

Audio file

Christy R_Final_mixdown.mp3

Transcript

Speaker 1

I'm your host, Dorothy Mashburn, and welcome to salary negotiations made simple. Here I show you how negotiating does not have to be overwhelming. I break the entire process of negotiating into easy to learn steps that you can use in any salary negotiation situation. Whether you're starting a new job or preparing to ask for a raise, expect to receive practical, actionable strategies that are based on real life experiences. I'll be sharing tips that have been proven to work where professionals like you have netted \$10,000 to \$40,000 more in compensation. It's payment for the skills you bring, so you need to know how to ask for. Payment for those skills. Are you ready to learn how to boost your earnings? Let's dive in. I am thrilled to have Christie Rutherford as a guest on salary negotiations made simple. Christine Rutherford is an advisor to executive leaders and businesses. She's a keynote speaker and author, and she has published 5 #1 best selling books on Amazon in eight months. A Harvard Business School alumna, Christie is also a certified executive leadership coach from Georgetown University and has been featured in Forbes three times, Christies the 13th. African American women to achieve the rank of commander in the US Coast Guard's 225 year history. Where her demographic was .1%, Christie responded to the needs of the citizens in New Orleans two days after Hurricane Katrina and had a three-year congressional fellowship with Congressman Elijah Cummings at the House of Representatives. Christie's academic portfolio includes an MBA and a pastry chef diploma. Among her many professional accomplishments, her national recognition includes Harvard Business Schools 2018 launching new Ventures, Pitch Contest, Grand Master

Champion Cambridge, who's who among executives and professionals, career communications, STEM technology, All Star, and the Edward R Williams Award for Excellence in Diver. There are just not enough words to describe Christie zeal and passion in helping women leaders get to the goals that their destined for. We're in for a treat today. Welcome, Christy to the studio. Hi, Christine, Fantastic to have you here on our podcast salary negotiation made simple.

Speaker 2

Yeah, I'm so excited to be here. Thanks for inviting me.

Speaker 1

Love your energy, of course. And I've admired you for a long time. May I ask for a quick introduction for our viewers?

Speaker 2

Oh, OK, so me, Christy. Rutherford, witness leadership expert I assist women with getting raises, bonuses and promotions through office politics and self-care. \$12.5 million in salary raises in a pandemic and I like to cook and I can drive a tractor.

Speaker 1

It's nice. So it's let's start there. How did you learn to drive a tractor?

Speaker 2

You know I. Was in high school and I always wanted to work. I always wanted my own money and I started working with this landscape company and yeah. It was driving the tractor. Was a part of it. And so yeah, I learned how to drive a tractor. That's how. I learned how to. Drive a straight drive because if you. Let off of the. Clutch of a track too fast. It'll turn over. So you know, drive it. I don't blame the. Make straight drives anymore, Dorothy. Remember the cars that you use? You have to

you know you. Have to let off the clutch it. Has to be. A balance between the clutch and the gas. And that's the hardest thing to figure out. That's how I learn how to drive that, because if you let up too. Fast the tractor will get away from you. So anyway, well.

Speaker 1

I do know because I grew. Up in India in. The jungles and the. Foothills of the Himalayas. Think we got every reject. From every other. Country in the. In the car department in our in our. Town so. Got a lot of practice driving weird standards and all of that. Tell us a little bit. Christy, how did you get to your position today of teaching leadership? Give us a little bit about your.

Speaker 2

I actually spent 16 1/2. Years in the US Coast Guard I was. The 13th Black Woman to be commander. In the Coast Guard.

Speaker

230.

Speaker 2

Year history, so creating high performing teams and being a leader and being a leader is my jam. And while I was in, I mentored 90 people outside of, you know, my last. It was up to 90 people, I. Started mentoring people in 2001. When I got to my last job before I ended up resigning, I was up to 90 people and outside of. My office in addition to. 160 people who? Worked for me. So I was doing way too much. I ended up going to a conference in New York in 2006 and I. Listened to this lady talking about coaching. And I'm like, Oh my God. That's what I do. That's what they call it. Wait, somebody you get paid for that because we call it mentorship.

