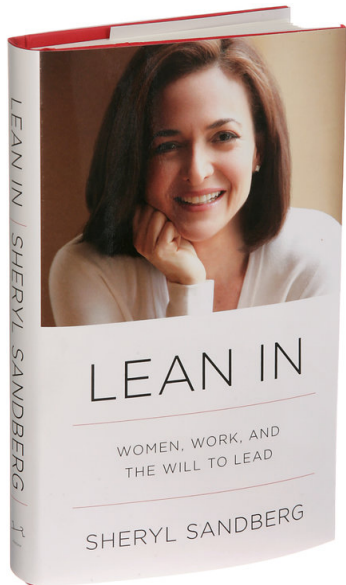


GET OUT OF YOUR OWN WAY

Career Limiting Behaviors
Standing Between
You & Greater Success



There can be real Social Penalties.



Business
Success

Providers
Decisive
Driven



Caregivers
Sensitive
Communal



Not Nice
Self-Serving
Not Likable



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CONSULTING

There can be real Social Penalties.

It is key to learn what research & experience says

**WORKS
AT WORK**



We spend a lot of time teaching
leaders what to do.
We don't spend nearly enough time
teaching them **what to stop.**

- *Peter Drucker*

Grow

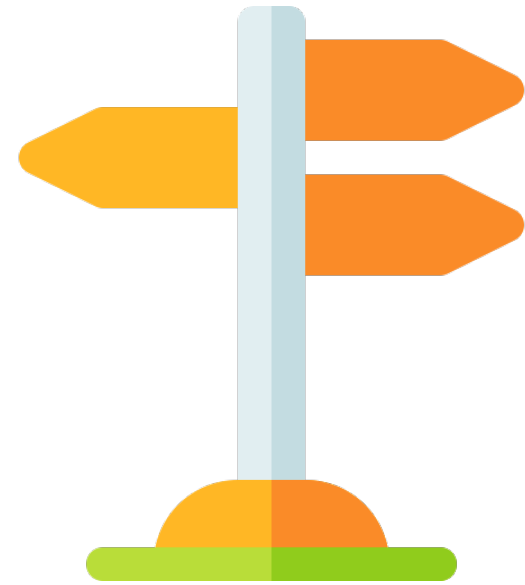


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Why don't people CHANGE?



