



Beyond The Noise

MY AUTHENTICITY COMPASS

UNLOCK RECOGNITION WITHOUT COMPROMISE

Find Your True Voice: A 15-Minute Practice for Senior Women in Science to Speak Authentically and See How Being Yourself Drives Immediate Results

THE CHALLENGE: THE AUTHENTICITY THEFT

As a senior woman in science, you've experienced a systematic erosion of the confidence and authenticity you were born with.

From the first time you were interrupted in a lab meeting, to being labeled "aggressive" when male colleagues were called "assertive," to watching your ideas get attributed to others - each incident chipped away at your innate self-belief. The unwritten expectations to be collaborative yet independent, confident yet humble, ambitious yet likeable created impossible contradictions that forced you to second-guess your natural instincts.

This loss of authenticity is now costing you dearly:

- You're exhausting yourself putting in more hours than your colleagues, yet still not receiving equal recognition
- You carefully calculate every word in meetings instead of speaking with your natural authority
- You downplay your achievements to avoid being seen as "difficult," while watching less qualified colleagues advance past you
- You feel the constant drain of maintaining a professional persona that doesn't align with your true strengths

The path to the recognition you deserve isn't through more work or further compromise - it's through reclaiming the authentic power you've been conditioned to suppress. By identifying exactly where and how you've been leaking your power, you can strategically realign with your natural strengths and command the professional respect you've earned.

THE TRUTH

Your greatest professional power comes from being authentically YOU.

This exercise will help you identify where you're compromising your authenticity and how to realign with your true power so you can command the room with your natural authority and have senior stakeholders fully value your expertise. In just 15 minutes, you'll gain clarity that many professionals spend years searching for.

THE AUTHENTICITY COMPASS EXERCISE

Find a quiet space where you can reflect honestly without interruption and channel your real, deep, bloody-minded self. Have a pen and paper ready.

STEP 1: IDENTIFY YOUR TRUE NORTH (3 minutes)

Think back to a professional moment when you felt completely in your element – when your work flowed naturally, you felt energised rather than drained, and your contribution was meaningful.

Quick-write responses to:

- What were you doing in this moment?
- What values were you honouring?
- How were you showing up authentically?

Circle the three words from your responses that most powerfully capture how you felt in this state.

WHY BOTHER DOING THIS?

Reconnecting with moments when we felt most authentic can strengthen our sense of self and enhance decision-making confidence. By deliberately revisiting instances where your natural approach yielded success, you're building an evidence-based foundation for trusting your instincts. This exercise helps you recognise patterns in your most effective and fulfilling professional experiences, creating a compass for the changes you'll make in your very next interaction - Plus it feels good (aka Positive Reminiscence, a fabulous coaching tool).

STEP 2: UNCOVER YOUR AUTHENTICITY BARRIERS (5 minutes)

Now, examine where your professional persona diverges from your authentic self. This is where your power leaks happen.

For each question below, write your immediate, uncensored response:

1. "In professional settings, I find myself being more _____ to gain acceptance, even though it feels exhausting."
2. "I deliberately minimise my _____ because I've been penalised for showing it in the past."
3. "When I observe colleagues being recognised, it's often for _____, which contradicts what I know produces the best results."
4. "After meetings or presentations where I've suppressed my natural _____, I feel completely drained."
5. "If I could show up tomorrow with complete professional freedom, the first thing I would change is _____."
6. "The authentic strength I possess that remains largely invisible to my colleagues is _____."

Reflection: Circle the responses that evoked the strongest emotional reaction as you wrote them. These are your critical authenticity pressure points - where the gap between your genuine self and your workplace persona is costing you the most energy and recognition.

What would become possible in your career if you closed these specific gaps?

WHY UNCOVER YOUR AUTHENTICITY BARRIERS?

Studies on women in leadership positions indicate that significant mental energy can be consumed by "impression management" - monitoring how we're being perceived rather than focusing on the substance of our work. This exercise helps you identify where you might be expending valuable cognitive resources on maintaining a persona that doesn't align with your authentic strengths. The emotional reactions you experience during this process often reveal exactly where your energy is being diverted, creating a precise roadmap for high-impact changes.

STEP 3: RECALIBRATE YOUR COMPASS (7 minutes)

Choose ONE situation where you typically compromise your authenticity to gain recognition or avoid judgment. This could be in meetings, when presenting your work, when advocating for resources, etc.

Create your Authentic Power Blueprint for this situation:

1. The Compromise: What specifically do you do that feels inauthentic? (Example: "I downplay my accomplishments to avoid seeming boastful")
2. The True North Alternative: How would you approach this if you were honouring your authentic self? (Example: "I would clearly state the impact of my work with quiet confidence")
3. The Inner Barrier: What fear or belief is driving the compromise? (Example: "I fear being seen as aggressive or unlikable")
4. The Evidence Challenge: What evidence do you have that your authentic approach would actually lead to negative outcomes? What evidence suggests it might lead to positive outcomes?
5. Micro-Experiment: Design a small, low-risk way to test your authentic approach in the next week.

