

TESTIMONIALS
Speaking, Workshop & Book
Dr. Shawn Andrews

SPEAKING TESTIMONIALS

“Great find on the speaker – I must be honest, out of all the speakers thus far, including Condoleezza Rice and Amy Cuddy, Dr. Shawn Andrews gave the most concrete action items for us to work on. I love her addition of the “Emotional Intelligence Team Effectiveness Questionnaire” at the end. Really well, thought-out!”

Dawn Wilson, PharmD, Director, Medical Capabilities and Learning-Respiratory, GSK Medical Affairs

“Our company is committed to diversity, equity and inclusion and, as a woman of color, I am personally dedicated to ensuring me, and my leadership team, are aware of our biases and how they may impact the bottom line for our business. Shawn’s dynamic, interactive and well-researched workshop kept us engaged, and challenged us to be more aware and accountable to building diverse and inclusive teams whose perspectives are valued and lead to better decisions. We look forward to partnering with her again soon, as we continue our journey as leaders, committed to doing better.”

Terri Phillips, MD, Chief Medical Affairs Officer, Merz Aesthetics

“FAO Learning and Performance Branch of the United Nations contracted Dr. Shawn Andrews to deliver a Zoom in on Learning session on the topic of “How to Leverage Emotional Intelligence During COVID”. We targeted the entire Organization and reached a total number of 324 participants. This was the most refreshing and positive virtual session that I have had in a long time. The session was very well prepared, and although we do not ask participants to fill out a formal evaluation, the verbal feedback received after the session was excellent. Dr. Shawn Andrews proved to be authentic in her way of delivery and in approaching the subject. She came across as knowledgeable, highly professional and committed to her work. Her session was engaging, innovative and thought-provoking. I would highly recommend her.”

Cristina Pelazza, FAO Human Resources Officer, Learning and Performance Branch, United Nations

“Shawn, I loved the presentation and the group discussions on bias! I also thought that the SCARF model was a great framework in facilitating conversation, and the Rule of 3 was very thought provoking as I was thinking about how we hire right out of college. I can’t wait to hear more content from you.”

Shawna M. Bode, Director, Western Region Immunology-Rheumatology, AbbVie

“Dr. Shawn’s presentation on the Power of Perception was fabulous! I sent a survey out to attendees and the feedback has been extremely positive. People really seemed to connect with her presentation style, content, and level of expertise on the topic. It was

refreshing to hear about gender capabilities as equal – the idea of putting confidence out in the world rather than seeking approval resonated very deeply.”

Katherine Novello, VP, Underwriting & Sales Learning & Development, PURE Insurance

“Shawn, I wanted to take the time to provide some feedback I received regarding your talk this week. I was on a call earlier today with our legal team from Ireland, for another meeting. At the end of the call, one of the legal team took the time to express how impactful your talk was and that it was a big hit over in Ireland. People in the office were talking about generational differences, bias, and discussed various aspects regarding your talk. It was a positive buzz all around the office. Some individuals even expressed interest in joining the D&I Council, which really speaks to how you delivered this topic in such a way to bring people together. Just wanted to send this positive feedback to you and say thank you!”

Susan Eaton, PharmD, Clinical Trial Liaison, Theravance Biopharma

“Phenomenal speaking session by Dr. Shawn Andrews! The way that Dr. Andrews engages her audience while exemplifying passion for the topic of The Power of Perception: Leadership, Emotional Intelligence & Gender, was outstanding. Special thanks for her expertise, passion, and the time that she spent with Coloplast Women's Council yesterday. This is truly a beneficial program that I would highly recommend to both females and males as we diligently work to evolve the gender divide and increase women's leadership in executive management ranks within companies across the world.”

Danielle Hansen, Director, Global Strategic Sourcing, President, Women's Council, Coloplast

“I was intrigued & inspired by the presentation on The Power of Perception. Not only did Dr. Andrews do a fantastic job delving into the “why” of gender roles in the workplace; she did it in an inclusive manner. With these sensitive topics it can be easy to divide the room, and I never felt that way with this presentation. A good mix of historical, current state, facts, humor, & data. It has already prompted discussion between me and my colleagues. Thank you, Dr. Andrews!”