Speaker

Is for free.

Speaker 2

So my gift is when I see people, I don't see them for who they are at. The moment I see them, how they're operating in? Their full potential. So when I look at the people on my team and they only give me 10%, I'm like, what do I need to do for you to give me 120? Because I like to set national standards. I like to win. So my gift. Was creating high performing teams, but by basically capitalizing on human, potentially getting people to see a rate of version of themselves so. After resigning, I resigned prematurely with 3 1/2 years of to to retire with a full pension because I was going to work myself to death and the high achiever working 80 hours a week, volunteering for all the things working 80 hours a week, Dorothy while complaining about the man who was working 35 hours a week, we're getting paid to save a lot of money, and so having those conversations. Being normalized, we're supposed to work three times as hard for half the credit. We're supposed to get all the degrees while the. Men keep getting promoted. It's simply not true, so I ended up burning out. And a lot of times, even today, people are talking about burnout. Burnout is catastrophic. When I finally exploded into. 1000 pieces because high achieving. Women, we don't want to slow down. We don't want people. To tell us. What to do? We don't want to. Stop and take. Care of ourselves. We don't have time to work out. We don't have time. To eat healthy, we don't. We don't. We don't, we don't all. We have time to do.

Speaker 1

Is work to prove people wrong.

Speaker 2

It took me 3 1/2 years to put myself back together again and when I exploded, it took a year for me to be able to create a coherent sentence. It was catastrophic burnout, so. Part of the work that I do. Is not just. About asking for the salary. It's how. Do you stop? Long enough to take care of yourself. So we don't have to burn out. You don't have to go on family medical leave. We don't have to resign from our jobs and desperation. And and start. A business is gonna fail because we're desperate and we're. So that's why I'm passionate about. What I do? I I need.

Speaker

It 10 years.

Speaker 2

Ago I I am. Exactly who I needed. 10 years ago to slap me around a little bit. It's you. It's not me. Slap over there.

Speaker 1

What was the? Biggest aha moment when you did start doing the coaching side of things, tell us some of the surprises that you had.

Speaker 2

I would, I would say, Dorothy, I think the biggest thing is I thought that I was by myself. And high achieving women do the exact. Same things we do the exact same things we and we're. Typically by ourselves, because we're first generation. We're the first person in our family to come to a different country to to be able. To work or we're first. Generation where our families are the 1st. People who were born of, of, of families that. Were that came from different countries have higher expectations. Of what you. Really will not do. Like we sacrifice to come. Here you're gonna get to. It I was one of the first people in. My family to. Graduate

from college and so a lot of. 1st Generation I would just say. Women in general, but when? You're the first, the. Expectations are tremendous. Before you even get into. The workplace. So we have a lot of. The same common challenges high achiever women are high. Achieving for a reason, women who are go getters out for women, strong women, we are made. Strong from the circumstances that we were without of. We were just. We weren't. Born Strong, so you have women. And then you have ambitious women. I learned that a lot of us have the exact same challenges when when it comes to, we're really working, Dorothy, to prove somebody.

Speaker 1

Wrong. Yeah, 100%.

Speaker 2

We're we're not. Yeah, we're not working to be happy. We're we're working to prove to somebody that we can. Make it and it start. Long before we even got to work, it started. It could have been in elementary school to prove to your family. That you're smart. Or, you know, prove that you can. Make it through college. Because everybody. Simply wants you to fail or prove that. You can make it in America in. Corporate with the majority white men, or to prove right? So you know 10-15 years. We're wrapped and warped in this twisted reality, and we're not even happy, but now we're super successful and now it creates a different problem because we can't tell anybody that we're now suffering in, in, in the success that we created, we're now suffocating in our success and we had everything that. People told us that we couldn't get. But now we're. Suffering in it and and nobody cares.

Speaker 1

Now that you are a more enlightened individual, how would you define success now?

