

PODCAST TRANSCRIPT



EPISODE 122

*Balancing the Scales:
Achieving Work-Life Harmony as a
Woman of Color*

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HAPPY EXECUTIVE WOMAN

Episode 122

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### **Balancing the Scales: Achieving Work-Life Harmony as a Woman of Color**

Welcome to this week's podcast, where we focus on achieving a harmonious balance between professional commitments and personal life, particularly for Black and Brown women in the corporate world.

**Balancing these aspects can be a complex challenge, but it's critical for success and well-being.**

We'll explore practical strategies and real life examples to guide and inspire you toward a fulfilling work life blend. **This content is designed for every Black and Brown woman in the workplace, from those just beginning their careers to experienced professionals aiming to empower you to navigate and excel in the corporate environment.**

*See you inside...*

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Balancing professional commitments and personal life is a challenge many face. For Black and Brown women, this challenge often comes with additional layers of complexity.

Episode 122

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### **Balancing the Scales: Achieving Work-Life Harmony as a Woman of Color**

*As a woman of color, you may find yourself juggling multiple roles – a professional, a caregiver, a community member, and more – each demanding your time and attention.*

Keep listening to explore these unique challenges and receive practical solutions to help you achieve a harmonious balance.

#### **Understanding the Unique Challenges**

The first step in achieving work-life harmony is acknowledging Black and Brown women's unique workplace challenges. Studies have shown that women of color often face implicit bias and systemic barriers, which can lead to additional stress and pressure. This, combined with societal expectations and familial responsibilities, can create a sense of being *perpetually stretched too thin*.

#### **Setting Boundaries**

Setting boundaries is *crucial*. It's about knowing when to say 'no' and recognizing that you can't be everything to everyone. This could mean delegating tasks at work and home or setting clear expectations with family members. Remember, setting boundaries is not a sign of weakness but a step towards maintaining your mental and emotional well-being.

## Episode 122

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Balancing the Scales: Achieving Work-Life Harmony as a Woman of Color

Prioritizing Self-Care

Self-care is often the first thing to go when our schedules get hectic, yet *it's the most crucial*. It is essential to find time for activities like exercise or simply quiet time alone to rejuvenate you, like a hobby; prioritizing self-care isn't selfish – **it's self-preservation**. You're better positioned to care for others and perform at your best when you care for yourself.

Leveraging Workplace Flexibility

More companies are recognizing the importance of flexible work arrangements. Explore options like remote work, flexible hours, or compressed workweeks. These arrangements help alleviate some stress of balancing work and personal responsibilities. Don't hesitate to talk openly with your employer about what flexibility might look like for you.

Here are a few **Real-Life Examples**:

Consider the story of Maria, a marketing executive and mother of two. Maria negotiated with her employer to start her day earlier to be available for her children in the afternoons. **This small change significantly impacted her work-life balance, improving her job satisfaction and overall well-being.**

Episode 122

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*Another example is Aisha, a project manager who prioritizes disconnecting from work emails and calls after 5 PM. **This boundary helps her to relax and spend quality time with her family, recharging for the next day.***

Achieving work-life harmony is not a one-time task but *an ongoing process*. **It requires self-reflection, honest conversations, and, sometimes, tough decisions.** For Black and Brown women, the path to this balance may have additional obstacles, **but it is attainable with the right strategies.**

Remember, by balancing your professional and personal life, you're not just enhancing your well-being – *you're also setting a powerful example for others in your community.*

As a woman of color, you bring unique perspectives and strengths to every role you undertake. Embracing these while finding equilibrium is critical to surviving and thriving in your personal and professional worlds.

#### **How I Can Help**

To my coaching clients, I offer my insights and my partnership. With over 30 years of experience in corporate environments and as a retention strategist, I deeply understand the unique challenges that Black and Brown women face in these settings.

## Episode 122

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Balancing the Scales: Achieving Work-Life Harmony as a Woman of Color

My role goes beyond coaching – I am here to be your ally, your guide, and your accountability partner. I specialize in strategies that promote personal well-being and enhance professional retention and growth. By working together, **we can focus on ensuring that your health and overall well-being are always given the priority they deserve.** I am committed to providing the tools and support you need to thrive *personally and professionally.*

Let's join forces to create a sustainable balance, celebrating your unique strengths while safeguarding your most valuable asset – *your mental and emotional well-being.*

Remember, **your success is a testament to your resilience and power.**

Ready to collaborate to ensure that your journey in the corporate world is healthy, fulfilling, and a compliment to your life, *not a complication?* Schedule a discovery call with me today! You can do so by going to calendly.com/coachanitacharlot

I look forward to helping you on your journey, and *see you in the next episode...*

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## Episode 122

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Balancing the Scales:

Achieving Work-Life Harmony as a Woman of Color

Elevate Your Leadership in 2023: As we explore groundbreaking strategies in our articles, *I'm excited to introduce an exclusive opportunity for C-Suite executives.*

Join '*Revolutionizing Leadership: A Journey for C-Suite Excellence*' - a masterclass series designed to transform your leadership approach. Delve into compassionate leadership, relationship building, strategic professional growth, and fostering a culture of inclusivity.

This interactive masterclass series to be held in **February** complements the themes of this month's weekly discussions and offers practical, actionable insights to elevate your leadership style.

Head on over to the show notes to find the link, or you can go to

bit.ly/mcseriesrevolutionizingleadership

Thank you so much, and **I hope to see you in the masterclass series.** *Until next time...*

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**Anita Charlot, an esteemed ForbesBLK personality and Global Woman Award**

**Nominee is a visionary retention strategist in corporate America.** With a rich background as a military veteran and the founder of Relationship Architect Academy

## Episode 122

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Balancing the Scales:

Achieving Work-Life Harmony as a Woman of Color

LLC, Anita is renowned for her R.E.A.L. Talk Conversation series, honored by the Federal Reserve Bank of Chicago.

She transforms corporate cultures, fosters individual and collective growth, and crafting compassionate leaders.

Anita's innovative approach is encapsulated in her mantra, *"They lied to you; business IS personal."*

Committed to reviving the familial bond within workplaces, she aims to make companies a legacy for families, where employees passionately engage in their growth and development.

Anita is dedicated to bringing love back to the workplace, ensuring companies are not just a career choice but a cherished part of personal and family history.