Clarissa Volpe, Lead Attorney, Coloplast

"Dr. Andrews's presentation was so impactful that I bought her book right away! She combined the right amount of academic terminology for a self-proclaimed nerd like me and still delivered an engaging, conversational topic with practical application. It was inspiring and enjoyable, and I felt empowered and confident to continue my career. I highly recommend this presentation!"

Megan Lewis, Strategic Area Marketing Manager, Coloplast

“Shawn's presentation was fantastic! We greatly appreciated the insight and knowledge she shared with us. I have already shared a few of the statistics with friends and colleagues in several conversations since yesterday's meeting.”

Mindy Isaac, HR Director, Airgas

“This presentation was a great experience and very insightful. I learned so much about myself and the colleagues I will be working with – both men and women. The strategies will be helpful to take bias out of our decision-making.”

Chase Leavitt, VP Legal Affairs, Tang Capital Management, LLC

“I loved Dr. Andrews’ content and presentation style on The Power of Perception. Important, informative—and delivered with personal connection. The data she shares is so very helpful and relevant, and the strategies are invaluable! I can tell she’s passionate and educated about the topics of leadership and gender. I also appreciate the Power of Perception Workbook and I’m looking forward to utilizing it.”

Bobbie Carlton, Founder, Innovation Women and Carlton PR & Marketing

“The whole Power of Perception topic was intriguing. It’s wonderful that Experian holds events like this, especially for women. I found the information highly valuable and relevant. I downloaded Dr. Andrews’ book onto my phone before the presentation ended.”

Chanda Strickland, Director, Project Management Revenue Cycle Solutions, Experian Health

“I had the opportunity to hear Shawn speak at SHRM Talent last year. Her talk was thought-provoking and highly engaging. I will definitely pick up her book, The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide!”

Regina Corley, Talent Marketing, McLane Company, Inc.

“Dr. Andrews, I met you when you spoke at Biogen a couple years ago, and ever since then I’ve had friends ask about my role as a leader in the industry and how I navigate my career living in a male dominated work force. Time and time again I’ve referred to your talk about EQ and the Gender Divide. Brava to your research and thank you for your work and continued advocacy towards compressing the gender gap.”

Nora E. Bruno, Principal Consultant at NEB Pharmaceutical Consulting

“Shawn spoke at our annual women’s conference. She was fabulous and everyone loved her. I will definitely tell people how great she was and recommend her to others.”

Timi Anyon Hallem, Partner, Manatt, Phelps & Phillips, LLP

“I was totally unaware of all the issues that Dr. Andrews highlighted from her research. I now have a new respect for women in the workplace, and firmly believe that we need to do more in our organization to increase diversity at all levels.”

Michael Delmage, Director, Organizational Development, Meda Pharmaceuticals

“Thank you for presenting to our Women’s Innovation Network. You are hilarious, knowledgeable, and one of the best speakers I’ve ever heard.”

Lori McCarthy, Senior Territory Business Manager, Biogen

Dr. Andrews' presentation was phenomenal! Everyone was engaged and I really enjoyed the discussion and content that she prepared for the audience. I'd highly recommend her as an expert on these topics."

Jennifer Wolfram, Vice President, Commercial Education, Roche

"Thank you for a great presentation on Leadership, Emotional Intelligence and Gender. Your research and delivery far exceeded my expectations, and you presented the data in a way I've never heard before."

Jennifer Aversano, Director, Learning & Development, Merck

"Shawn's level of professionalism and communication is excellent, and her methods of sharing & teaching skills to others is very clear, logical and effective. I highly recommend Shawn; she is an exceptional professional with excellent skills that would benefit any top tier organization."

Arlene Lum, Clinical Scientist, Allergan

"I wanted to reach out to thank you for your presentation at ATD. It was hands-down my favorite session, and I walked away with valuable information to bring back to my organization."

