

Confident Women Lead Podcast

EP 59: Out of Order

Hey Sis,

Listen, we going all in the rest of the year so buckle-up.

Today we are going to talk about things not working at work and one of the major reasons for why it's not. I was laying in my bed Saturday night and this word came to it. It wanted me to tell you that in order for you to have the success you want in your career that it starts with the desire to stop wanting things to happen out of order, Sis. When we want things to happen out of order it leads to us being frustrated and exhausted. Let me explain.

As humans we all want to be recognized, seen and heard. It's in all of our DNA. So, it makes sense that we want this in our work lives. Especially, when we've been working hard, we know we're smart and we want to or are contributing at the highest level. I get it and I understand it.

I also know that everybody is always talking about what women especially Black Women need to stop doing or do differently. But stay with me. This podcast episode is not about right or wrong. This episode is not about judgement because I am you. It is about understanding. It's about understanding not what you're doing in particular but the order and expectation for which you are doing it. That sis is what is out of order.

If You're at the job right now and you're feeling frustrated because You're like I'm over here doing this work.....Don't they see me leading this project?

Don't they see me being strategic and solving all these problems? Don't they see how hard I'm working Why don't they acknowledge my good ass ideas?

No? No, they don't see me? Why the hell not? Who the hell is it that they think is doing all this work. It sure the hell ain't Tom!

I want you to just take a moment and notice how many times I said "they" and the power over your being and sovereignty you've placed on "they". Stay with me.

I like many of you thought this corporate America thing, this work system thing was a meritocracy. You know. I'll get rewarded for my good deeds and since I'm the smartest on the team, I mean we all know I'm the smartest on this team then I should have been the one that they picked to lead the team after Tom left.

But when that doesn't happen and promotions and things don't work out as we would have expected then our mind goes to.....This is some BS. It must be some patriarchal, white supremacy BS. Don't nobody want Black people and in particular Black Women having ish!

Maybe I'm the only woman or Black Woman who have had these thoughts.

But what if it has nothing to do with anyone else and instead it has everything to do with you being out of order.

Not out of order intentionally. It's just that no one has groomed us or told us what the damn order is but don't worry that's what I'm here to do. You're not doing it on purpose but in doing so you're blocking your blessings, opportunity, possibility and what's f'd up is that so much has been stolen from people of color including our most priceless asset, our identities that we can't in most cases imagine that another order or way is possible.

I'm here to tell you, to show you, to even demonstrate where possible that it is.

So, why are you out of order?

Sis, you are out of order because what's got you frustrated is that you want them to recognize you, to believe in you, to reward you and all the other things and the issue with that is you don't do that for yourself first.

All the things you want at work starts with you. Not them!

Listen, right now you want people to do your work. You want them to do the work you're not willing to do for yourself. If we're being honest.

No?

Let me ask it differently.

Do you not want them to advocate for you even though you're not advocating for you? Do you not want them to praise you, appreciate you? And reward you even through when I ask you if you celebrated that win last

week, or that last promotion or that MBA your answer is not really. So, it was ok for you to skip over you but it's a crime if anyone else, does it?

Let's talk about your belief in you or and are you being your biggest fan or are you waiting for them to recognize you in order for you to believe what you kind of already know but are not willing to believe until they validate it.

You want them Validate what?

That white is right.

That they hold all the power

That you do in fact belong there

That they see you

To hell with all that!

That's a desire based in scarcity and lack.

That's a desire that causes you to give them your power to them and then resent them for it.

That's a desire that's not even acknowledge, has no agreement and is not even understood by them.

Come on somebody!

Let me tell you what I see happening. In our effort to get ahead we have resulted to exchanging our power, our intellectual property, our mental and emotional health, our work ethic and essentially our entire being in exchange for their recognition. Our hope is that if they see us then all will be well. We will then have made it to the promise land. The irony is work is not heaven and for so many of you it's causing you hell and I'm here to tell you that....

That's a distraction.

The question is do you see you!

Do you believe in you!

Do you want to work with you?

Do you want to be led by you?

Are you celebrating you?

If the answer to any of those are no then you my dear are out of order.

You are the answer to your career success.

Seeing you, believing in you and celebrating you for all intense and purposes is free but even more than that it is freeing.

It frees you from the belief that you are powerless, that your worth is predicated on them seeing you. It is not.

When you see you, believe in you and celebrate you first then what will happen is you will be so naturally excited that you will tell other people about you. On top of that what's even better is when you get to the point that the belief becomes a knowing, you'll start to radiate good vibes and energy that is magnetic. How you approach work, how you speak to people, how you move will be different. Not because they see you but because you see you.

When you see you two things will happen: 1. People will want to be around you and they will want to know why you are glowing, why you are happy, how you're such an amazing leader and that's when you'll have an opportunity to tell them about you and your awesomeness. You'll also know what to say because you'll know you. 2. Now those people are going to go tell the people and the people are going to be talking about you in rooms you're not in.

You're not going to have to conform, code switch, play the game the way you've seen or fight for a seat.

They will see you when you see you.

When they don't see you but you've got youit's not a problem because your self-worthy isn't predicated on their validation of you.

You'll simply understand that they are simply not your people and move on.

Finally, in order for you to see you, you want to take a beat and stop and evaluate yourself. Not just be aware of you but evaluate how you move. How well do you know you? What are the parts of you that you take for granted because you assume everyone can do that or has that gift. What is it that you really want from work right now? Where does work fall in your value system? Where do you and the celebration of who you are fall in that system.

You've been so use to just working and working hard that you forgot who you were in the process.

And if you don't know then how could anyone else.

You don't have to hide or play small. If you are honest and in alignment with yourself you don't want to be quiet and you don't want to be invisible.

Start noticing where you're playing that part and start choosing to be the very best version of you and I don't mean the very best corporate version of you.

Sis you are worthy and I see you!

Now go be a confident woman who leads!