

PODCAST TRANSCRIPT



EPISODE 69

*Women in Leadership
Suffer in Silence*

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HAPPY EXECUTIVE WOMAN

Episode 69

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### Women in Leadership Suffer in Silence

It's no secret that workplace stress can cause many *mental, physical, and emotional ailments*, from people having strokes at their desks to others completely losing it and committing violent acts in and outside of the workplace.

Join me inside the episode as I share with you how women in leadership suffer in silence, the reasons why they suffer in silence and the effects that it has on their bodies, their minds, and their self-esteem.

*See you inside...*

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Women in leadership tend to suffer in silence for many reasons, most of them stemming from **fear**:

- Fear of being looked at differently
- Fear of people thinking that they can't handle the job
- Fear of people talking about them behind their backs
- Fear of someone else taking their jobs
- Fear of not getting a decent raise, promotion, or bonus
- Fear of not being asked to participate in networking events, and many more...

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These fears tend to keep women from speaking up when they are:

- Treated unfairly
- Discriminated against due to the color of their skin
- Asked to do their work AND the work of their male counterparts
- Expected to do twice the amount of work as their White counterparts
- Being verbally and mentally abused by management or coworkers

Whatever the reason, *it's time you started looking out for yourself!*

**You and only YOU can set the tone for how you are treated.** As I tell my clients, "you teach people how to treat you."

To change the corporate/workplace abuse cycle, you need to build your confidence to the point where you recognize that **it is NOT OKAY for you to be treated this way.**

Once you can see this and believe it is true, you must find the courage, confidence, support, and steps you need to take to ensure your psychological safety in the workplace.

Is it your responsibility? **Yes!**

Should the workplace be held accountable? **Absolutely!**

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The workplace *should* be held accountable. However, you cannot sit around and wait for this to happen; **you must begin to stand up for yourself**. Not doing so will affect your work life and every area of your life.

So I have a few tough love questions to ask you. Ready? **Let's get to it.**

- Is it worth becoming sick and going on long-term disability or leaving the workforce altogether?
- Is it worth your relationships with your family?
- Is it worth disrupting or losing your marriage?
- Is it worth the mental, emotional, psychological, and spiritual pain only to be replaced when someone is more confident in their abilities?
- Or are more willing and confident enough to stand up for themselves and command what their worth?
- How long will you remain a doormat for others, allowing them to practice being a leader on you while their bonuses keep piling up due to your contribution, yet you're being treated less than others?

Here are a few examples of the damage that workplace stress can cause if not managed properly:

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#### Physically:

- Upset stomach
- Muscle tension or pain
- Chest pain
- Fatigue (including chronic)
- Change in sex drive
- Migraine headaches

#### The Mental and Emotional Effects:

- Anxiety
- Restlessness
- Lack of focus/motivation
- Feeling overwhelmed
- Anger or irritability
- Depression or sadness

#### Behaviorally:

- Over/undereating
- Alcohol/drug abuse
- Tobacco use
- Social withdrawal
- Mood swings
- Outbursts

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...just to name a few.

I'm not even going to mention the effects these things have on women pre and post-menopausal. If interested, I invite you to go to my podcast where I dedicated an entire month to menopause on my podcast in 2021 during October, which is National Menopausal Awareness Month. I did this to share the challenges women go through during this time in their lives. So feel free to listen to those episodes if interested.

Do you resonate with any of the symptoms/ailments above? Are you right in the middle of this stressful season and find yourself completely overwhelmed?

I know you are, girl. *I've been there too.*

The difference for me now is that **I am no longer available for this type of stress.** I am not willing to go through this time of year, dreading the month's responsibilities at this stage in my life. I've created a space where I can now get things done within a limited timeframe with limited resources. I've also figured out how to do it without driving myself, my team, or my family crazy.

Podcast episode #24 provides support for this very topic. In this episode, which is titled "How to Manage End-of-Year Planning and Overwhelm", I shared an easy process for wrapping up the current year's responsibilities while preparing for the new year in

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### **Women in Leadership Suffer in Silence**

both your personal and professional lives. I had hoped this episode and its free downloads would help its listeners breathe easier and stress a little less, and if you listen to it, I'd like to share it with you too.

**Be sure to take advantage of the free starter end-of-year checklist/spreadsheet** to help you get started breaking things down and an additional resource on how to be a detail-oriented manager. The links to the podcast episode mentioned and the two free resources will be listed in the show notes.

If you're ready to discuss how I can help you or the women at your organization grow your confidence and find your voice, or if you have questions on how to use the templates, reach out to me on my website, [AnitaCharlot.com/contact](http://AnitaCharlot.com/contact).

*Until next time...*