Kate Anderson, Sales Training Developer, Roche Diagnostics

"I wanted to send you a note to say WOW! You absolutely blew me away with your presentation last night. You are so at one with your data and your speech. The audience was completely engaged, and you were absolutely amazing. Congratulations!"

Christy Fleurat, Director, Oncology Project Manager & Submission Group, Pfizer

"Dr. Andrews was, by far, the most engaging and fun speaker I've ever had the privilege to see! Thank you for the book, for all the insights, laughs and knowledge you shared with us yesterday at the SCRC conference."

Stan Kachakov, National Account Executive, National Corporate Housing

"On behalf of the group, let me just say Thank You! I heard wonderful comments about your presentation, and you can always tell by the reaction of the audience. To be the last presentation of the day can be tough as people start to fade, but as I looked around the room people were engaged and participatory! I thought the material and pace was right on target and was relevant to the entire audience. I appreciated that in your closing you reiterated that society needs both men and women to succeed to make better workplaces for everyone."

Ciela Lewis, VP Business Development, Odyssey Relocation Management, President, Southern California Relocation Council

"Dr. Andrews' bias presentation for *International Women's Day* was amazing – we had about 400 attendees which is even more than I was expecting. I think the engagement in the chat was really strong, and it was fabulous to see what everyone was sharing and contributing! Really incredible to work with Dr. Andrews on this event and I so very much appreciate the partnership!"

Tracy Smith, Senior Director, Data & Analytics & Women's ERG co-chair, Be the Match/National Marrow Donor Program

"My colleague and I met with several very impressive and accomplished subject matter experts during our search to find today's guest speaker. When it came to Dr. Andrews, we felt an immediate connection with her. Her background and skills align so well with PURE's Principles and focus on emotional intelligence, plus we absolutely loved her presentation style and fascinating delivery. We debriefed immediately after meeting with her and knew that she was "the one" when we realized that we both couldn't wait to tell one another how inspired and impressed we felt in just a short time meeting with her. Her presentation on the Power of Perception was simply fantastic and both men and women walked away with insights and "a-ha" moments."

Brittaney Shaner, VP, Sales & Marketing, PURE Insurance

"Dr. Shawn's keynote on the "7 Superpowers of Men & Women" was super impactful. This session kept me up for hours, in deep thought, and will stay with me when I'm in meetings or at work. I really liked seeing the other side of the superpowers, and how people can drag them down with biases versus appreciating them. Great session!!"

Jackie Mattox, Founder and CEO, Women in Electronics

WORKSHOP TESTIMONIALS

"Shawn, I really enjoyed the Colors workshop. I'm naturally skeptical of these types of things, but I must admit I found it enlightening, perhaps most so in the insight it gave me into the best ways to communicate with each of the partners. To a certain extent, some of it were things I instinctively already knew, but I couldn't articulate. The exercises helped frame and define it all much better and in a way that enables me to actually adapt to it all."

Steve Cousineau, Partner, TCG Capital Management

"It was a pleasure to have Shawn speak at the Maternal Child Health Leadership retreat. I particularly enjoyed the Insights Discovery profile and her enthusiasm in providing the material and the workshop activities. She has a wonderful ability to explain the information in simple terms and make it applicable. The exercises in how to leverage my own strengths and better work with others were so valuable. The insight will definitely assist me in my new role as clinical supervisor as I have struggled at times in the best approach to handle difficult situations."

Jo Ann Gold-McCarthy, RN, MSN, NE, Clinical Supervisor Pediatric ICU, Huntington Hospital

"The Insights Discovery Colors training led by Dr. Andrews was the best workshop that I have ever attended! I loved the information, strategies, discussions, and group exercises. My understanding of myself, and my relationships with my colleagues, and even my husband, has already improved. Thank you for your overall enthusiasm and for making it so memorable and fun."

