

Is Your Glass (Ceiling) Half Empty or Half Full?

This Free E-Book is brought to you by [Natural-Aging.com](http://Natural-Aging.com).

**100% Effective Natural Hormone Treatment**  
**Menopause, Andropause And Other Hormone Imbalances**  
**Impair Healthy Healing In People Over The Age Of 30!**

**Is Your Glass (Ceiling) Half Empty or Half Full?**

**By Kirstin Carey**

**Is Your Glass (Ceiling) Half Empty or Half Full? by Kirstin Carey**

The infamous "glass ceiling" is blamed for business issues for women from poor salaries to lack of corporate advancement. This invisible barrier holds many women captive in unpleasant work environments, settling for pay which is far below industry averages, accepting weak titles and agreeing to poor advancement opportunities.

Some say the glass ceiling is just a figment of the imagination while others are sure it is a real blockade created to prevent women from reaching corporate success. So, is your glass (ceiling) half empty or half full? In other words, are you going to be kept down by something you can't even see or are you willing to do what it takes to crack through and shatter this issue?

If you've decided that as a woman it will be impossible for you to reach corporate business success, then you are right. That thought process will get you nowhere but where you are right now. On the other hand, if you are part of the growing group of women who want to break through to their own successes and remove the glass altogether, then keep reading.

To move forward, you must analyze your own communication skills and be brutally honest with yourself about your skill level. Weak and ineffective business communication skills are often the primary reason women feel held back in their careers and in their lives.

Review this list to help determine where your skills stand.

1. Do you ask for raises?
2. Have you ever asked for a promotion or an improved job title?
3. Do you negotiate effectively for yourself?
4. Are you able to specifically explain the value you bring to your company or clients?
5. Are you an effective presenter or public speaker?
6. Do you apologize for things that aren't your fault or are out of your control?
7. Review your email or other writing. Do you start sentences with the word "I"?
8. Do you see negotiating as a barrier to getting what you want?
9. Do you have difficulty saying "no," even when you really want to?

## Is Your Glass (Ceiling) Half Empty or Half Full?

10. Are you overwhelmed or consumed by stress?

11. Do you have difficulty explaining things or getting people to understand what you are trying to say?

If you answered "no" to any or all of the first five questions, then your assertive skills need an overhaul. If you answered "yes" to any or all of questions six through 11, then your communication skills are ineffective in helping you advance in your career. Essentially, you could be creating your own glass ceiling and holding yourself back.

Often, we are our own worst enemies.

To help put yourself back on the right track and stop constructing transparent blockades to your own success, review the three following PowHERful skills that will help put you on top.

### 1. Ask for it

If you want something, then ask for it. Make it clear what you want and you are more likely to get it.

A university study of 40 employees found that men are more likely to ask for things when they want them - AND they are more likely to get what they ask for. Of the 20 women, only one asked for a raise when first offered a job. She was granted the hike in salary. Of the 20 men, 18 of them asked for a raise and all 18 were given it.

If you're one of those people who thinks it's better to magically get something without asking for it, then don't complain when you don't get it. Don't expect people to read your mind or know what you want. It's simply not the way things work.

### 2. Learn to speak and present effectively.

People who communicate well in group settings are viewed as leaders. This perception will get you noticed and help you stand out as someone who is worthy of promotion and other opportunities and bonuses. The number one reason why most people are terrible presenters stems back to speech development. The purpose of business presentations are to inform, persuade or both. Therefore, the structure of the presentation must be clear and not bogged down with unnecessary information.

One of the biggest mistakes presenters make is trying to fit too much information into too short a period of time. They jam paragraphs of information on slides and handouts and begin to drone, ignoring time restrictions and forgetting completely about the audience's needs. Simplify your presentation and only have highlights and supporting information on slides and handouts. Don't overwhelm your audience with too much information at once and avoid having more than five main points for the entire presentation.

The adult human brain can only absorb small chunks of oral information at one time. If you have to present for long periods of time, be sure to build in small breaks - even if the breaks are only five minutes.