CHANGE IS HARD

So don't do it all at once



The Power of

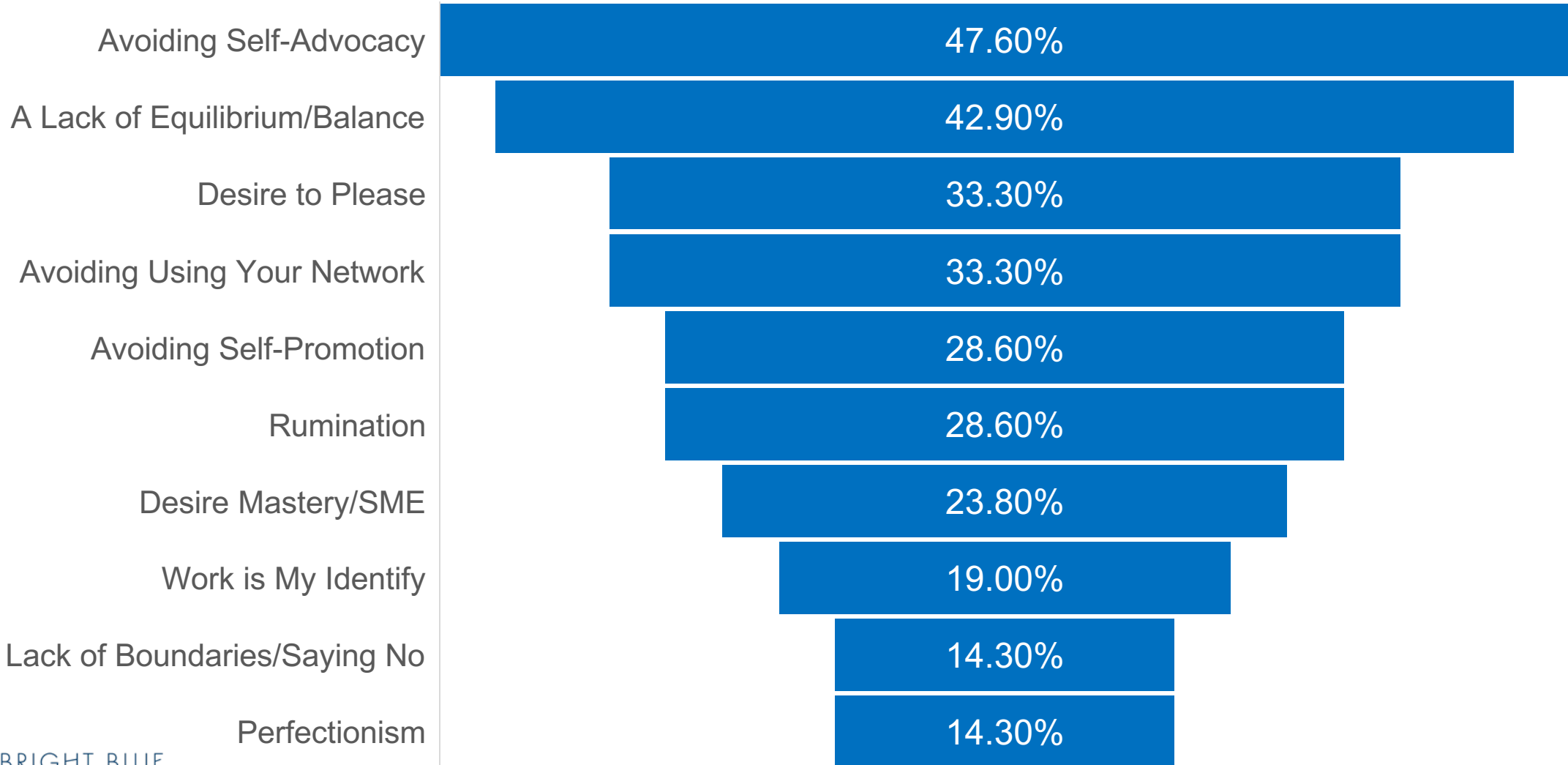


Change just:

- **10** minutes
- **10%** more/less
- **\$10** saved/spent

Women in IT Survey Results

(21 Respondents)



#1




Avoiding Advocacy



Advocacy:

the act or process of supporting
a cause or proposal;
the act or process of
advocating

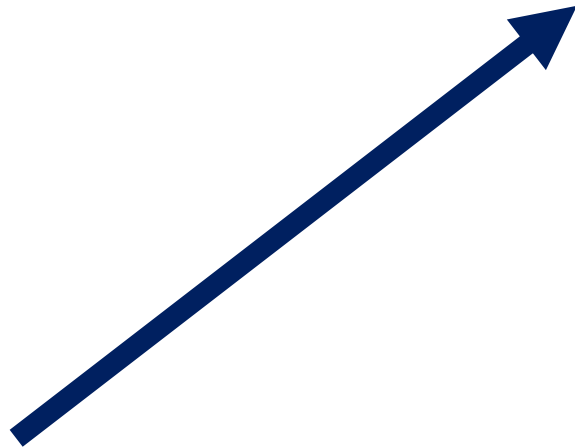


How you get
what you want &
deserve

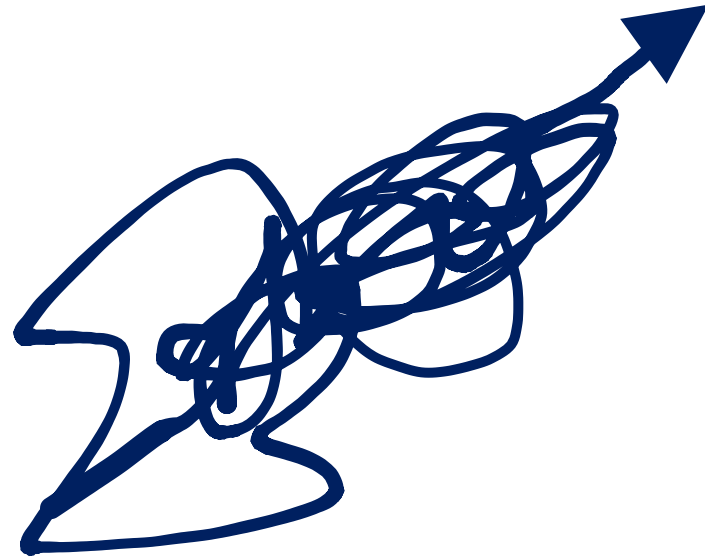
3 Steps To Getting What You Want

1. GET Very Clear
2. Know Your Worth
3. Solve for Issues

Tell a **CLEAR** Compelling Story



YES



NO

1

Get Clear. Then Get Specific.

