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## **2023 Women in CRE: Maureen Rystrom, J. Calnan & Associates, Inc**

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What are the most important factors women in your industry should consider when choosing a firm to build their career with?

When women in the AEC industry choose a firm for their careers, they should consider these key factors:

- **Values Alignment:** Ensure the company's values align with personal ones, forming a strong career foundation.
- **Empowerment and Equal Opportunities:** Look for a workplace that empowers women with equal career growth opportunities and minimal barriers. Evaluate support for networking, professional associations, and the overall workplace culture. Seek strong role models within the organization.
- **Empowerment Opportunities:** Assess the availability of empowerment initiatives, potential for career advancement, and the firm's community and philanthropic involvement.

By weighing these factors, women can make informed decisions and thrive in their careers, building valuable relationships along the way.