Jennifer Rodriguez, MPH, Site Director Clinical Operations, Odonate Therapeutics

“Shawn’s unconscious bias workshop at SHRM’s Talent Management conference was the best I attended. The content was thought-provoking, and she was engaging, honest and authentic. I enjoyed the activities and great strategies to resolve biases.”

Patti Sprinkle, President, Professionals in Human Resources Association

“Dr. Andrews’ bias workshop was very thought-provoking. I enjoyed the activities and strategies to resolve bias, and she was an engaging, honest, and authentic speaker. I liked that she created scenarios that allowed us to interact with our HR peers. The best session I attended!”

Latasha James, Sr. HR Business Partner, Accreditation Association for Ambulatory Healthcare

“Shawn, the colors workshop you provided for our team and the follow-up tips were very insightful. Thanks!

Valerie Legagneur, Vice President, Clinical Operations, Odonate Therapeutics

“Thank you so much for colors workshop! It was awesome. I talked to our director of HR and we want to display each employee’s color energies on a large color map for everyone to see.”

Mackenzie Ferguson, HR Specialist, Tang Capital Management

“Colors has been a great learning experience for us. It reminds me that not everyone thinks like me, so to communicate effectively I need to package the same message in different ways for different color energies.”

Kevin Tang, Founder and CEO, Tang Capital Management

“The colors workshop was amazing. It was great to learn the ins and outs of Insights Discovery, and all the practical tips and tools. It’s amazing too how all participants bonded, and even though I work with these people every day, it felt like I gained a new family!”

Sheena Delgado, Director, Human Resources, La Jolla Pharmaceutical Company

“Me and my teammates use the color energy personalities to better understand and interact with each other—we talk about Colors a lot. It has helped our team be more cohesive and accepting of one another.”

Lisa Potter, Director of Training, Drug Development Operations, Allergan

“As a result of the colors training, we don’t expect certain things from others with different color personalities because we now understand the differences. Knowing these characteristics enable us to ease up on our expectations and attempt to understand better with more patience.”

Arlene Lum, Clinical Scientist, Allergan

“Shawn’s emotional intelligence workshop was phenomenal. My team had never done training like this and it was very eye-opening. The depth of our discussions not only brought us to tears but brought us even closer as a team.”

Ted Zaharson, Sr. Director, Key Account Manager Team, Allergan

“Shawn’s emotional intelligence workshop was great! Her passion and commitment to EQ was definitely demonstrated today. I was left with so much to consider and act upon as a teammate and leader. Thank you for a workshop that allowed us to think, reflect, feel, and learn.... about ourselves and fellow team members.”

Brad Huntington, West Regional Sales Director, Allergan

BOOK TESTIMONIALS

“I cannot stop reading The Power of Perception. At the airport, plane, boarding my connection, and still reading. I am enlightened, invigorated, and ready to lead. I appreciate all that you brought to the room and the discussions. We have learned so much by being together as Guiding Leaders and promise to work to keep sharing this information and applying it!”

Larissa Figari-Goller, DDS, Owner, Huntington Bay Dental, LLC

“Dr. Andrews, I've just read your book on The Power of Perception and loved it! What an eye opener! Thank you and congratulations on an excellent book. If you ever visit Melbourne, Australia, please look me up as I'd love to have you speak.”

Karen Rule, Founder, Women in Leadership and Development Alliance

“I came across Shawn’s book The Power of Perception a few years ago and it was gripping - loads of jaw-dropping data, relatable case-studies, and practical advice about women in leadership roles. With key take-aways for both men and women, this is a book to share with your senior colleagues. It takes true intention and investment from across the board to achieve gender parity, and as Shawn's data shows, we're a long way from that.”

Lisa Lloyd, Chartered Psychologist & Psychotherapist, It's Time for Change

“I had the honor of meeting Dr. Andrews at a job fair in Anaheim last year and bought her book. I just finished reading it and want to share that I found it to be life-changing in the way it explains so many things I have experienced as a working woman in today’s society. Thank you for writing and publishing it! It is empowering! I have recommended it to several people and will continue to do so.”

