

# **What mentoring means to me – As a mentee and as a mentor**

**It takes you to change the world**

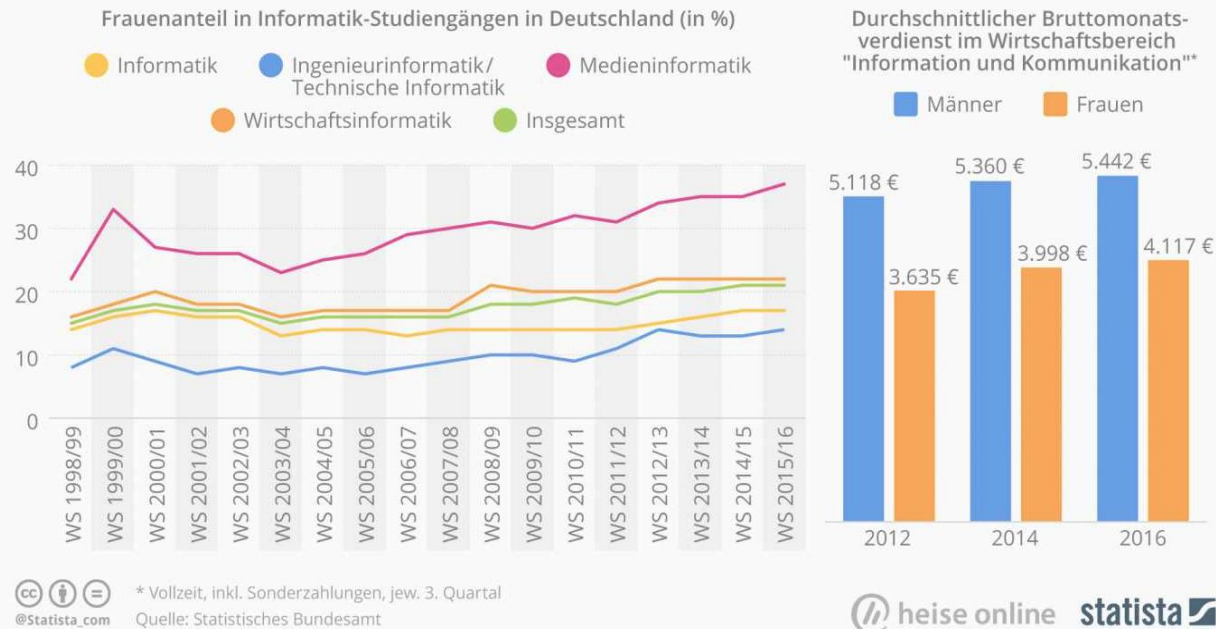


**THERESA BEST**

- Career Changer  
*B. Sc. Business Administration*  
*M. Sc. Business Informatics*
- Working for Bosch since 2015  
*in Stuttgart and*  
*in Singapore*
- Founding Member and Member of the Board  
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*HackerstolzWomen*

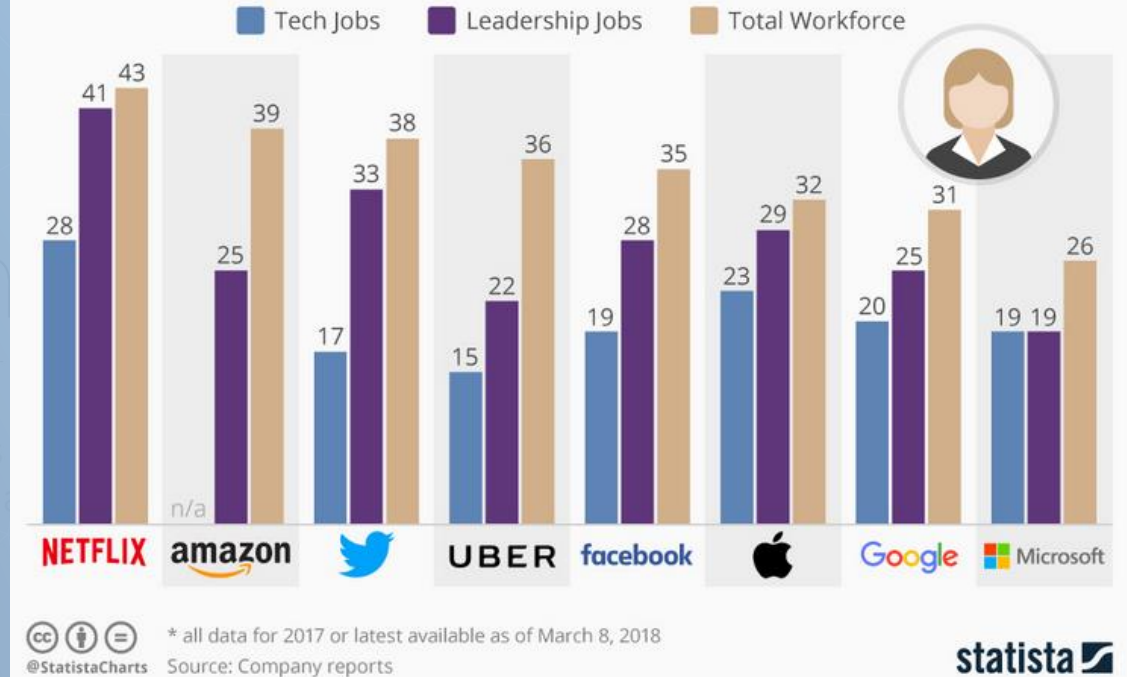
# The Tech World is still a Man's World

## Frauen studieren seltener IT-Fächer und verdienen weniger



Source: <https://www.heise.de/newsticker/meldung/Statistisch-gesehen-Frauenanteil-in-IT-Faechern-steigt-nur-langsam-3653801.html>

## Percentage of female employees in the workforce of major tech companies\*



Source: <https://www.statista.com/chart/4467/female-employees-at-tech-companies/>



# How to change the World...?



# Get involved!

It takes you  
to change  
the world!



# My Motivation to be a Role Model

Many good reasons, one is scientifically proven...

- Female role models increase **women's willingness to compete**
- The gender gap in tournament entry disappears if women are exposed to a competitive female role model
- Female role models also mitigate gender stereotype threats and lead to higher self-confidence among women
- Competitive male models seem to intimidate women and increase the gender gap in tournament entry even further

Meier, Kristina and Niessen-Ruenzi, Alexandra and Ruenzi, Stefan, The Impact of Role Models on Women's Self-Selection in Competitive Environments (February 2018).

Available at SSRN: <https://ssrn.com/abstract=3087862> or <http://dx.doi.org/10.2139/ssrn.3087862>





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**THANK YOU VERY MUCH  
FOR YOUR ATTENTION**