

2-23-22 Why Talented Women are Trapped in Corporate America-...

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Hey everyone, welcome to another episode of legendary leaders. I'm your host, Katrina Jamison, I'm the founder of legend leaders, where we armed female business leaders with the strategies they need to live a legendary life on their terms. Hey, thanks for hanging out with me all month. I've really enjoyed this topic. I very much appreciated all of the feedback that you've given me, either through social media channels or through email. I love getting your feedback, keep it coming. Always reach out, make comments, let me know what you're thinking. Let me know what you've learned. Let me know if you've got a specific question. Keep it coming. We're gonna wrap up this topic, because it's the very end of February. And we're going to tackle another topic at the beginning of March like we always do. But let's go ahead and close this one out the last topic that I have for you, as we go through the overarching concept of why we as women feel trapped in our corporate careers. Why? Why do we feel trapped? We've gone through several reasons, right? haven't listened to the previous episodes, please go back and check them out. The first one we talked about, you know, misplaced loyalty. The second one we talked about, is staying committed being committed. The third one was I can't leave because I've been so focused on keeping my job. In this one where it's high all these pieces together, it could be. And let's just face this fact, it could be as you've listened to all of these three other episodes that you're like, I feel trapped Katrina. But those are three reasons. I'm listen to you. I really, really looked within I've really asked myself the questions. They've challenged me to ask. And I feel trapped. But I can honestly tell you, these aren't the reasons why I feel trapped. What's, what's another reason? What else could it be? Well, let's try this one, it could very well be that the culture that you work for the company that you work for the people that you work with, all of those things are absolutely solid, I mean, they're amazing, they're on point, it could very well be that you have tied your personal identity, to your career to your title, to the role that you hold in the company. That happens very commonly, it happens more commonly than we admit, especially here in the United States. Think about it. When you meet someone for the first time you stick out your hand, shake their hand, right? And they're like, hey, write is hey, I'm Katrina Jamison. And like, Hey, I'm so and so. So and so awesome. Pleasure to meet you. Great to meet you. Hey, what do you do? The first thing you hear right? What do you do? So what do you say? Then? You tell them what you do. And you'll say something like, you give them the three letters of your title, right? I'm an EVP. I'm an SVP. Yeah, it's the alphabet gang, on the ABC of XYZ. Usually what it is, and, and we just get so used to saying it, I mean, I remember that when I transitioned out of my corporate career into legend, it was so hard to to say the new thing, because it was so different. And it was tough. Because again, it was part of

my identity. It was on this in this in this for this very large organization. Oh, wait a minute. I'm now the founder and CEO of legend, which sounds really cool, right? It's still big and up there, if that matters. But it was very different. And it was definitely an identity shift. And so I want to challenge you to think through that today. Your Tony Robbins says identity is the strongest force in human personality. He says that we all have a deep and abiding need to remain consistent with how we define ourselves. And that identity is a strongest force in the human personality. And so we as humans will consistently work diligently to act, think and behave in ways that reinforce how we perceive our identity and how we've said it. And so this could be the reason that you feel trapped, because you're having a conversation with your friend. And maybe she says this, maybe she's trapped. She says something like, I mean, if I left, who would I be? Or if I left that role if I change companies mean, what would that mean for my life? Like? How would I fit in what like they there's asking all these searching questions that relate to honestly, it falls back to who would I be? Those searching questions come back to who would I be without this? And if you're asking yourself that or you get that sinking feeling when you think about leaving your current role your company, it could very well be that your identity is tied



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to that. And the first step, if that's the case is number one. acknowledgement. You're now doing that it's awareness, acknowledgement. So ask yourself that question. Am I proud to introduce myself with XYZ, plot title roll, the fact that I work for that company. It's awesome that you're proud, I love it be proud, you should. But is that pride, your driving force, such that you are now trapped, because you cannot tell anyone that you do anything else, but that that's the key, you should always be proud of the things that you do. But if that desire and that need to be proud of the title, the company the role, such that if you got an amazing opportunity to go work for a very small startup that didn't have as much power or clout in the corporate world, as this very large corporation that you work for, would you turn it down? Because they're smaller? Would you turn it down? Because what would people think that's another clue that this is all tied to your identity. And when we tie things like this to our identity, we trap ourselves. Because we can change our identity, we can absolutely, we can wake up and be someone new today than we were yesterday, we can change our identities like that, just like we change our perspective and our minds. But we have to have the challenge and the call to action to do it. And that's what this discussion has been all about today. If you've tied your identity, to your role, or to your company, or to both, to the point that you feel like you can't even consider leaving, then again, number one is to be aware. Number two is to say, well, what are all the other things that I am, you're a mom, you're maybe a spouse, you may be a great volunteer in the community, maybe a great people leader, right, you have all of these talents and gifts, go back to those things that move you forward your talents and your gifts. Because you can use those anywhere, right? I'm a giver, I'm a servant leader. All of those things that go with the with the words I am linked to your identity. So when you say I am the ABC of XYZ, that's your identity, that's a clue. That's how it gets winked. So the first step is to find all the other things that you are and start saying those things. Instead, I am strong, I am capable I am and you fill in your gifts. Right? That's a way to break that up a little bit. And then the next piece is just to really step back and say I am more than just this title, I am more than just my career because you are. Break that no one's going to think less of you. And really, at the end of the day, who cares. You've got this one life, go live it. Go use your gifts, go serve the highest level, the world needs, your gifts are always going to challenge you to do that. Use your gifts, give your gifts, help the world be a better place and whatever capacity that looks like for you. And realize that you're more than just that title. Okay? That's your challenge. Maybe it's your identity. If that's the

case, if you're working through that, shoot me a note, let me know. Reach out to me. I'm here to help. Otherwise, just keep digesting it. Keep thinking through it. Continue to say I am statements that are powerful, and that anchor you into who you truly are outside of a company outside of all these other things, who are you at your core, who are you take that identity back, recreate it, reset it into things that are more powerful than just a title and an organization. And then you will be free then you will free yourself from that trap. You can go do anything you want to. You can stay, you can go, you can move up anything you want to do. Because now you're free of that trap. And you've given back your authority. I wish you nothing but the best. I look forward to connecting to with you next month. Hello and we try that again. I look forward to connecting with you next month. There we go. And we'll be talking about another great topic. As always go and be a legendary