

GET OUT OF YOUR OWN WAY

Career Limiting Behaviors
Standing Between
You & Greater Success



There can be real Social Penalties.

It is key to learn what research & experience says

**WORKS
AT WORK**



Grow

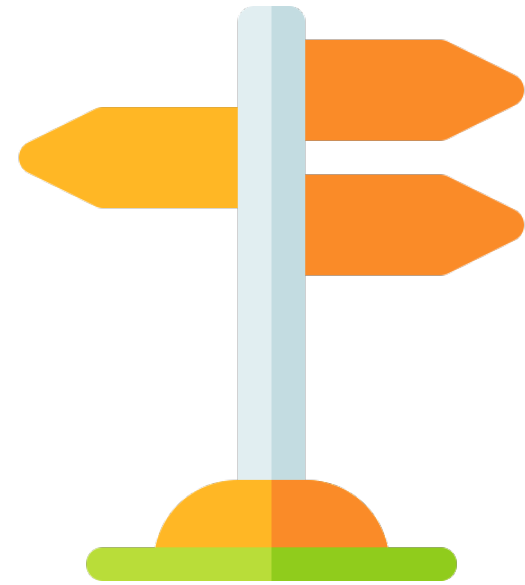


Reduce



BRIGHT
CONSUL

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

Citizen's Bank Survey Results

(108 Respondents)

Avoiding Self-Advocacy

I struggle to advocate for myself in the workplace (I may be more comfortable advocating for others). I do not feel comfortable and/or skilled around advocating/negotiating for things for me (raise, promotion, flexibility in workplace).

Desire to Please

I like to be liked by others and I find that I am often driven by the approval of others. This means that I may say yes to projects or commitments when asked, even though I do not have time, energy or interest. I often feel tired or like I am taken for granted.

Avoiding Self-Promotion

I do not like or do not want to talk about my accomplishments with others.
I do not like to “brag” or may think bragging is tacky.



#1




Avoiding Advocacy



Advocacy:

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

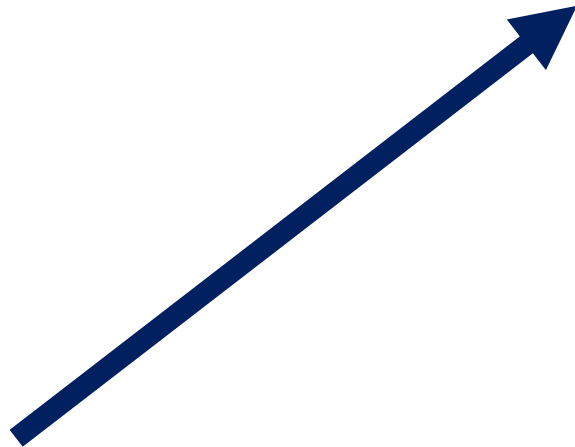


How you get
what you want &
deserve

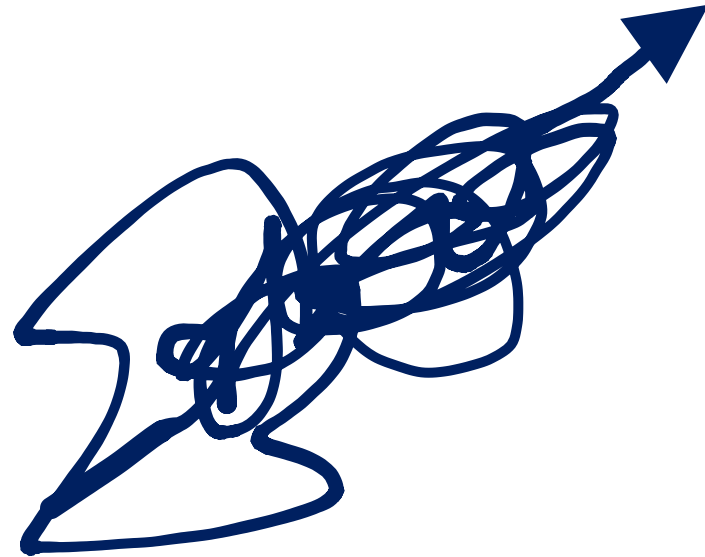
3 Steps To Getting What You Want

1. Get Very Clear:
What + When
2. Believe You Deserve it:
Know Your Worth
3. Solve for Issues:
Make it Easier

Tell a **CLEAR** Compelling Story



YES



NO

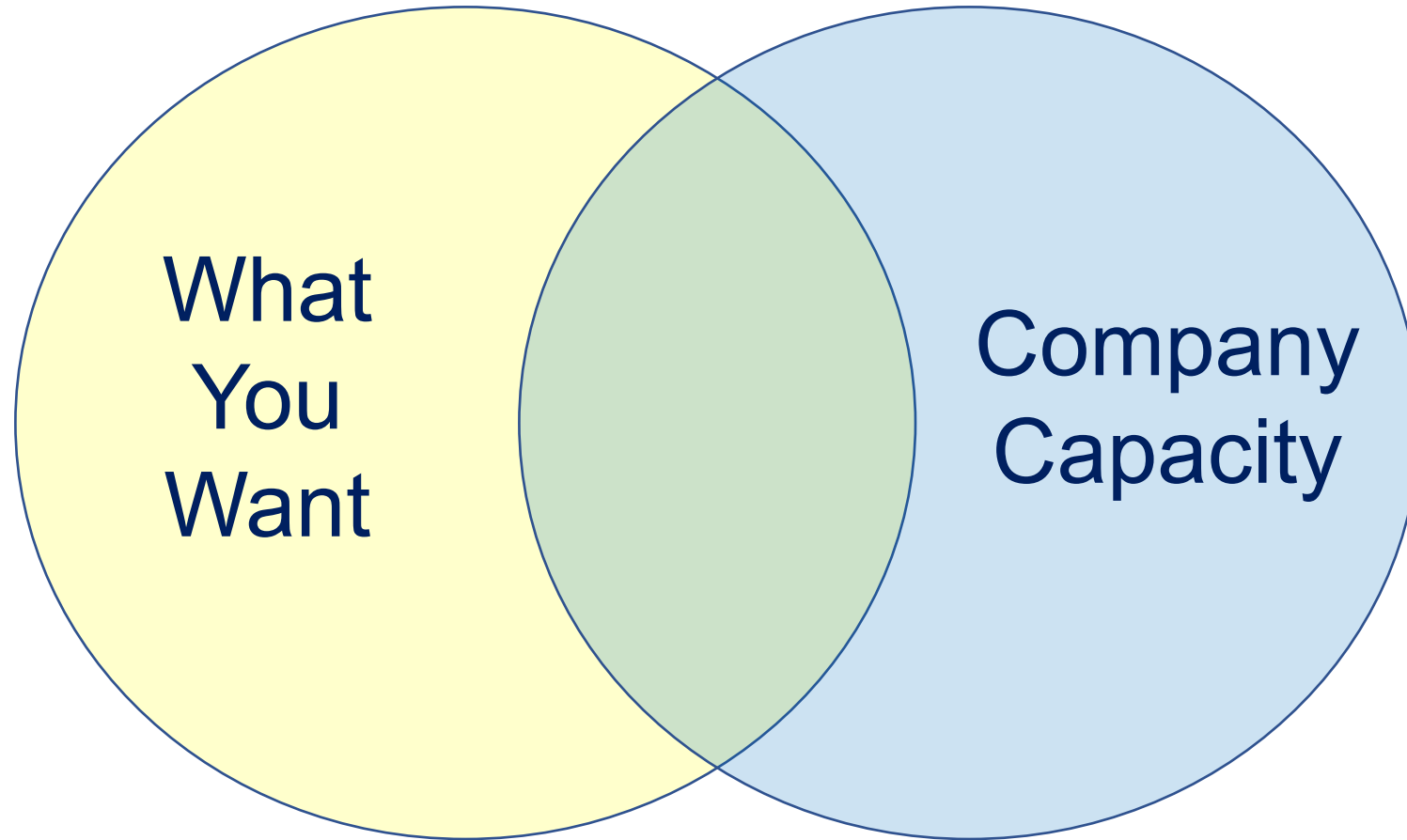
Get Clear.

1

1. **What** do you want?
2. **What** do you gain if you get what you want?
3. **What** is realistic in this situation at this time?

Alignment is Important

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.

Get Clear.

Then Get Specific.

