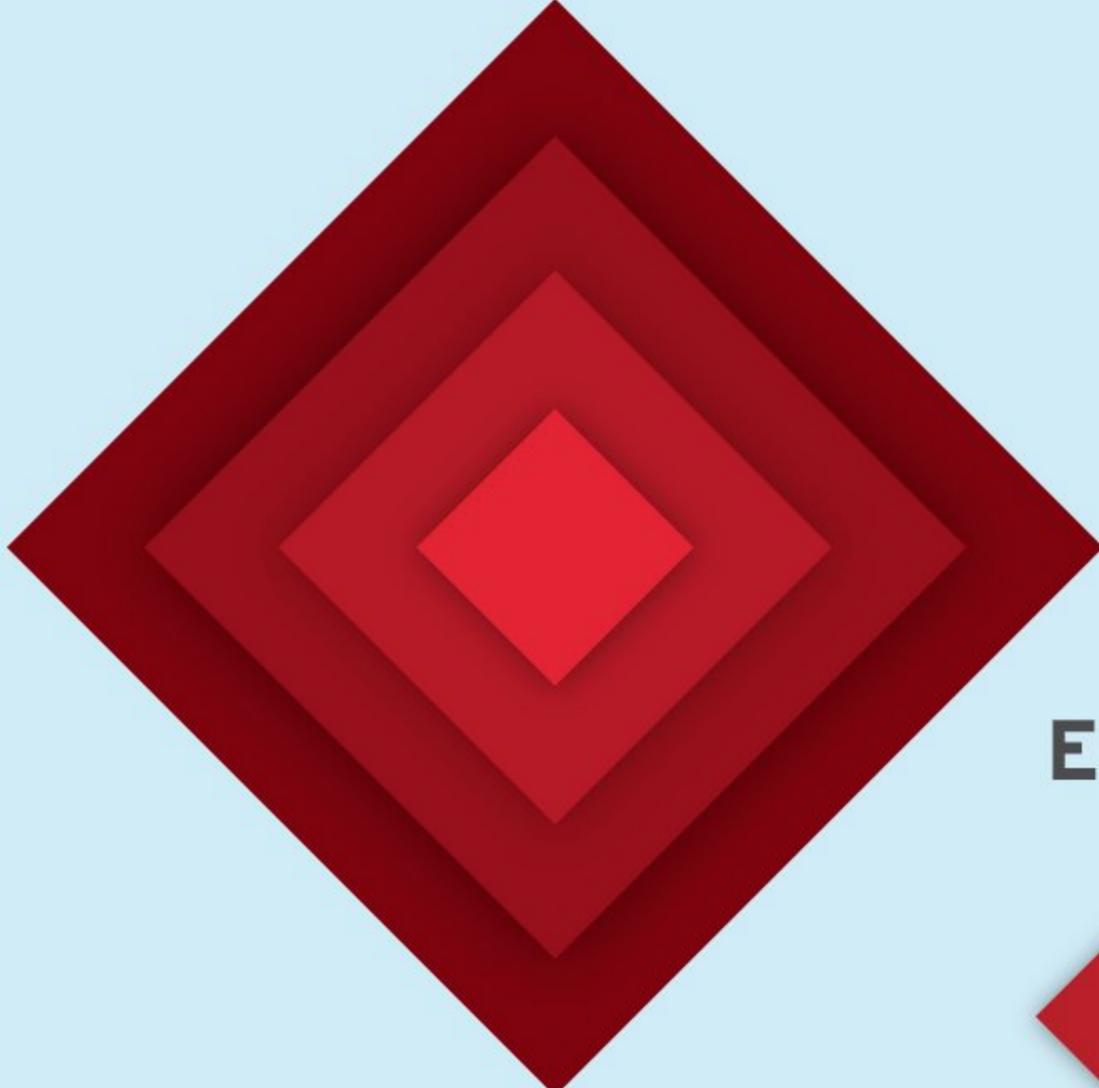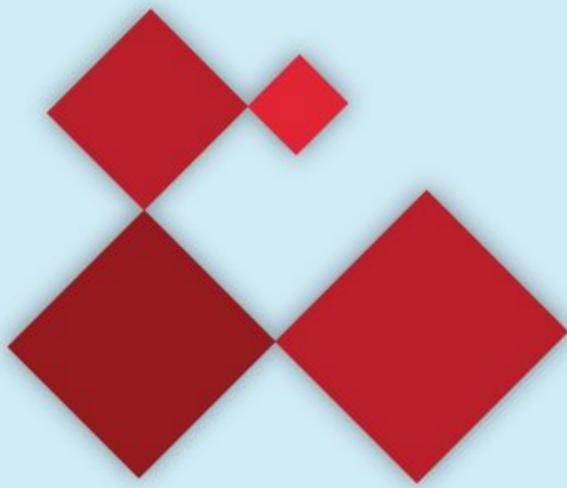
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