~~OLD: I want a raise~~

NEW: I want a 15% raise
starting December 1.

1

Get Clear.

Then Get Specific.

~~OLD: I want a promotion.~~

NEW: I propose a promotion to VP of the Southern Region by December 1.

1

Get Clear.

Then Get Specific.

~~OLD: I want more flexibility~~

NEW: I want to work from my home office every Tuesday

Document Your Worth:

What would happen if
you did not show up
next week?

What is **YOUR** impact?



2

Document Your Worth: Create a Success List.



Get a Win.
Jot it Down.
EVERY Time.

Document Your Worth:

- Leadership Roles
- Wins/Successes
(Your Success List!)
- Recent Degrees & Certifications



Document Your Worth:

- Association Surveys
- Salary Sites
 - 81Cents.com
 - PayScale.com
 - Salary.com



3

Solve for Issues: What happens if you get what you want?

- Boss & Team
- Organization
- Internal “Equity”



Proactive Problem-Solving

- Work from Home: Plan to Be Connected
- Change/Reduce Hours: Work Share Plan
- \$Money\$: Provide Salary Data
- Other: HBR Articles on Best Practices



#2



Losing your Equilibrium



Equilibrium

A state of physical **balance**.

A **calm** state of mind.



3 Steps To Finding Equilibrium

1. Define What You
Value
2. Make One ^{smallish} V Change
Stick.
3. Feel Victory.
Repeat.

1 Define What You Value

1. Family
2. Wellness
3. Faith
4. Acceptance
5. Inclusion
6. Achievement
7. Recognition
8. Financial
9. Compassion
10. Adventure
11. Travel
12. Comfort
13. Beauty
14. Service
15. Creating
16. Control
17. Justice
18. Learning
19. Knowledge
20. Likable

1 Define What You Value



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VALUES INVENTORY

HOW TO GET STARTED

When we live a life aligned with our values, we are typically happier and healthier. However, few of us can state our key values with great clarity. This process can help.

Review the list of values on the following pages. Without judging your decisions, determine which of the values are Very Important, Important, or Not Important in how you want to live your life, both professional and personally.

THREE KEY NOTES:

- You can only have 10 values in the Very Important list.
- You do not have to use all the items.
- You can add your own values/wording as desired.

THREE CATEGORIES OF VALUES



CONTACT US

nicole@consultbrightblue.com
www.consultbrightblue.com

Equilibrium Goal

What You
VALUE

=

How You Spend
Your Time

TIME

*This is where you
focus the
Power of 10*



2

Make
One *smallish*
Change
Stick



The Power of



- Eat 10% less
- Sleep 10% more
- Drink 10% more water
- Add 10 more minutes of exercise
- Make 10 minutes for "you time"

Make Change Stick: **Be Clear**

2



Get
Specific.

(Pick One.
Start Small.)

For three months, I will say NO to any non-critical commitments outside my core job and home.

I will make at least 20 minutes for lunch every day.

I will check email three times a day.

I will only MINDFULLY check social media.

Make Change Stick: **A Partner**

2



Ask For Help

↑
*Your
Accountability
Partner*

“I need to make sure I make time to eat lunch each day.

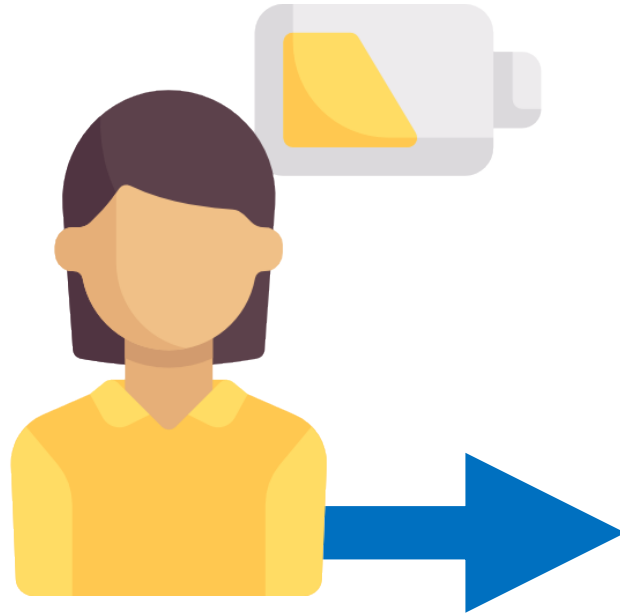
Can you support me in this effort?