~~OLD: I want more flexibility~~

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

1

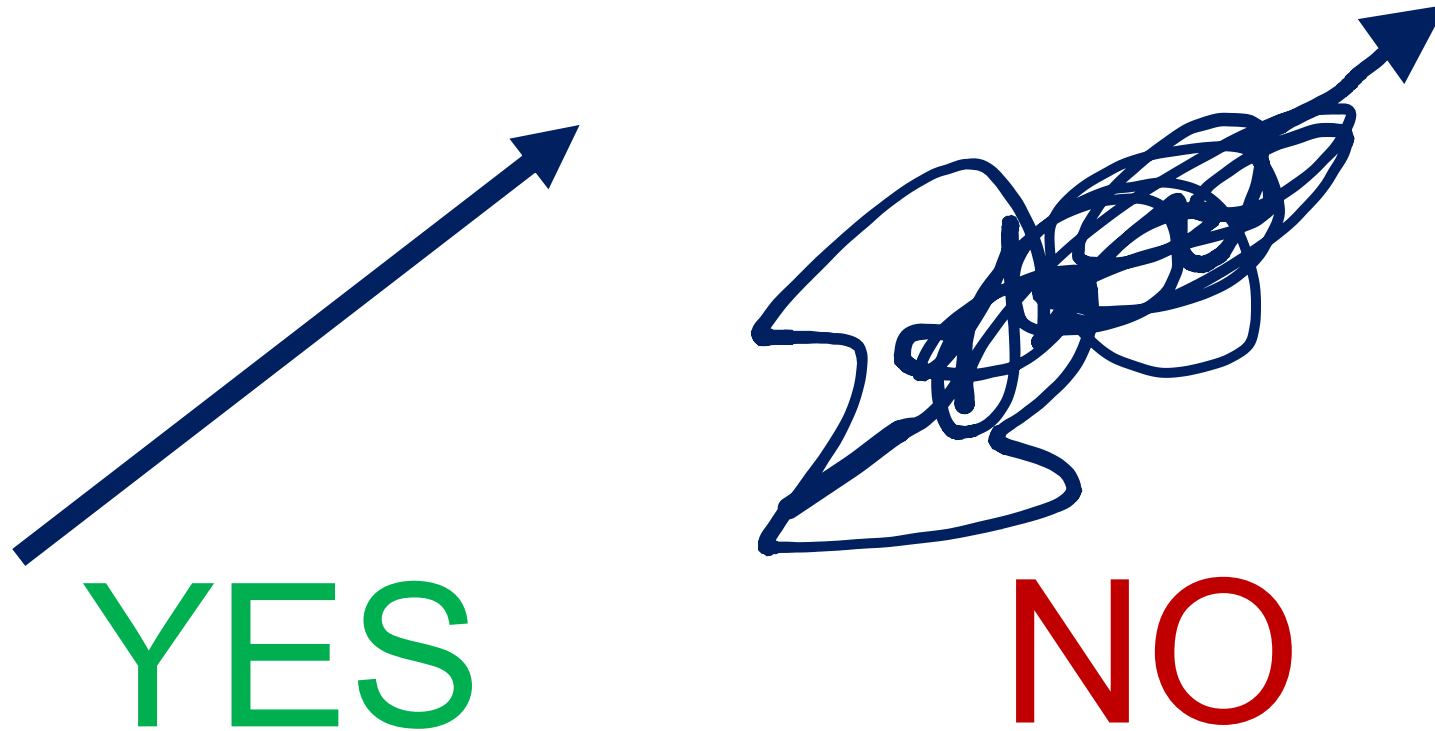
Get Clear. Then Get Specific.

~~OLD: I have too much. I need help.~~

NEW: I have gifts and talents *and limits*. I need your support to prioritizing my to do list.

You Have to Build a Case

(and you have to believe it!)



Know Your Worth:

1. **Why** do I deserve this?
2. **How** have I added value?
3. **What** would happen if you did not show up next week?



2

Know Your Worth:

Create a Success List.



Get a Win.
Jot it Down.
EVERY Time.



Know Your Worth:

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



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

3

- Boss & Team
- Organization
- Internal “Equity”



Proactive Problem-Solving

- Work from Home: Plan to Be Connected
- Change/Reduce Hours: Work Share Plan
- New Role: Propose Job Description
- Other: HBR Articles on Best Practices





Leverage Your Inner Critic

- Name Him or Her
- Quickly Listen to the Critic (5 minutes)
- List 3 – 5 Concerns
- Evaluate for Realism (*Is it really true?*)
- Prepare a Response

#2



Desire *to* Please



Yes!

FAMILY

Parents
Partner
Children
Pets

Of course.

WORK

Daily Work
Long-Term
Goals
Education

Yes.

I guess so.

Alright.

OK.

SELF

Exercise
Sleep
Eat
Relax

HOME

Cook
Clean
Shop

Yes.