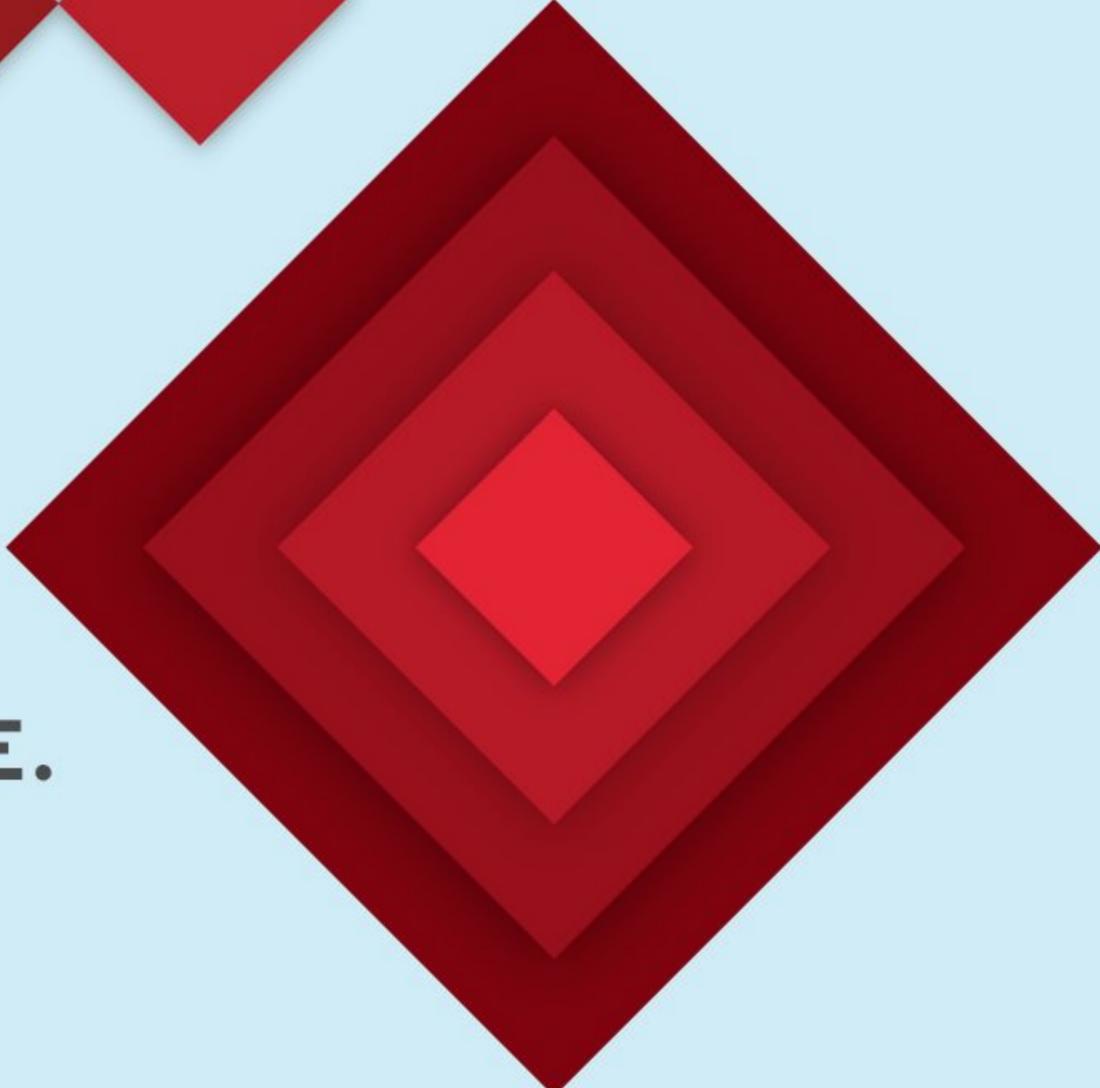
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