We asked 200 women at the University of Guelph: What has been most helpful to you in advancing your professional goals?

1. **MENTORSHIP**
   People of all genders can provide women with career guidance

2. **ENCOURAGEMENT**
   Urge coworkers to take risks

3. **STRETCH OPPORTUNITIES**
   Offer opportunities for progressive growth

4. **JOB-RELATED COMPETENCIES**
   Give women opportunities to gain new skills and knowledge

5. **SUPPORTIVE COLLEAGUES**
   Encourage, appreciate and listen to women

6. **ROLE MODELS**
   Ensure that women see other women advancing and succeeding

7. **EDUCATION**
   Value women’s credentials and offer opportunities for learning

8. **SUPPORTIVE FAMILIES**
   Share caregiving and household chores

9. **RECOGNITION**
   Find ways to recognize women’s talent, skills and accomplishments

10. **FINANCIAL SUPPORT**
    Provide funding for women’s research endeavours