

iiABC*al*  
*Independent Women*  
SUMMIT  
LEADING IN **INSURANCE** AND IN **LIFE**

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WHAT ADVICE WOULD YOU GIVE TO WOMEN STARTING OUT IN THE INDUSTRY?

- \* Speak up and own your space—don't shrink.
- \* Take chances and embrace new opportunities.
- \* Get involved and stay engaged.
- \* Stay loyal.
- \* Don't be afraid to negotiate for better pay.
- \* Remember: You have a voice and power—use them.
- \* Keep a folder of positive feedback from colleagues as a confidence booster.
- \* Track your accomplishments to reference during performance reviews.
- \* Never burn bridges—it's a small industry.
- \* Find where you fit in and what fits you.
- \* Don't fear lateral moves; they can still lead to new opportunities.
- \* Advocate for yourself and your career growth.
- \* Seek out strong female mentors for guidance.
- \* Take ownership—be the CEO of your territory.