I will check in every Friday to let you know if I have done it.

Will you check in too?”

Feel Victory. Repeat.

3



1. Identify **NEW BEHAVIOR**.
2. Start **SMALL**. Get a **WIN**.
3. Try For **2 WEEKS**. Repeat.
4. **NOTE** what works & what does not. Ask **WHY?**

#3



Falling

into the
Pleasing Trap



Yes!

FAMILY

Parents
Partner
Children
Pets

Yes.

WORK

Daily Work
Long-Term
Goals
Education

Of course.

I guess so.

Alright.

OK.

SELF

Exercise
Sleep
Eat
Relax

HOME

Cook
Clean
Shop

Yes.

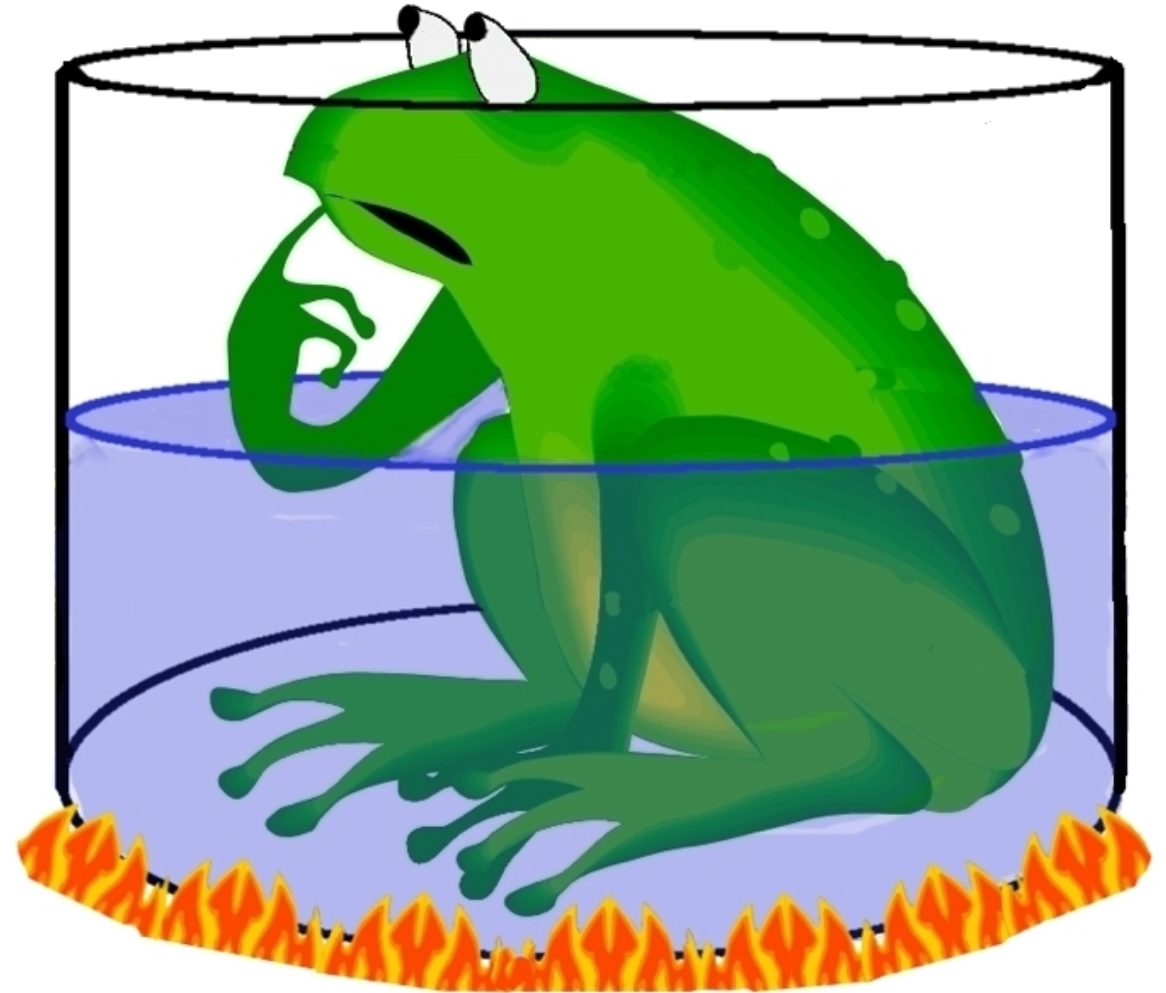
Yes.