Speaker 2

Cuello said. What is the meaning of success? Is going to bed each night with my soul at peace. That's one, or an Angel, says the. The definition of success is when a person is doing the work that they basically came here. To do like you're. Doing what you're passionate about so success now. Is can I bring my? Full gifts to. The world and be who I am, and I pretend to be somebody else to be liked. Or to to. Acquiesce the very essence of my being to fit into a box that wasn't designed for me. So success is doing what? I love, you know. Talking to who I. Want to talk to do what I want to do and be. Able to make a living doing what I love. And umm. So yeah, so that's.

Speaker 1

The sesame. What do you say to people who are like, well, I'm the primary breadwinner too much at risk? There is a risk component to to kind. Of free falling.

Speaker

Right, like.

Speaker 1

Or or the feeling of free falling.

Speaker 2

Well, the the It's not, you know the thing. About it, Dorothy is I I don't recommend that my clients. Or anybody quit their. For their passion. Right. So you know, part of it is can. Goal is to to capture your full value. In your job, first because they got the money stack that. Create a plan to now work yourself. Out of your job and a lot of. Times what? We don't

know. What we don't realize is. Being an entrepreneur requires a whole. Next level skill set and it requires 120% brain capacity and I. Talked to women who were leaving on medical leave. They're like I'm going to. Start a business. I'm like, no, because you don't. Have the brain capacity and that's what I wish somebody would have told me when. I left my career crazy. Christy is not gonna work because launching a business requires energy and brain capacity. And if we're already burning out and we're on. Our wits end. That's what created the catastrophic burnout. So I was already burning out Dorothy when I left, but when I tried to build this business on top of. It that that created the mental? Shattering, and once my brain cracked, like hooky dumpty, the money followed, then I lost some money at that and now I'm psychologically unemployable and incapable of now creating more income because I am mentally. And so I what I recommend is. Figure out what? Are you passionate about because people and organizations will pay you for what you're passionate about? They will pay you. I tell people all the time I'm. Going to take your job, I take any job you. Apply for I'll. Be so excited when I walk in the. I don't know what I'm. I'm like you're. You're an. Engineer no, but I'm excited. I'm a team player and I'm gonna come in. Here, and I'm gonna kill it. Get on YouTube. But I'll watch the videos and I'll figure out. Jeff, I promise you I'll figure. It out and if you. Wanna be the coach and you? Need a leader? I'm gonna do it. And I'm excited. And then you have somebody who goes in. With a Masters degree in mechanical engineer and. They're like, you know, I'm just here. Yeah, I got a masters degree and I got a bachelors degree and I got a certification. I got this. You don't have any passion. You can train skill, you can't create passion in somebody. So once you get clear on. What you're passionate about in these strenuous times. Everybody's stressed out. And crazy people want to be around. People, women, especially senior women, my gosh, who are passionate and who are happy and who are very secure and aware of

who they are, what problem. They're to solve. They will swing the doors open for you so fast and pay you whatever. You ask for done it. We do it all the time.

Speaker 1

When you come in like that, right? There's a lot of social. Programming people are still fighting so. You have to be comfortable in your own skin to come in and. Be your full self like like you, Christy. Like I I don't know what it is but. I'll figure it out, but. There is a. Component of other people see you as. A threat just when we talk about negotiation strategies. Things that work for men don't necessarily work for women because of the double bind. So what is your? Approach there.

Speaker 2

You know the the thing about it, Dorothy, is women have. To be willing to look in the mirror and tell. The truth. Though how they're showing up, I I have women of. All different nationalities and races. I used to be an angry black woman. You call me an angry black woman. When I was angry, I would try to. I would stab you and like set you on fire, like throw a fireball at you would just. English True, does that make sense? We can't keep getting mad. That people are calling us what? We are because we think we're pretending. To be something. They're not. I talked to some Indian. Women who were like people say they say. That I that I'm strong mind and I'm strong.

Speaker

Willed and and and.