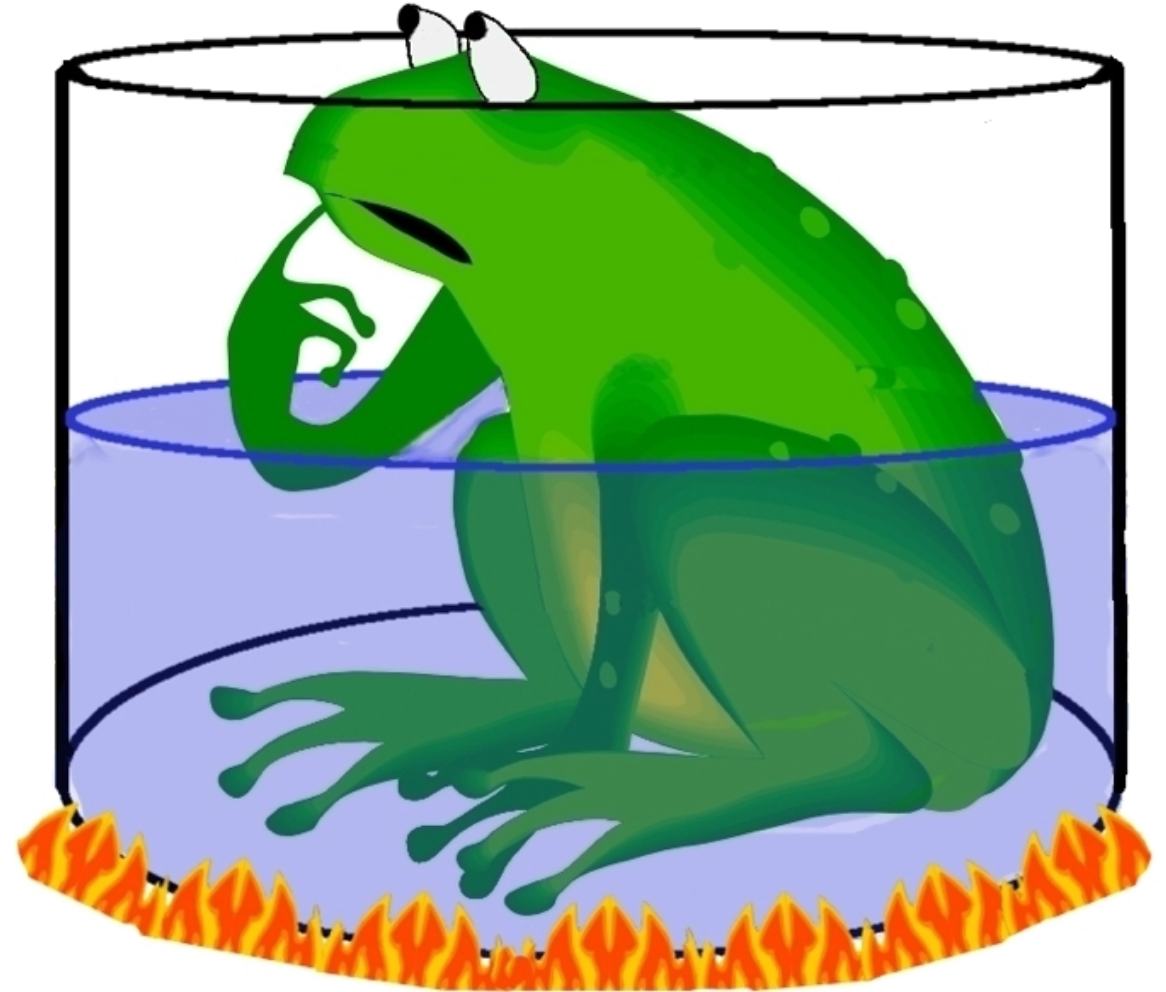
Yes.

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



How Do You:

NO



YES



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



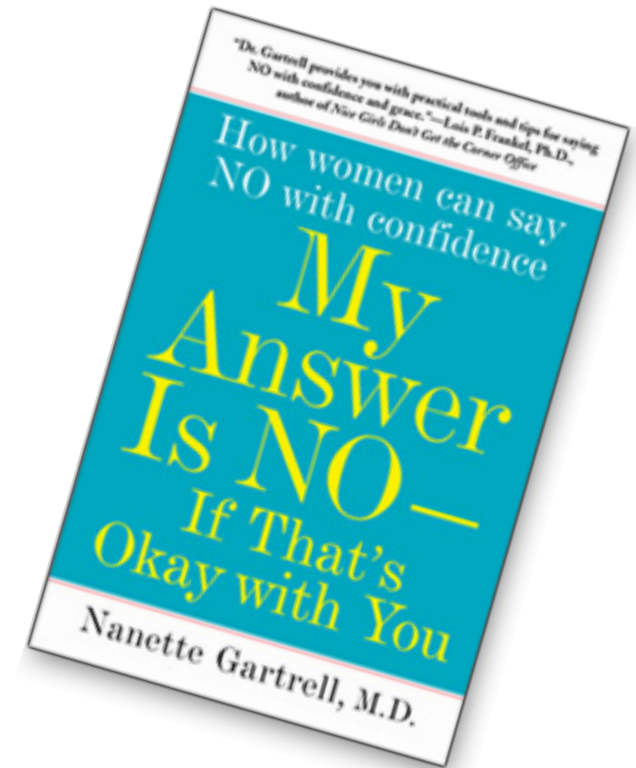
What are rules you
have in place for
yourself?



