Climbing the Ladder in Stilettos

In this month’s column I am going to share information from a book that does not focus on leadership but rather, climbing the ladder of success. It is also a book focusing on females being successful on the job. The book is: Climbing the Ladder in Stilettos by Lynette Lervis and published by Thomas Nelson.

In this book Lynette Lervis discusses strategies for stepping up to success and satisfaction at work. Success at times places stress on females.

- 60% of women participate in the US labor force.
- 40% of working women work nights, evenings and weekends and 33% work different shifts than their spouse.
- 23% of women executives globally feel “super-stressed”
- 25% of mothers who work full time and have children under thirteen, feel stress almost every day

Women are not too much different in their desire to find meaning in life. Why we exist and why we work are good questions. Knowing the answers to these questions can be your compass, guiding you to activities, people and places that will bring you the greatest pleasure.

Our purpose is not something we can sit down and think about for a few moments. Rather, it is the start of a process to unlock our hearts. It is something that takes time, reflection and thought. But rarely do we give ourselves the chance to do this. We should do it because it adds to our satisfaction of life.

People we see as the most successful individuals are usually those we consider to be whole. Being whole means we are complete, secure and resilient in almost any circumstance. People who are whole display the following signs:

- they find it easy to affirm others and celebrate their success
- they are not easily offended but respond gracefully when offenses do happen
- they bring comfort and encouragement to those around them
- they are goal oriented but their care for people always wins over the bottom line
- they seek first to understand and then to be understood
- they are modest and honest about their strengths and shortcomings

Sadly, wholeness is not the typical state of most people we encounter at work. It would be nice if people did not bring their baggage to work but that is like keeping a broken leg hidden. The reality though is we have to learn to deal with all our coworkers, baggage and all.

Many people feel unappreciated at work. The author asks you the following question: When was the last time you heard any of the following from someone at work:

- you are such a gift to this organization
- your abilities and talents make such a huge difference for everyone here
- what would we do without you
- what can I do to show you how valuable you are to me and our team
Good leaders make it a point to appreciate, recognize and reward those around them. At first it can feel like one more item on a list of things that rarely get done. However, when we prioritize these acts, the dividends show up quickly in results such as greater commitments, less resistance, lower turnover, and better morale.

Summary by Dr. Ralph Klicker, author, CCF Certified Coach Practitioner & Founder/President of the Thanos Institute