Speaker 2

I'm aggressive. I'd be like, you know, that's not a compliment they be. Like what? Because. Now, of all women, women, but so many. Women in

the country are fighting against people who tell. You what you can't do, right? Like and what the expectations are were that you should be doing this. So y'all gotta go. And you gotta go get it. And then you get to the, see. Your levels and people. Like right? Like, oh, you're strong with like. You know that's not a compliment. And they're like, really, so we have. To to be a woman in life. We should we have had. Click long before we even got to work work. Is just the continuation of the story. Been playing for a long time, so when we get to the senior levels now, we're tired. We have more responsibility than we need. You may have a family and and if you have a family, you're neglecting. Them for your job. If you. Have if you're. All you have is your. Job yes. Just how you. Have all of the stress and you have all. Of this pressure, along with the brokenness and the Story that you're telling. So yeah, you're you're and. And we're like, ohh. I thought that they couldn't see. They see you they see your exhaustion. They see your resentment for being passed over. They see your hopelessness because. You don't even believe. That it's going to happen for you and we're competing against men. Who are sure? You are confident you are aware whether or not they deserve it, they. Believe it. And they. And we walk in with all these degrees, all the experience, all of the work with the knowledge that's needed. If there are 10 things that are needed on. That, that promotion, we got 25 and.

Speaker

We walk in.

Speaker 2

There, with all of that and don't believe that we deserve it. And then we don't get it to. The man who has one of the team. Who believes that he deserves it? And they put the woman. On his team to make. Sure, he doesn't fail. It happens. All the time, yeah. So what we need to do is. Become aware of. How are we really showing up? Because the. Only

person that. We're tricking is ourselves. The only person that you know we're fooling is ourselves to. Believe that people can't. See and. They're like what? But they couldn't see past that. You know as. A leader? You're.

Speaker

A leader we.

Speaker 2

We know Dorothy, where they're not somebody. Like us, we know at work. Anywhere we go, you can tell. Whether or not somebody really likes you, and if they're looking at you and they. Cuss you out in their head, we can tell. So women have this notion in their minds that they're they're they're showing up differently and they're showing up pleasing all the while because of people out of their heads thinking that they can't see it. We're leaders, Dorothy. We know it. You know, some of the people who work for. Me did not like me. That was not a. I don't care what they did. That's the truth. And and. And the truth shall set you free woman. What about what about the balance between thinking about, you know, I?

Speaker 1

Keep getting passed up. Something must be wrong with me versus what you're saying. Do the introspection do the how are we really showing up? Where is the? Where is the line?

Speaker 2

You know, a lot of women. That I told them. That I work with, you know. We we have the degrees. We have the awards and they're not. Hung up on the wall. In a box. We win and we stopped celebrating the win. Because nobody is going. To celebrate with us. And so you don't even

take. Credit for it like you go. Out and you want this big applause. We're getting an NBA the man didn't get. The NBA he got the.

Speaker 1

You got a big plaque out there. Right.

Speaker 2

Right. And yeah, and so. But then you don't even. Celebrate the accomplishments and you don't connect that the person who has the accomplishment, the name that's on that plaque is actually you. So I've had a couple of clients, 11 in particular. I had her hang all her, her stuff up. And she got. Lifetime achievement awards. One of them was was stabilizing her table. We lived a lifetime achievement awards in highly. Highly accredited organization national organizations. Does that make sense? And so we had her take all our our said take it all out. I don't care so. We was falling off. And everything. Like she had three. Rolls of stuff. Hanging up on the. Wall she had a \$50,000 raise within 30 days like that. Like, yeah. And all she did, Dorothy was. Oh my God, I can't believe that I accomplished all of this and once she took ownership and stock of who she already was. When I talk about these raises of. 12.5 million. All I'm doing. The women is getting them. See who you already are. You don't have to go get a degree. Leave the degrees where they are. What have you done? Who are you? How are you showing up? Let's tell the truth now. Let's fix that. Is your job making you miserable? Are you going to work? Were you going? To work miserable, your job is just. It's not the job of why you're miserable. Why are you getting passed over? Because you never asked. Why you getting passed over? Because you're applying for. Small jobs when? You should be applying for large. The jobs. Why are you getting passed over? Because you have the it's not even a real term. The impostor syndrome, because you don't believe. You don't belong to it. Well, if you don't believe you, you don't belong to it. They don't