What are rules you
could put in place?

Learn A Better **NO** Process

6 Steps to No



1

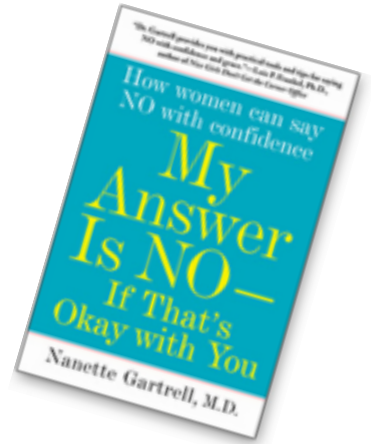
A request is made...

If possible, take time to consider.

Be sure to give a timeframe for an answer.



A request is made...



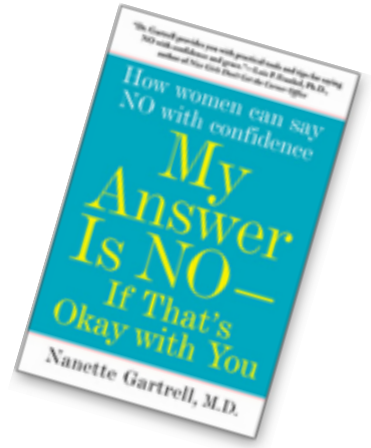
Ask Yourself:

- 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...

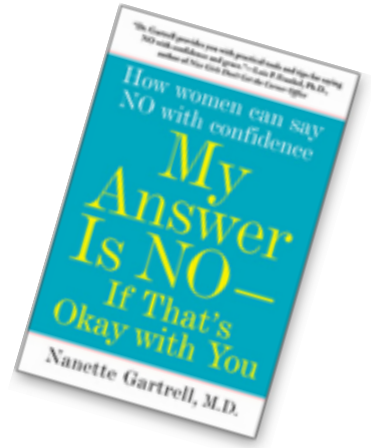


Ask Yourself:
Does this fit into my priorities?

*By the way –
what are my priorities?*

3

A request is made...



If NO,
state it Clearly. Decisively.

4

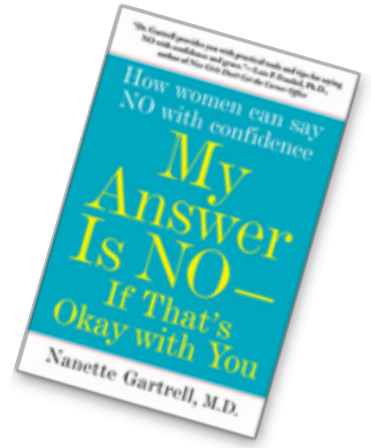


A request is made...