FRIENDS
& SOCIAL

Just this once.



It often
happens
slowly...



Long-Term IMPACT Chronic Stress

- Anxiety
- Depression
- Digestive Problems
- Headaches
- Heart Disease
- Sleep Problems
- Weight gain
- Memory & Concentration Impairment
- Reproductive Challenges



Long-Term IMPACT of Burnout

- Coronary disease
- High blood pressure
- GI problems
- Depression/Anxiety
- Type 2 Diabetes
- Alcohol/drug misuse
- Marital/family conflict
- Alienation
- Severe fatigue/insomnia
- Sense of futility
- Reduced career prospects



Revisit Tolerating

What can you STOP DOING?

- What am I **TOLERATING** that I should not be?
- **WHO** loses when I overcommit?
- What do I **GAIN** by saying No?



Make Some Rules.

What Limits Can You PRE-Set?

Always eat lunch.

Only go out 2 nights a week.

Only travel 5 days a month.

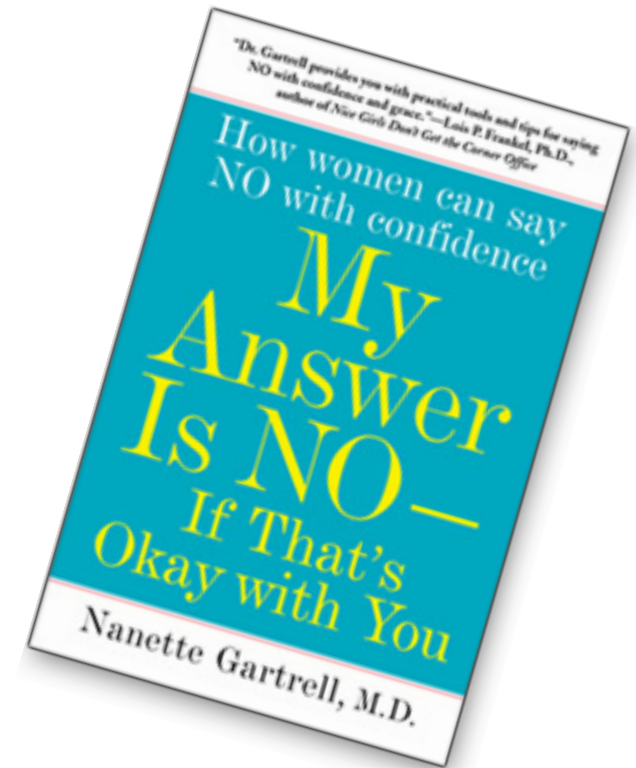
Only belong to 2 non-work committees/orgs.

HBT: Home By Ten



Learn A Better **NO** Process

6 Steps to No

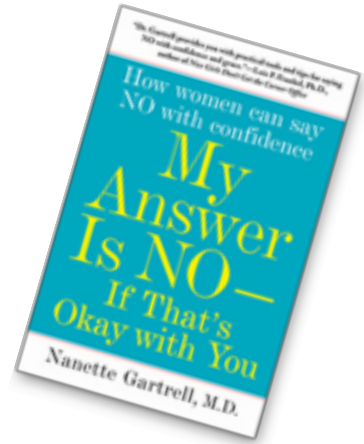


1

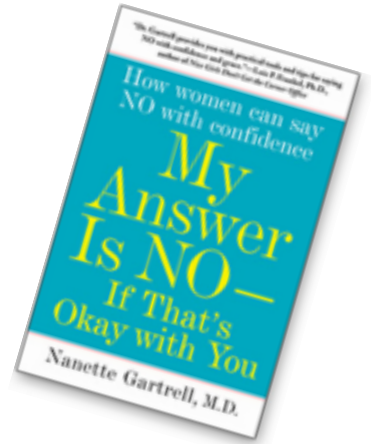
A request is made...