WHY RECALIBRATE YOUR COMPASS?

Evidence suggests that small, low-risk experiments in authentic behavior can effectively challenge limiting beliefs. When professionals test new approaches in controlled settings, they gather real-world data about how their environment responds - often discovering that fears of negative consequences are overestimated. This practice-based approach moves beyond theoretical possibilities and gives you concrete evidence about how your authentic approach impacts your professional environment, typically creating confidence for broader changes.

WHAT THIS REVEALS

Through reconnecting with their authentic selves, most senior women in science discover four transformative truths:

1. Their compromises aren't actually helping them gain recognition
One of my pharmaceutical clients was constantly holding back her opinions in departmental meetings - compromising her natural analytical thinking to avoid potential conflict. She felt increasingly invisible despite her expertise.

Through the Authentic Ambition programme, she discovered this compromise was actually preventing the recognition she deserved. When she finally started confidently sharing her perspectives with senior leaders, everything shifted. She received direct positive feedback about how she handled challenging stakeholder conversations, and realised that even when her ideas were challenged, the respect she earned far outweighed any momentary discomfort.

"I know my ideas and opinions are valuable," she reflected. "Even when I get challenged, I feel proud of myself for having the courage to step forward." The very compromise she thought was protecting her had actually been the barrier to recognition all along.

2. Their authentic strengths are precisely what would set them apart

In my own career, I spent years thinking my tendency to see the human element in scientific partnerships was somehow "soft" or "less rigorous" than my colleagues' purely technical approach. When I finally embraced this as my superpower and deliberately built relationships based on genuine trust rather than just contractual obligations, we secured two multi-million ££ university collaborations that had previously been considered challenging to land. My authentic relationship-building style - the very thing I had been wary of expressing - created breakthroughs that purely transactional approaches couldn't achieve.

3. They've been operating from assumptions rather than evidence

"Sarah" spent months hesitating to apply for a role she truly wanted, assuming rejection would be demoralising and potentially damage her reputation.

When she finally applied - despite not getting the position due to a technicality about experience requirements - another senior leader immediately called with an opportunity to cover for someone in that exact team. Even more importantly, the act of applying opened multiple conversations about her career aspirations that had never happened before.

As she told me, "All in all it was a great thing to apply and open these doors even if the first one didn't lead as intended." Her assumption that applying without guaranteed success would be negative was completely contradicted by the evidence - it created unexpected opportunities that staying quiet never would have.

4. Small shifts toward authenticity can yield immediate results
An Executive Director came to me after stepping into her role, struggling to transition from team member to team leader. Her manager wanted her to be more "vocal and visible" - advice that left her feeling inauthentic and uncomfortable.

Through our work together, she discovered her own authentic leadership voice instead of trying to mimic others'. The results were immediate and powerful. Her latest feedback? "I've found my voice and now I can't shut up!" She's flourishing, getting noticed, and commanding the attention her experience, skills and knowledge deserve - all by making the small shift from forced visibility to authentic expression.

Begin Your Journey to Being Truly Seen and Valued

This 15-minute exercise has given you a glimpse of what's possible, but it's just the first step. The complete Authentic Ambition program takes you through our transformative A.B.C. Framework, designed specifically for senior women in science who are tired of:

- Working twice as hard for half the recognition
- Carefully calculating every word instead of speaking with natural authority
- Watching less qualified colleagues advance past you
- Feeling drained by maintaining a professional persona that doesn't align with your strengths

Through our six-month journey together, you'll transform these initial insights into:

- **Awareness to Advocacy:** You'll stop second-guessing your natural instincts and rediscover the confidence to speak with your authentic voice - even in high-stakes environments where you've previously felt silenced.
- **Building Belief:** No more exhausting yourself trying to prove your worth. You'll develop unshakable confidence based on your unique brilliance, making it impossible for others to overlook your contributions.
- **Courage for Change:** You'll move beyond just identifying what feels inauthentic to actually making powerful changes that command respect - setting boundaries that protect what matters most to you and building meaningful connections that sustain your success.



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READY TO GO FURTHER?

If this exercise revealed insights that resonated with you, you're ready for the next step.

Schedule your complimentary 15-minute Clarity Call where we'll:

- Review your Authenticity Compass insights
- Identify your biggest opportunity for authentic recognition
- Determine if the Authentic Ambition program is your ideal next step

BOOK YOUR CLARITY CALL

Visit website beyond-the-noise.com

Email hello@beyond-the-noise.com

Book a call: https://bit.ly/4hMZosq_