believe you belong. There on the leadership team. I was. I was an. Executive leader I did not like we people who were unsure themselves. You can't come to be on my team. And I talked. About it. As unpopular, they ate me up on Instagram. I talked about it. But it's like at. We're tired too, man or woman. Leadership is tough, do you hear? So if if I got three guys who were. Like ohh his.

Speaker

Brother, I'm gonna kill.

Speaker 2

I've had everybody who has. Worked for me like I've had the nationalities like. Then I got a woman who tired and and wore out and crazy. Better, and I'm gonna help you. Like this ain't no way. Give me one of them in. All day because they're. They're confident, they are sure, even if they're lying. I'll figure it out after they fall in the hole, but I picked them over a woman who's not sure she's unaware. She won't take credit for who she is, and she's not that excited to be there. She thinks that I. Was gonna pick her based on her marriage. No, no, never. I'm tired. Like I, I I wanna I wanna. Bring in somebody on. My team, who you gonna be the least? Fix the rapper.

Speaker 1

That's the challenge. It's a really good book called The Confidence Code, which talks about that actually that we as women traditionally have defined competence as merit, but you've gotta add confidence in there. Otherwise, study after study has shown that if you believe you can do it, that translates like you're saying people see it. It may be not. All worthy, but they see you could do. The job so your merit is actually your. Your degrees plus your ability.

Speaker 2

To show up.

Speaker 1

The way you're saying.

Speaker 2

It's just believing, really, Dorothy. It's just becoming aware. Of how great you are. We're not allowed to. Brag on ourselves. We're not allowed to say that we're great. We're not allowed. That started long before we. Got to work. A lot of these patterns started. Long ago when? Girls are to be seen and not. Heard, you know, we were shushed. And we have to play nice and we have to share or we have to. We're we're conditioned to be people pleasers. So a lot of that. Shows up in the workplace and it only. Gets magnified the more we start to move up. The the the leadership change?

Speaker 1

Are you so you know you said I. Wish I had me or I'm me. I was 10 years ago. Presumably you have clients at that age group or that piece of their journey seeing. Are they ready to receive? Your message or how much work do? You have to do. Before they're ready to receive that message.

Speaker 2

People either change through inspiration or desperation. Most women don't change it to their. Most women don't change until it's something. That you know there is a pain that that drives. Them to move. So we stopped 12 women from dying, having nervous breakdowns like I've pulled women off the Cliff, and I have a client. I can't wait to interview. I talk about it all the time, but when we started talking. It was last October. She. She's 43 senior executive. In a tech company working 1618 hours a day, she had. 8 month old Twins I was like. That alone is enough.

To wipe out. You know anybody. And so she stopped taking showers. She stopped covering her hair. I was like, any time her sister stop combing. Her hair, I said. You know you're About to die, right? Like you're just, you're just, you're literally going to work yourself in there. She was like. You're right over here. You know, it's like. You know, I talked to those. Women or one of my. Clients got fired two weeks before Christmas, a couple. Of years ago, she was. And then I said wait, because she wasn't. She was playing safe and and making three times less. Money than she should have been making anyway, so. It's like, so we have those situations or I? Just have women. Who be like you're right and and. I know that I deserve better. That's the fewer far between those. Are the women that? I would love to have. You know when they come and they're like well. I'm not desperate yet, but I want to change. That's it's typically takes for. And a part of it, Dorothy, is it takes high achieving women something catastrophic because we have such a. High pain tolerance like we've been through it. We don't feel nothing. We've been precise, we've made our exercise, we had our hearts. Broken. We don't. Feel anything? And so I always said you. Would stab me in my. Back, you know, 12 years ago.