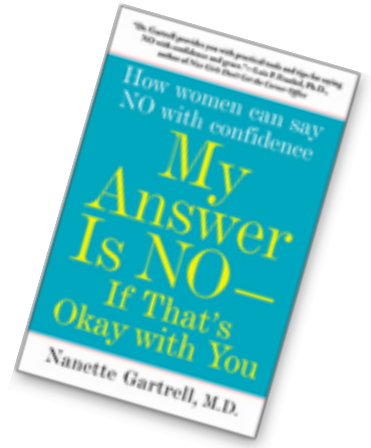
5

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

#3





Eschewing Self- Promotion

Does not have an ASK



Self-Promotion

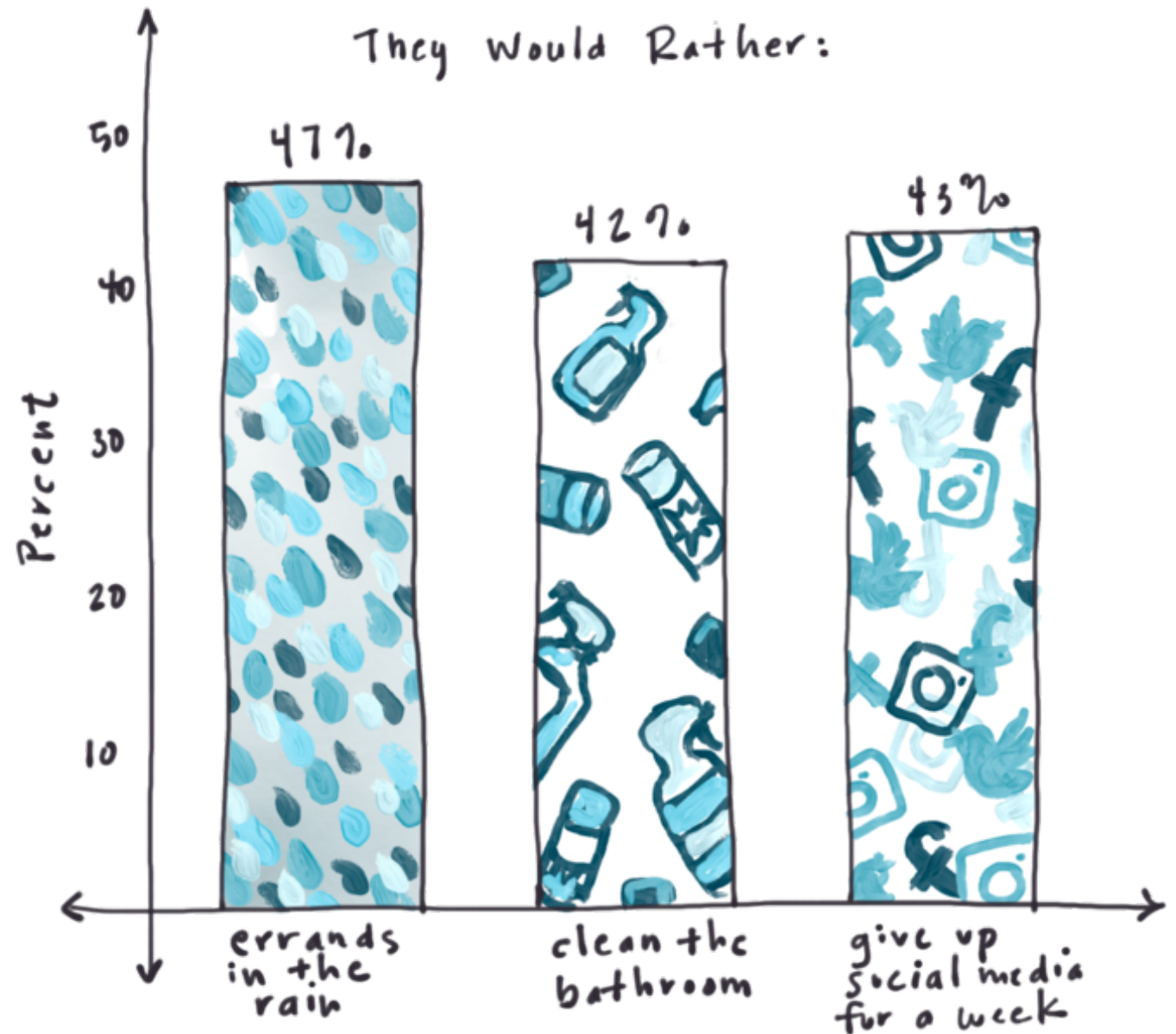
Self-Advocacy



Does have an ASK

77% of Women

can name something
they find more pleasant than
talking about themselves
to a room of strangers





Why Don't (some) Women Self-Promote?



Group Norms – Women don't brag
(BTW: It is expected of men)



“Bragging” feels icky.



Women like to spread credit around



Others will (or should) notice



Group Norms – Women don't brag (BTW: It is expected of men)

Yes, it is important to pay attention to group norms.

ASK: How can you promote within the current structure?

Create a
Success List.
Share it at review time.



Get a Win.
Jot it Down.
EVERY Time.

Your Boss: “The sales numbers
are looking good.”



Just Say
“Thank You.”