Presenting to a group may be nerve-racking, even paralyzing for many people, but it doesn't have to be. Effective presenters know the simple secrets on how to craft and deliver good speeches. If you feel

## Is Your Glass (Ceiling) Half Empty or Half Full?

scattered, nervous or ineffective when you present to groups, you owe it to yourself and your career to take a public speaking training course or at least buy an audio CD or book on how to improve your skills.

### 3. Quantify and Present Value

When volleying for a raise, a promotion or new client contract it is crucial that you know how to specifically explain value. Though it is impossible to quantify the value of everything, most things can be measured. When you communicate in quantifiable terms, people are more likely to understand the value. If you can quantify the gain of doing what you want or the loss by not doing it, you will be more successful in getting it.

Rather than telling your boss you want a raise, quantifiably show him why he should give the raise to you.

Weak Raise Request: "I've been with the company for a long time and I'm a good and dependable employee who works hard."

PowHERful Raise Request: "Over the last 18 months, the six software projects I worked on for the

company have attributed to a 13% reduction in customer complaints, a 29% increase in production, and a 43% increase in online orders. These improvements have resulted in a \$1.5 million in profits for the company." See how the quantified example got right to the "bottom line"? It is here, at the bottom line where nearly all business decisions are made. Let the numbers do the persuading for you. Numbers are tangible. Numbers are concrete. Numbers mean value. Value speaks volumes.

By mastering the above three skills and continuing to improve your assertive communication skills you will no longer be trapped by the glass ceiling or any other barrier which may get in your way. You will be an assertive, powHERful business person worthy of raises, promotions and anything else you decide you deserve.

Kirstin Carey is an award-winning speaker and consultant and Principal of Orange Tree Training & Speaking Group. She works with organizations on effective and persuasive communications. Her company also has a special division which focuses on helping women advance and succeed through more effective communication skills without having to communicate like a man. To find out how Kirstin can help you, call (800) 380-6520 or go to [www.powHERful.com](http://www.powHERful.com)

### **Do You Need an Attitude Adjustment?**

**By Cyndi Roberts**

### **Do You Need an Attitude Adjustment? by Cyndi Roberts**

Do you really want to live better for less? Are you anxious to make your money go further? Do you want

## Is Your Glass (Ceiling) Half Empty or Half Full?

to develop a strategy to help your family live the good life -- on a budget?

I am sure you do -- Why else would you be reading this article? And I have good news for you!

You can do it! Yes, you can! It's really easier than you think. There are families out there, living the good life on a shoestring. The good news is -- you and your family can do it, too!

The bad news is -- you may need a change of attitude in order to meet your goals. Yes, even with a step by step budget and plan, if you don't have the right attitude, you may never find the "good life".

It has been said, "Your attitude determines your altitude". If you always see the glass as being half empty versus seeing the glass as being half full, then you may not recognize the good life even when you have it!

I believe the "good things in life" are different things for different people. What is important to me may not be important to you.

It is important to me to cultivate an appreciation of simple things. One of my greatest joys is sharing laughter with my husband or my sons. If we can laugh at life's foibles, we won't be brought down by life's stresses.

When my husband and I are outdoors we always take note of the beauty of nature in our surroundings. We live in a rural area, and when we are driving, we may see a bright cardinal fly in front of our car, or a deer and her fawn crossing the road. It never fails to make us appreciate the simple things.

Think about what you consider to be the "good things in life". If you can learn to appreciate people, nature, friendships, and

other intangibles, then you are learning to see the glass as half full instead of half empty. And guess what? You are on the road to living the good life!

\* \* \* \* \*

## Is Your Glass (Ceiling) Half Empty or Half Full?

Attitudes are contagious—make yours worth catching!

Cyndi Roberts is the editor of the bi-weekly newsletter "1 Frugal Friend 2 Another", bringing you practical, money-saving tips, recipes and ideas. Visit her online at <http://www.cynroberts.com> to subscribe and receive the Free e-course, "Taming the Monster Grocery Bill".



This Free E-Book has been brought to you by [Natural-Aging.com](http://Natural-Aging.com).

**[100% Effective Natural Hormone Treatment](#)**  
**Menopause, Andropause And Other Hormone Imbalances**  
**Impair Healthy Healing In People Over The Age Of 30!**