If possible, take time to consider.

Be sure to give a timeframe for an answer.



A request is made...



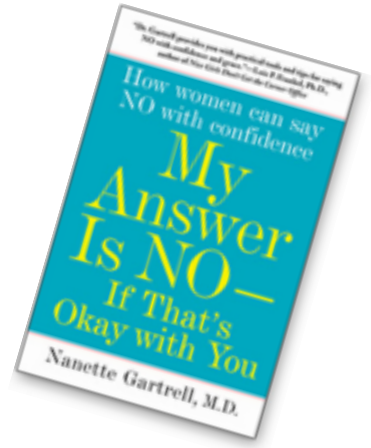
Ask Yourself:

- Do I have to?
- What will I lose if I say no?

Does your dream, job or livelihood depend on this?

2

A request is made...



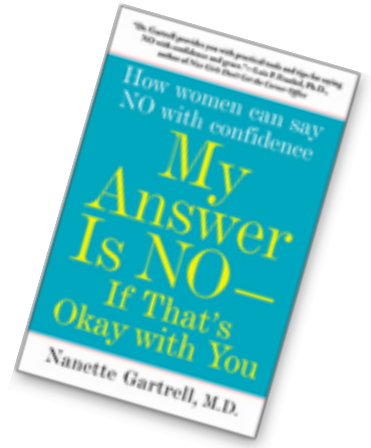
Ask Yourself:
Does this fit into my priorities?

*By the way –
what are my priorities?*

3



A request is made...



If NO,
state it Clearly. Decisively.

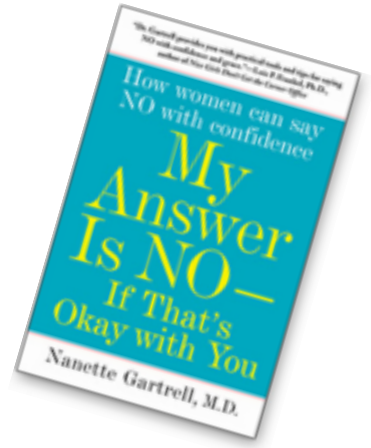
4

A request is made...

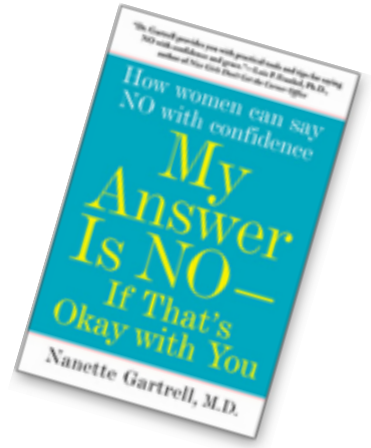
5

Need to explain?
(you probably do not)

BE BRIEF.



A request is made...



Offer Alternatives.

Consider changes in:

- Resources (People, Money)
- Quality (Does it have to be 110%)
- Timing/Priorities