Mayra Garcia, Job Market Expert

“I loved this book and I'm enjoying the audio version read by the author even more! It's a fascinating read on The Power of Perception - an issue that affects us all in some profound personal or professional way at various times in our lives. The good news is that Dr. Andrews offers practical, real-time suggestions for advancing these important efforts on a personal level as well as social and professional settings. The audio format is particularly great because you can hear the passion and earnestness of the author's

work in this space. Her approach and style make these daunting concepts and statistics digestible - even entertaining - for the average reader/listener. She manages to reference relevant research in a way that establishes legitimacy, yet it feels as inviting and engaging as a conversation over coffee with a friend...which is saying a lot for a topic that often triggers controversy or defensiveness. I had the privilege of hearing the author present on this topic in person (which prompted me to get the book), and she really brings these issues to life in a meaningful, compelling, and empowering way."

Le Anne Harper, Chief Talent Officer, Katalyst Group

"This book by Dr. Shawn Andrews is a solid synopsis of the dynamics between male and female emotional intelligence. I found it to have a nice blend of research and anecdotal evidence of the value EQ brings - especially for women - and would highly recommend it to those wanting to increase their influence and success."

Jennifer Shirkani, CEO, Penumbra Group

"I read about five leadership books a month. The Power of Perception stands out. It is clear Dr. Andrews has done the research and has articulated the information in a simple to understand format.

I loved her writing style and the elegance of the questions she asks at the end of the chapters. Reading this book has given me lots of ways to help women succeed at work and in life. To Quote Dr. Andrews, "You don't need a majority to make things change." One of the best books I have read in the last year."

Sabrina Braham, Executive Coach, The Modal Shop and Host of Women's Leadership Podcast

"The Power of Perception is very well done. I particularly liked how Dr. Andrews created the historical context for each of the key elements she investigated in her study. Her recommendations and activities provide a good platform for men and women to step in and begin to make a difference!! Thank you for this."

Karen Katchen, PhD, Clinical and Counseling Psychologist, Katchen Consulting

"I had the pleasure of hearing Shawn Andrews speak a few years back at an ATD conference. I have been a fan ever since. This book is an outstanding compilation of research resulting in practical suggestions for application. I thoroughly enjoyed her writing style. This book is a must read for professionals."

Cheryl Carstens, Manager Curriculum Development, RMC Learning Solutions

"After 30 years of being an executive in corporate America and being married to a woman who wasn't given the respect and pay/career advancement she qualified for and deserved, I have observed the gender gap first-hand. Shawn Andrews' book blew my mind! I found myself highlighting key learnings along the way. This book is well researched, and fact based. I loved the Summary Points and Reflection Questions at the end of each chapter, making it a good reference book. Filled with strategies on how to create higher performing organizations with gender diversity, this is a book for leaders of today and the future. Most importantly, thank you for speaking on this topic Dr.

Andrews with a means to create a better workplace and world. I recommend this book to all male and female businesspeople and even parents raising future leaders!”

Tom Dutta, CEO, KRE-AT and Host of The Quiet Warrior Show

“In *The Power of Perception*, Shawn Andrews does a terrific job of helping readers, regardless of their gender, to understand how women can best be empowered in what is too often a biased world of work. Andrews thoughtfully explores the reasons for workplace inequality and uses important case studies and research to support her discussion. Smart and actionable, *The Power of Perception* is a great read. I recommend it!

Dorie Clark, Keynote Speaker, Harvard Business Review Contributor, Duke Fuqua Professor, Author

“This is a great book based on research-backed information and gives us valuable tools to use in our everyday work and personal lives. By understanding the power of unintentional bias, we can start to overcome it; by seeing the impact of EQ on success in leadership performance, we can develop our EQ and recognize it in others. By understanding some basic differences in the genders (as well as some mistaken perceptions!), we can better understand how to work successfully together.

Janet Bamber, Director of Clinical and Financial Systems, Renew Health Group

“Shawn's new book is powerful and insightful for women and all leaders. She brings together excellent research on this popular topic and provides practical and relevant examples of how to manage the *Power of Perception*. I really enjoyed reading the book and could not put it down! This is a must read for every female and male leader.”

