

Get Out of Your Own Way

Stop Career-Limiting Behaviors

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(Insert name) is better at it.

What if I fail?

What will they think?

If I fail, I will let
(insert person) down.

I will get it wrong.

I am not qualified.

I am not good enough.

REDUCE GROW



Self-Promotion

Self-Advocacy

That Works at Work

Why don't we **CHANGE?**

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Change is **HARD**

• So don't do it all at once.

The
Power
Of



Strive to change: **10%**

10 minutes

10% more/less

\$10 saved/spent

SELF-PROMOTION

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Why don't women
**SELF-
PROMOTE?**

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It feels “icky.”

That is not my culture.

I’m scared/anxious.

I don’t know how.

I promote my team.

My work speaks for itself;
I should be rewarded.

I am not great at
self-promotion **YET.**

“

You can't just let your work speak for itself.
Because if you're not enthusiastic about your
achievements, nobody else will be...
If you're here, you've done the work.

IT'S TIME TO TELL PEOPLE ABOUT IT.

- Meredith Fineman

”



Create your own

SUCCESS LIST



- Positive feedback

- Client wins/saves

- Project wins/saves

- Mistakes found/avoided

- On-time, on-budget

- Successful launch

- Stretch goal set & met

- Additional education

- Leadership positions
(internal or external)

- Leadership of team

- Personal investment

What is something

AWESOME

you accomplished in the last 3 months?

KNOW
YOUR
EDGE

What makes
YOU stand
out?

KNOW YOUR **EDGE**



Authentic

Concise

Relevant to Recipient

KNOW YOUR EDGE

Where do you have expertise?

What exasperates you?

What compliments do you dismiss?

What do people seek you out for?

https://getpocket.com/explore/item/why-talented-people-don-t-use-their-strengths?utm_source=pocket-newtab

KNOW YOUR **EDGE**

10

Skills

Experience

Expertise

Accomplishments

KNOW YOUR EDGE

10

Share with
3 friends

Be
LOUD

Frequency
and
Volume



PROMOTE YOUR EDGE

Promote others

Share wins

Share expertise on LinkedIn

Contribute to company newsletter

Publish, then promote

“Celebrate” on internal
communication channels

PROMOTE YOUR **EDGE**

Add **celebration**
(aka self-promotion)
to one-on-ones or
team meetings

SELF-ADVOCACY

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I am not great at
self-advocacy **YET.**



\$75,000



\$68,000

DIFFERENT Pay
for the **SAME Job**

The woman accepted.
The man negotiated
and was paid more.

MBA Graduates



57% Men
Negotiated
Their Salaries



Women **7%**
Negotiated
Their Salaries



MBA Graduates
Who **NEGOTIATED**

7% ↑

**This is not just
about money.**

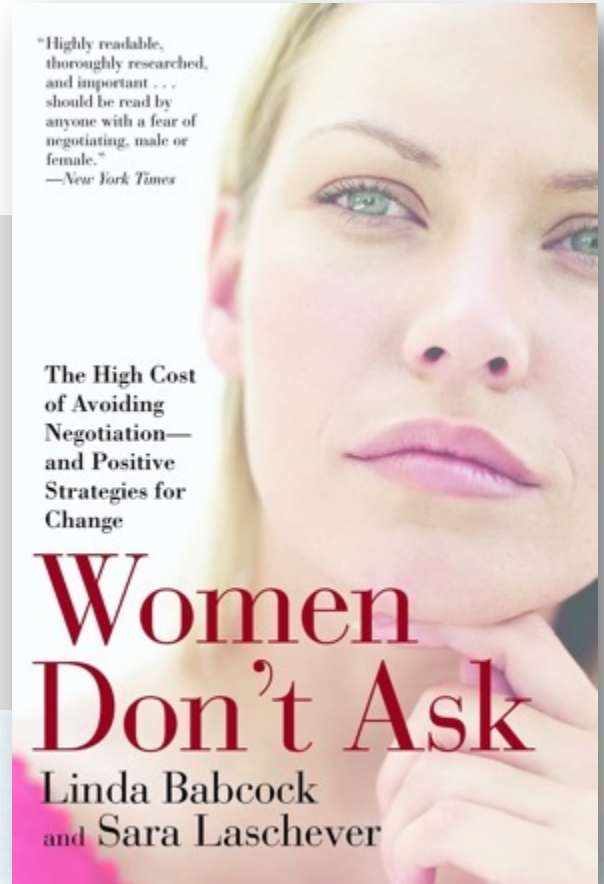
“

From career promotions to help with child care, studies show time and time again that

WOMEN DON'T ASK

and frequently don't even realize that they can.

”



ADVOCACY

public support for or
recommendation of a
cause or policy

SELF- ADVOCACY



advocating for **YOU**

What can you **ADVOCATE** for?



Better Parking Spot



Promotion



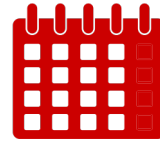
Leave Early Fridays



Improved Coffee



“Mother’s Lounge”



4-Day Work Week



Raise



More Vacation Time



Training Budget

How do you become a **STRONG SELF- ADVOCATE?**

(In a way that works at work)



3

Steps to SELF- ADVOCACY

1 GET CLEAR

If you are not
CLEAR about it,
you cannot
ADVOCATE for it.

“

I want to be promoted.

”

“I would like to discuss being promoted to Senior Manager at the next promotion cycle.”

“

I want to do something different.

”

“I would like to expand my work in operations.”

“I would like to do more client-facing work.”

“

I need more
flexibility.

”

“I would like to work
from home on
Tuesday & Friday.”

“I would like to work
a 9 – 6 schedule in
April.”

1 REALLY REALLY GET CLEAR

Be Very Specific

Know Minimums

Define Trade-Offs

Commitment Level

Alignment is important.



What
You
Want

Company
Capacity

2 KNOW YOUR WORTH

Where have I
added value?

What makes me
unique?

2 KNOW YOUR WORTH

Skills & Your Tangible Value

- Importance of Role
- Impact on Team/Boss
- Impact on Organization

2 KNOW YOUR WORTH

Successes & Wins

- Projects / Initiatives
- Leadership
- Complete Degree

Review Your

SUCCESS LIST



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3 SOLVE FOR BARRIERS

The better you
**SOLVE FOR
BARRIERS**, the
more likely to get
what you want.

3 SOLVE FOR BARRIERS

Consider Impact on

- External Clients/Vendors
- Your Organization
- Your Team
- HR Issues: Internal Equity, Timing
- Your Boss

How can you be

(appropriately)

HELPFUL?



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How can you be

(appropriately)

HELPFUL?

Draft new job description

Submit research

Outline transition plan



3

- 1 I would like to discuss moving to a four-day, 40-hour work week starting on April 1st, taking Wednesdays off.
- 2 Over the past three months, I launched the new website portal on-time and on-budget, as well as led the risk-management committee for the team.
- 3 I outlined a roll-out and communication plan to ensure projects stay on track and customers remain satisfied under my new schedule.

The
Power
Of



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LET'S BE SOCIAL

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Nicole Provonchee



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Thank you!

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