Be Proactive



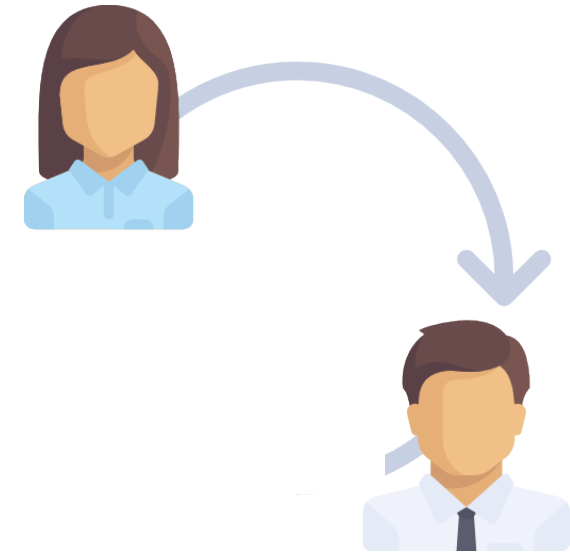
Is **celebration** (aka self-promotion)
on the agenda?

Address credit grabbers

Ask. **Listen**. Learn.

“When you did X, I felt Y.

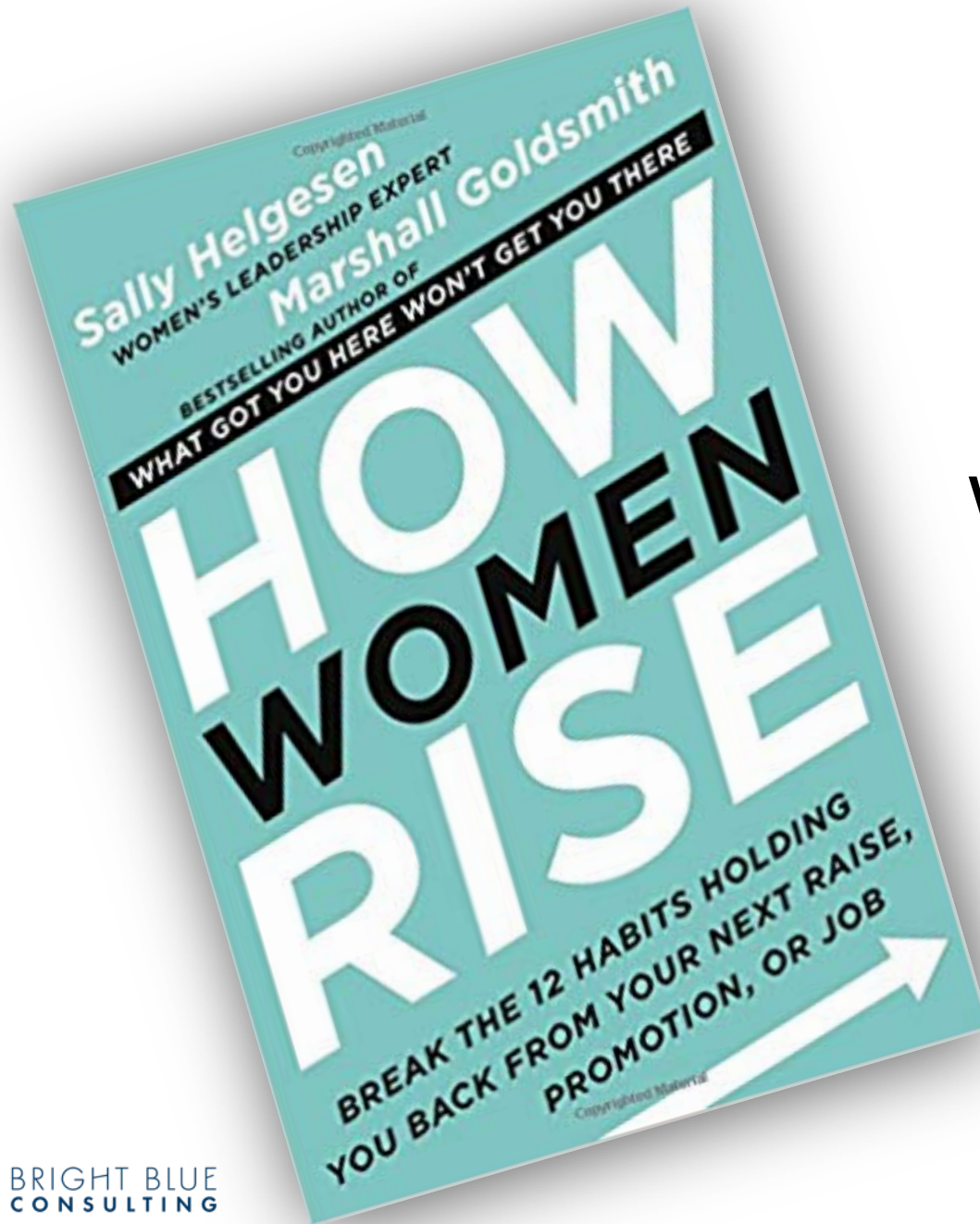
Can you help me understand your point of view?”