Pattie Grimm, CEO, Advantage Training, LTD

“This is a great book! Women face so many biases, many unconscious, and Dr. Andrews does a great job explaining how perception can play such a huge role in our leadership, career advancement and in life! She provides self-reflection questions, so you feel like you are growing through her practical writing and solutions. I highly recommend this book to anyone interested in learning more about how to overcome the gender divide in one's personal experiences.”

Ryan Block, Mobile Practice Manager, HTC Global, Inc

“Great book addressing structural barriers that are unique to women in the professional world! Explored topics like emotional intelligence, informal networks, communication, and socialization. Even provided tips and strategies that relate to the concepts of the chapter. Overall easy to read and summary points at the end of each chapter were extremely helpful! Great Read!”

Renee Navarro, student at UC Irvine, Paul Merage School of Business

“Dr. Shawn Andrews does a fantastic job of defining the real issues and providing practical tips for leadership and bridging the gender divide. One of the things I found most eye-opening is the impact of social biases on how men and women think and approach different situations. Very insightful.”

Nicole Jansen, CEO, Discover the Edge and Host of Leaders of Transformation podcast

“This book really illustrated the gender divide in today's world. Many of the behavioral traits was something I related to and agreed. The tips and knowledge of how each gender behaves was very interesting. I felt that I could totally use this set of tools to help me improve the perception that others have of me. The book also helped me understand that as a woman I need to help other women so we can be strong together.”

Lang Cao, Senior Product Owner, Glidewell Dental

“If you are a woman and are interested in full gender equality, this is a must read! I thought I knew where we stood as women in our society around equality, but I must say that Dr. Andrews revealed some amazing research on the HUGE gaps there still are in pay and leadership between women and men all over the world. I was also really pleased to see all the ways we can support more women in taking leadership roles to support full gender equality!”

Mary Giuliani, Senior Marketing and Sales Consultant, Marketing Mastery

“I LOVED this book! This read was so important to me because it empowered me to use my assets in the work force. It completely educated me with statistics, ratios, and examples of gender inequality and what women need to do to push our society forward. Absolutely would recommend to anyone looking into finding more information about the gender gap and how they can be a better leader.”

Nadine Tapia, President, Tapia Beauty Group, LLC

“The Power of Perception provides insights on the differences in leadership styles between men and women that feels like you are getting the "secret code" to leadership success. Dr. Andrews has broken down the biases that can get in the way - when we don't even realize they are there. Her expertise in emotional intelligence is a reminder that leadership has many facets and when we have better self-awareness, we are more equipped to use that knowledge to manage ourselves, reach out and lead with interpersonal skills that meet the needs of others. This is a must read for those who want to be a more effective leader...and for those coming into our workforce who want the "code" to better workplace relationships.”

Rhonda Askeland, President, ASKRHON Consulting

“The Power of Perception was an easy to read, fascinating insight into the great "gender divide" in the workforce. The author provided a pleasant mix of personal stories and research evidence to help explain the different emotional intelligence qualities in men and women. I've already sent my college aged daughter a copy, so she will be better prepared to navigate her future career opportunities.”

Christine Garrison, Owner, Compass Health Coaching

“Dr. Shawn Andrews shares insightful information to help men and women be more successful at work by understanding how what makes us different can help make us be more successful. She reveals unconscious gender biases and stereotypes that we all have and need to be aware of. Her book provides insights, strategies and practical

tactics that will help benefit all workers and leverage how what makes us different makes us unique. I highly recommend her book!”

Teri Sawyer, Owner, T&Co. Branding, Marketing & Public Relations

“Dr. Shawn’s passion and knowledge on the gender divide, biases, leadership, and EQ is inspiring. I absolutely loved her book, The Power of Perception, and believe it will be one that I continue to read and reference. Grateful to be able to experience her wisdom and expertise on these topics.”

Kate Brady, Enterprise Service Delivery Manager, All Covered