The Tallest Poppy™

86.8%
Respondents across 103 countries experienced Tall Poppy Syndrome at work.

Who is doing the cutting?
Men were reported more likely to undermine women due to their success.

How are women in the workplace being cut down?
- 77.0% Downplaying achievement
- 72.4% Being left out / Ignored
- 70.7% Being undermined
- 68.3% Dismissal of achievement
- 66.1% Others taking credit

Top drivers on why is this happening
- 77.5% Jealousy / Envy
- 74.0% Sexism / Gender Stereotypes
- 72.7% Lack of confidence / Insecurity

What is the impact?
- 85.6% Increased stress
- 73.8% Negative impact on mental health
- 66.2% Lower self-confidence
- 61.0% Burnout

Many respondents shared that they didn’t know their experience had a name. It has a name: Tall Poppy Syndrome.

Half of respondents who experienced Tall Poppy Syndrome outside of work said friends were to blame.

Impacts the bottom line.
75% Respondents agreed that being tall poppied impacted their productivity at work and 77.5% said it created a culture of distrust.

60.5%
Respondents believe they will be penalized if they are perceived as ambitious at work.

It’s not the war for top talent — it’s retaining top talent.
67.8% of Tall Poppies looked for a new job/role and 50% left their previous job/role.

Shhhhh.
When respondents shared their experience at work, only one out of five (20.4%) were encouraged to take action.

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Visit womenofinfluence.ca/tps for more information.

Source: The Tallest Poppy, an international research project led by Women of Influence+. More than 4710 respondents completed the survey between January and February 2023.