

NEWSLETTER



TPM 1 IN CORDÓBA, SPAIN

We're excited to share the latest updates from our first Transnational Project Meeting (TPM) held in the beautiful city of Córdoba, Spain! The gathering served as a crucial moment for our consortium as we came together to advance our mission of breaking the glass ceiling for professional women across Europe.

We kicked off with warm welcomes from our hosts at INDEPCIE, setting the tone for a collaborative and productive meeting. All Partners presented insightful perspectives and shared valuable experiences, laying the groundwork for fruitful collaboration.



**Breaking
the Ceiling**



We took stock of the progress made with the developed self-evaluation tool, discussing numbers reached and outlining the next steps for a common report. Updates on the development of our training modules sparked engaging discussions, as partners evaluated and refined our approach for maximum effectiveness.

An introduction to Work Package 3, the online training system, set the stage for future activities, with the Greek partners sharing insights and plans for the next phase of our project. A leisurely lunch provided the perfect opportunity to recharge and connect with fellow partners over delicious local cuisine.

As we reflect on our time together in Córdoba, we're filled with gratitude for the dedication and enthusiasm of our partners. Together, we're making meaningful strides towards our shared goal of empowering women in the workforce.

1. ACTIVE LISTENING	7. ORGANISATION
2. COMMUNICATION	8. POSITIVE WORK - ETHIC
3. CONFLICT - RESOLUTION	9. PROBLEM - SOLVING
4. EMOTIONAL INTELLIGENCE	10. SELF-CONFIDENCE
5. EMPATHY	11. TEAMWORK
6. FLEXIBILITY	12. TIME - MANAGEMENT

12 Valuable Soft-Skills for Women in the Workplace

SELF-EVALUATION TOOL

The Breaking the Ceiling consortium has been diligently working on the development and testing of the self-evaluation tool aimed at empowering women workers and entrepreneurs across Europe. This online tool, accessible through the project's website, consists of 60 thoughtfully crafted questions designed to assess 12 key competencies essential for professional success. Utilizing a Likert scale, participants are prompted to rate themselves on each competency, providing valuable insights into their strengths and areas for growth.

Throughout the development and testing phases, the consortium has collaborated closely to ensure the tool's effectiveness and relevance. Partners have actively engaged in sending out the tool to at least 25 women workers or entrepreneurs in their respective countries, gathering diverse feedback to inform further refinement.

One of the standout features of this self-evaluation tool is its individualized feedback mechanism. Participants receive tailored responses based on their scores, categorized into three distinct levels: low score, middle-range score, and high score. This personalized approach not only helps participants understand their current competencies but also provides actionable recommendations for improvement, empowering them to take control of their professional development journey.

RESULTS OF THE SELF-EVALUATIONS

The observations from the self-assessment across several countries provide insightful conclusions about women's perceptions and abilities in various soft skills. The development of these crucial skills has the potential to catalyse various positive outcomes within workplaces.



Austrian women display strong agreement in essential soft skills, particularly in active listening, conflict resolution, and teamwork. Areas for enhancement include time management and problem-solving.



Women participants in Germany predominantly responded with "agree" in the questionnaire, displaying positive attitudes, particularly in teamwork. Emotional intelligence received mixed responses, with notable disagreement.



Greek women generally excel in navigating challenging situations and active listening but face difficulties in work-life balance and task management.



There's a need for Icelandic women to focus on skills like time management and problem-solving, crucial for effective management and mentoring.



Italian women demonstrate strengths in teamwork and active listening. However, challenges arise in managing workload and expressing emotions, indicating potential areas for improvement.



Spanish women participants showcase positive attitudes in assessed soft skills. They show confidence in most areas, yet there are varying agreement levels for specific skills like time management and problem-solving.

The comprehensive analysis of the results strongly emphasises the pivotal role that soft skills play within professional contexts. While commendable strengths are evident, particularly in aspects such as teamwork and active listening, there are possibilities for enhancement, notably in time management, problem-solving, and achieving a harmonious work-life balance. Addressing these areas could significantly empower women in their professional careers, enabling them to navigate challenges more effectively.

JOIN US!

We believe that by working together, we can create lasting change and build a more inclusive and equitable future for all. Join us in our journey to break through the glass ceiling and unlock the full potential of women in the workplace.



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