

4 Beliefs Critical in Helping Women Rise in Leadership: The Real Truth

Introducing FRw, bringing like-minded women together



- We can be good moms and good leaders.
 - Many feel you can only be one and to even achieve the one, compromises need to be made. And yes, CHOICES need to be made. But it is our own filter that defines them as compromises.
 - Two situations cause this: 1) Women shy away from demanding leadership positions because of their perceived assumptions of how it will impact their home life. 2) The mom guilt is debilitating.
 - These two circumstances together are devastating in creating a female leadership pipeline. In order to overcome this, we need to look at our roles of mom and leader differently and adopt some new behaviors that address the perceptions and the guilt so we can make choices without it feeling like compromises. These are:
 - Women need to create and leverage their village and feel ok about doing it. And even more, we need to understand that it can be good for our kids to have exposure to others who can be care-givers. That means we need to ask others to help and not just default to that it has to be us, especially if there is a conflict between work and life.
 - Women need to feel okay in choosing ourselves. As we have talked in a previous episode of PB characteristics that hold back aspiring female leaders, empathy and care giving can get in the way of pursuing what is best for us. We tend to put others ahead of ourselves because it feels like the right thing to do. We aren't suggesting you become self-consumed narcissists, but why do we feel like this? It is rooted in the traditional male/female roles? What our moms did for us? What maybe they and other moms feel like we should do? Instead, know when you choose yourself, you are sending the message to your kids (both male and female) to your direct reports (both male and female), to those who are watching, that it is ok to choose yourself.
- As smart, capable, ambitious women, it is our RESPONSIBILITY to rise and pull others up.
- We are powerful.
- We need to acknowledge where we get in our way.
 - We talk a lot