RESOURCES

if you want to dive deeper






www.HowWomenRise.com



she negotiates


SheNegotiates.com



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





Mimi Bliss, Speaking Coach

www.mimibliss.com/blog





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



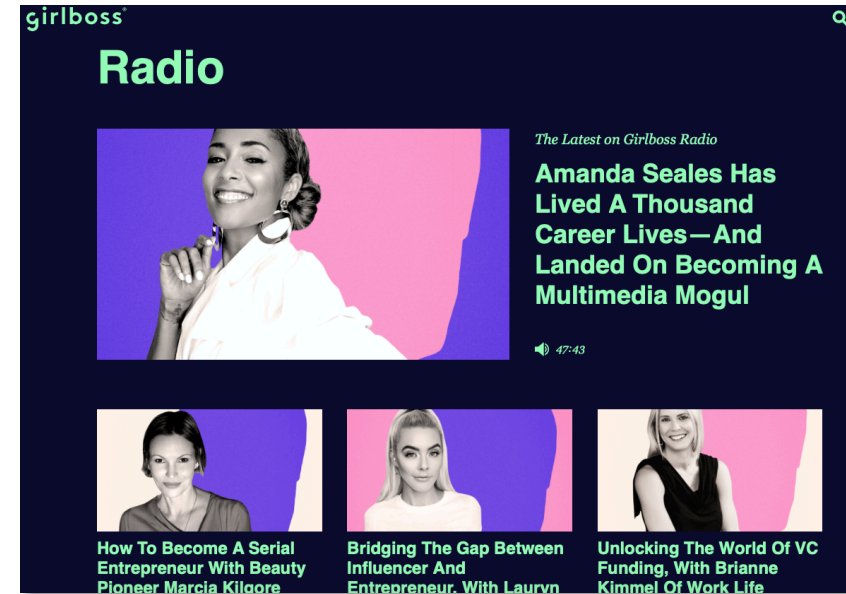
Harvard Business Review Women at Work Podcast

- The Art of Claiming Credit
- Couples That Work





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/>



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FORTUNE THE BROADSHEET EMMA HINCHLIFFE

The Broadsheet *Fortune Magazine*

EVERYONE'S TALKING

- **Salary solidarity.** Yesterday, [Claire wrote](#) about the impact of company-wide pay transparency and its proven power to narrow the gender pay gap.

That's all well and good (very good, actually), but where does that leave individual employees, who don't have the power to dictate company policy? [This Atlantic story about Samira Ahmed](#), the BBC television presenter who is suing the broadcaster over alleged pay discrimination, suggests one possible answer to that question.

Ahmed's case is based largely on the fact that she was paid £440 for presenting a 15-minute show on BBC News, while a male presenter, Jeremy Vine, was paid £3,000 for his work on a similar 15-minute show on BBC One. She learned of this disparity in part because of a 2017 shift in BBC policy that required the broadcaster to be more open about presenters' salaries—but also because Vine, her "male comparator," opted to share information with her.

The Atlantic notes that the Fawcett Society, a U.K. equal-pay group, is going beyond calling for companies to release aggregated pay data. Instead, the group wants "greater pay transparency at the individual level, backed by penalties for employers who do not cooperate. Under its plan, every employee would have the right to demand pay data from a 'male comparator' within 20 days, using a similar mechanism to a Freedom of Information Act request."

It's an interesting idea. But regardless of whether such a rule ever goes into effect in the U.K. or elsewhere, this is something employees—specifically white male employees—can take into their own hands, Fawcett Society CEO Sam Smethers tells the magazine: "All you've got to do is say: This is what I'm earning. Share your pay information with your colleagues. It's a simple act of solidarity."

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Today's Broadsheet was produced by [Emma Hinchliffe](#).

ALSO IN THE HEADLINES

- **Beyond a reasonable doubt.** Do lawsuits improve gender and racial equality at work? An analysis of 171 lawsuits filed from 1997 to 2008 found that discrimination lawsuits "produced measurable gains in managerial representation" for black women and black men. Plus, "when lawsuits led to changes in pay, companies posted larger increases."

[Review](#)

Move from
interesting to
impactful.

What is Your
Commitment?



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LET'S TALK MORE

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