









We asked 200 women at the University of Guelph:

# What has been most helpful to you in advancing your professional goals?

- 10** FINANCIAL SUPPORT  
Provide funding for women's research endeavours 
- 9** RECOGNITION  
Find ways to recognize women's talent, skills and accomplishments 
- 8** SUPPORTIVE FAMILIES  
Share caregiving and household chores 
- 7** EDUCATION  
Value women's credentials and offer opportunities for learning 
- 6** ROLE MODELS  
Ensure that women see other women advancing and succeeding 
- 5** SUPPORTIVE COLLEAGUES  
Encourage, appreciate and listen to women 
- 4** JOB-RELATED COMPETENCIES  
Give women opportunities to gain new skills and knowledge 
- 3** STRETCH OPPORTUNITIES  
Offer opportunities for progressive growth 
- 2** ENCOURAGEMENT  
Urge coworkers to take risks 
- 1** MENTORSHIP  
People of all genders can provide women with career guidance 