

How Women Rise

Break the 12 habits holding you back from your next raise, promotion or job

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We can easily fall into the superstition trap, which is “ I behave this way, I am successful – therefore I must be successful because I behave this way”

**You get to define what success means to
you, you get to define what it means to rise.**

The definition of rising is always personal and one of the biggest impediments is also personal and individual, being blind to behaviors that keep you stuck.

Although women have progressed workplace structures and expectations designed with men in mind continue to frustrate women's talents and ambitions.

Behaviors lie within our control, but external forces like unconscious bias may not

Uprooting an unhelpful habit, behavior or attitude you've picked up over the course of your working life is something that is in your control

**Think of *How women rise* as giving you
the means to clear your path of self
imposed obstacles**

In our experience, women define success differently from men. Women don't place value on money or position alone but tend to place a high value on the quality of their lives.

One of the biggest challenges for many successful leaders is – winning too much

Men tend to keep score and measure everything about winning, women tend to be measure collaborativeness more.

This could also make women underinvest in themselves , and that is not good.

Stuckness means you feel that you are not moving forward/you are unable to break the circumstances/you feel your contribution is not recognized.

Approaching behavioral change by substituting new habits for old ones is empowering.

Most habits start for a reason, maybe it was coping with stress, maybe it was peer pressure. But sometimes the conditions change and the habit you have developed to deal with the old situation must change.

If you use an old template in a new circumstance, you will be stuck.

**We don't change because of resistance.
Resistance is a powerful force, a demon. It
keeps you from having the life you want, at
work, with friends and your family.**

Successful people are skillful at coming up with rationalizations to continue workplace behaviors, because these behaviors have worked for them in the past.

**Overconfidence makes successful people
resist change**

**High profile women are criticized as being
‘too ambitious’**

**Being a good person means not
disappointing others, more women
subscribe to this view, this can work against
women**

Women should always be role models for other women. Successful women get their role scrutinized more than successful women about being role models.

Society expects women to put the needs of others ahead of their own.

The habits that keep Women don't display compared to Men

- Winning too much
- Telling the world how smart you are
- Claiming credit you don't deserve
- Failing to give other's recognition
- Using anger as a management tool
- Refusing to express regret
- Failing to express gratitude
- Passing the buck

Gossip diminishes you as a leader since accepting others with their faults, leads you to figure out how to deal with them.

**Starting with the words NO, BUT, HOWEVER
is a bad thing for a leader.**

**When you say, that's not me, think again.
This could be a way of remaining stuck and
presenting a particular self image.**

“We teach leaders what to do, we never teach them what to stop doing”-Peter Drucker.

12 behaviors that keep women stuck from moving to the top.

1. Reluctance to claim your achievements
2. Expecting others to spontaneously notice and reward your contributions
3. Overvaluing expertise
4. Just building rather than building and leveraging relationships
5. Failing to enlist allies from day one'
6. putting your job before your career
7. The perfection trap
8. The disease to please
9. Minimizing
10. Too much
11. Ruminating
12. Letting your radar distract you

360 degree feedback shows that women are more effective leaders than men

Organizations often fail to address women's reluctance to effectively market themselves because they assume a male leadership template.

If you struggle to claim credit for your achievement, it may cost you throughout your career.

Effectively marketing yourself is far from being shameful, is an important part of every job.

Anna Fels notes that feeling fulfilled at work requires two things : mastery and recognition.

Ted Jenkins of Intel says there are four types of power : 1. Power of expertise, 2, Power of connections, 3.Power of personal authority or charisma and 4.Power of position

Organizations are healthy when all four types of power are in balance

**Women are stellar at building relationships,
but not good at leveraging relationships.**

Allies are at the heart and soul of a successful career.

If you want to attract sponsors, employees need to make their skills, strengths and work known to colleagues as well as senior leaders.

**Women put their job ahead of career
because they have a great virtue – loyalty.
Loyalty is the reason women tend to stay
longer than men in jobs**

Women tend to display personal loyalty and team loyalty.

Striving to be perfect creates stress, keeps you riveted on details, distracts you from the big picture, creates a negative mind set, and sets you up for disappointment.

Women are particularly vulnerable to the perfection trap.

Carlos Marin, executive coach says “ Men at higher levels are rewarded for daring and risk taking while women at higher levels are rewarded for precision and correctness”

Trying to be a perfect person is a trap , given human limitations.

Social media puts a lot of pressure on moms to come up with new themes for birthday parties, return gifts etc. since every every is posted and seen.

For Japanese women, humility, deference and minimizing are hallmarks of well brought up women.

Psychologist James Pennebaker, notes that a cross cultural study of pronoun use shows that women tend to use more I than men, use more words when they talk and speak freely about their intimate feelings

This is because of their attunement with their inner state and comfort with personal conversation.

Multi tasking is the quickest way to mental exhaustion since you put pressure on your brain to do two things.

For men, anger is the emotion most likely to get in their way. Women display emotion of anxiety, resentment frustration and fear.

Feeling and identifying your emotion gives you power. Reacting to what you feel squanders it.

Research shows that women typically speak 20,000 words a day compared to 7000 for Men

Both men and women derail themselves by focusing on the past. Men tend to blame others while women tend to dissect their own mistakes

Routinely mulling over your mistakes, regrets and negative experiences is called rumination. Women tend to display this more than men.

One of women's greatest strength is their ability to notice a lot of things at once.

**So, women's attention operates like a radar,
while men's attention operates like a laser**

**Making sustainable and lasting change
requires focus.**

It is difficult to change a habit and it is almost impossible to change it alone.

If you ask for help to change yourself , remember

1. Choose carefully
2. Be specific
3. Be concise
4. Remember that disclosure is not the point
5. Specify a time limit

Peter Drucker always spoke last in a meeting. He always asked others for their opinions before he gave his.

Feedforward in contrast to feedback is a way of soliciting ideas to say , how to approach a situation, like asking a colleague, I get stuck on ,, how do you handle it. It is your choice to accept the answer.

**Successful women tend to be avid self
improvers**