Grow

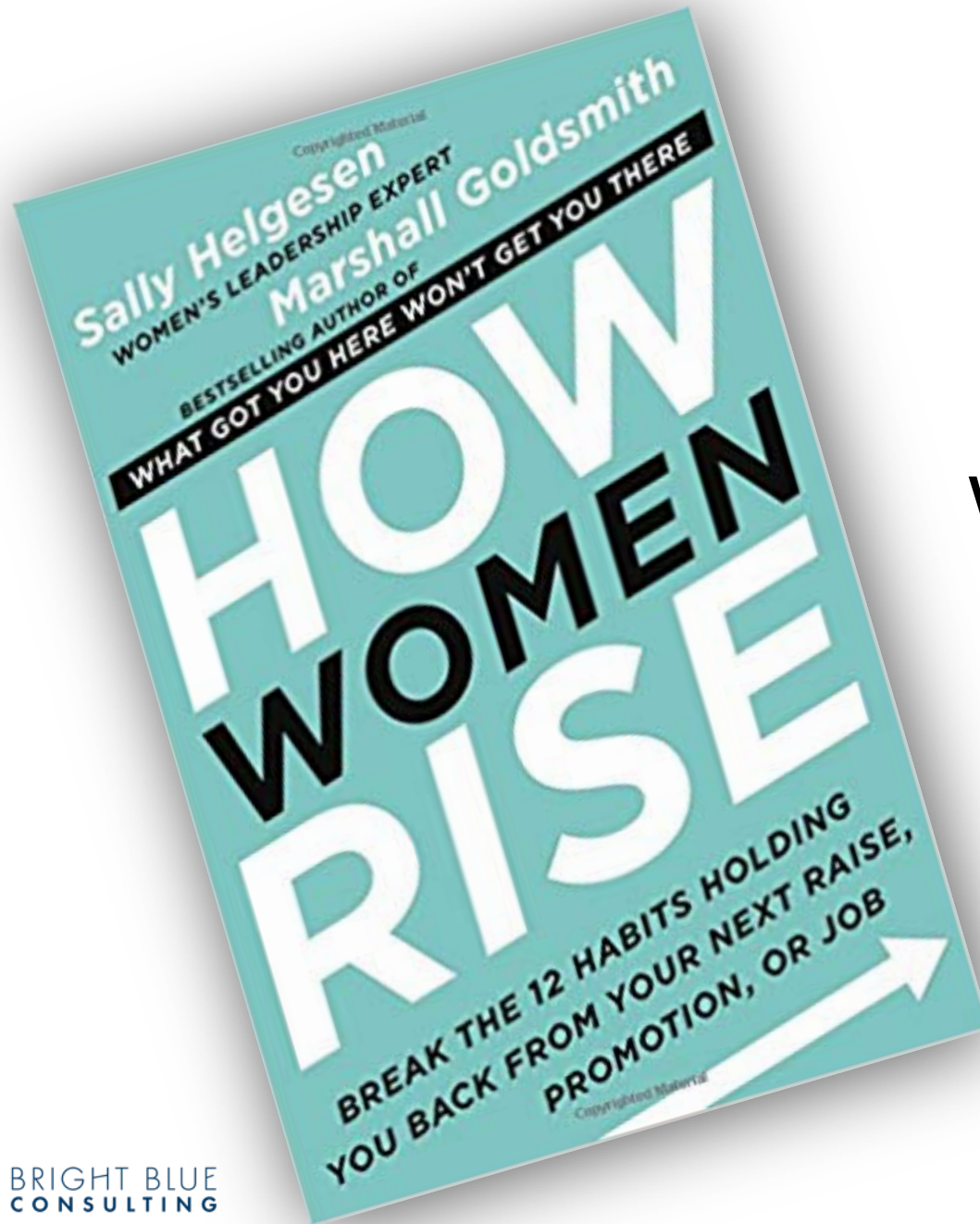


Reduce



RESOURCES





www.HowWomenRise.com



she negotiates

SheNegotiates.com



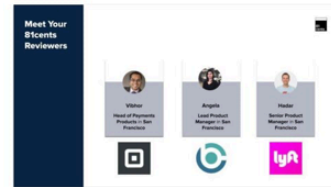
Mimi Bliss, Speaking Coach

www.mimibliss.com/blog



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A custom-built market value report, which includes:



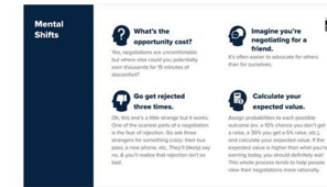
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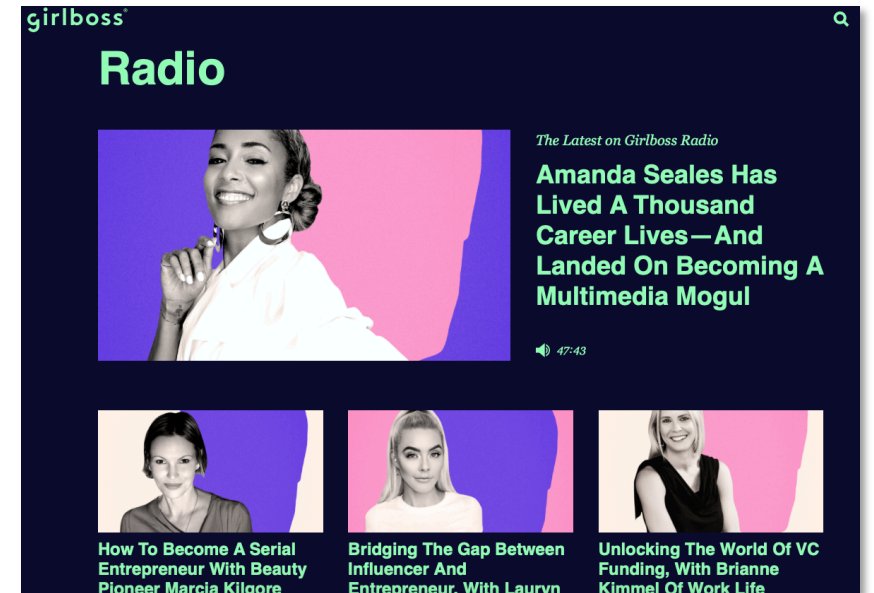
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- Episode 128: You're Worth It – The Power of Negotiation
- Episode 114: My Answer is No, if That's OK With You.




Episode: The Challenges of
Black Women in Leadership



<https://www.girlboss.com/podcast>

CODE SWITCH RACE AND IDENTITY, REMIXED


<https://www.npr.org/sections/codeswitch/>



VIDEO SERIES

How to Negotiate as a Woman: Work Together to Get a Win-Win

Do you negotiate differently with women and men? Learn why it helps to think of what's best for everyone no matter who you negotiate with.



VIDEO

Practice Makes Perfect: Negotiate Now to Achieve More When It Matters

Learn a simple framework for approaching negotiation in a whole new light

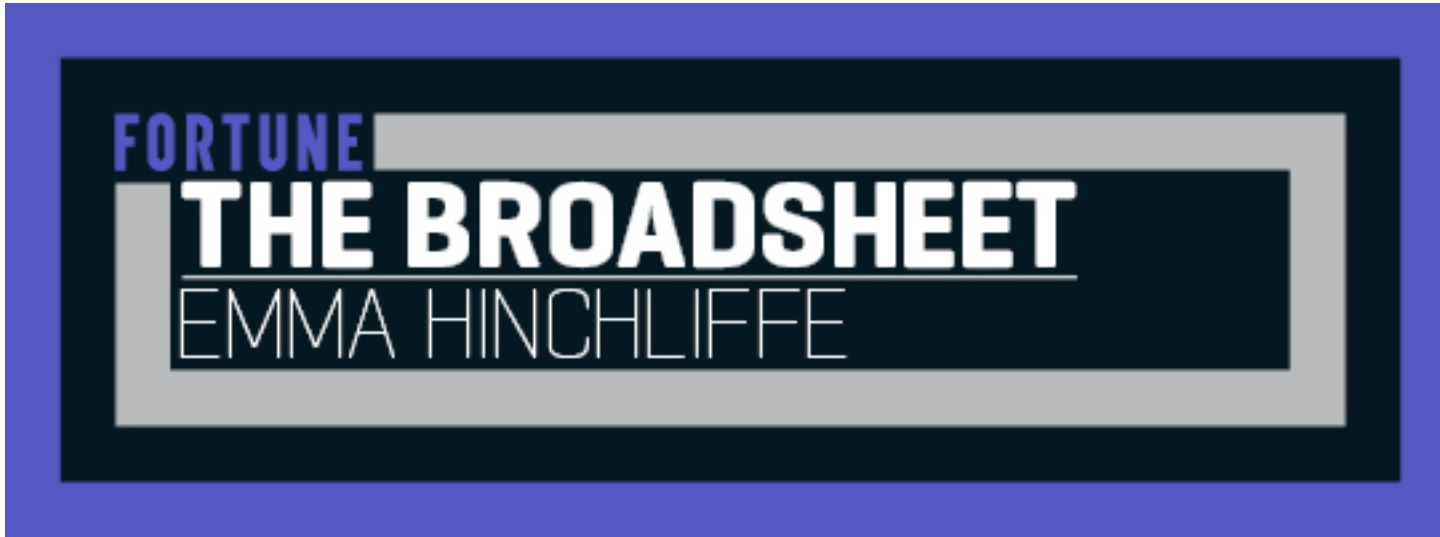
leanin.org/education#negotiation





Harvard Business Review Women at Work Podcast

- The Art of Claiming Credit
- Couples That Work



The Broadsheet (Daily Email)

Fortune Magazine

LET'S TALK MORE

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www.ConsultBrightBlue.com

Let's
Be
Social



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