Speaker

Like this, did you?

Speaker 2

Just say something like we're. Walking around? No, just going to get it. So it takes something to like, break our reality and and and stop the record of the taper that's playing in a head to be like. What just happened? But a lot of times women will follow me for it. They don't initially like me when they start following me though, which is OK and and maybe. Six months later, they be like you know what? I think she's

telling the. Truth about me? So then they'll call. And then you know. But typically it takes something catastrophic, which is OK.

Speaker 1

How do you break out of that? Did it take that that catastrophic event to and then what was your journey like like like, how did you become the confident person you are?

Speaker

You know I didn't.

Speaker 2

Have any bosses syndrome? I was military officer. So I was. Super arrogant. Let's let's be good arrogant. I walk in the room like my head could. Not fit through the door I had. To turn sideways to. Like, come in. So yeah, so once you burn out completely and then I ran out of money, I moved in. With my brother, I'm a grown former Coast Guard. High achievement office. Everybody knew me. Nobody knew that though. Right. They just they just they didn't know. I just disappeared. NBA 13 black women. Like all these time all these. Awards, I mean, you read my. Body and we should be talking. When I burn out and lost it all. I had a lot of. Time to think about the choices. And the decisions that I made. Because I could not. Literally get up I. I could. It took, I mean I. Slept for a year. Let's see. It was a lot of. I did a lot of personal development, but I had to start to really dig and and tell the truth about how I was showing up and and how I created that site.

Speaker

I should I.

Speaker 2

Didn't have to work 80 hours a week I did that to prove people. I didn't have to get all of those degrees. I did that to prove people wrong. I didn't have to mentor 90. Freaking people outside of my office in addition, in addition to coaching my direct reports 3. Hours Monday through Friday. When the work day was done at 5:00. They're they're. I mean, they're amazing now they're senior leaders to this day, but they will. Pull their chair in my office and they will sit down and ask me. Questions for three hours. That happened every day, so now we go 5 to 8, mentoring my direct reports and then now I gotta work from 8:00 to 11:00 to. Now make up for the. Time that I just invested in these guys. So I started to look at how. A lot of this stuff than. The people that I was proving wrong. Was wrong before I got to work. A lot of those challenges that. I was proving my family room. For thinking that.

Speaker

I was gonna fail when I went.

Speaker 2

To college. Didn't admit that now because we're. A long time on the other side of it. But I remember. So it's it's those things and it's. Like telling the truth and. Then when I started to talk and I felt lonely in leadership. Because for women, my. My peers are like 45 year old white men. I was 37, like I didn't have. That many people to reach out. To and and I was criticized all the time I. Didn't know that criticism was a part of. Being a great leaders, all these things that were happening, I got caught in this bubble, in this cone and I didn't have women who look like me or women who had that killer, you know, that aggressive alpha attitude. They were healthy and whole. Cause a lot of men told me to. Slow down, but they had the results that I wanted, so. I was like. Yeah, that ain't working for you, so I didn't. Have people who. Had that same zest that I

admire. In a woman leader to. Be able to. Slap me around a little bit and be. Like you need to stop. And look in the mirror. So so yeah.

Speaker

So so it.

Speaker 2

Took a long time. I mean, it was the dissection of how I created each and every scenario of my life. And James Allen says something and and as a man thinking like he says through patient practice. The introspection you can see you know by examining the cause and effect of even to the most minute of. Details like so I started. To look at. So that's why when I talk to women. I can figure out. Basic if you tell me about your childhood and. Your past I could already predict what? Problems we're having today. May be low. Because it's, it's all there, and once we rewire this. It sets them free because. A lot of the battles that people will find. Dorothy at work, it's. Not about their bus. It's some unhealed stuff. From their mom and their. Yeah, it's not, it's. Not the current situation. They're fighting something in their past.

Speaker 1

Who were some? Of your leaders or thought leaders at that time who helped you through your healing process.

Speaker 2

Oh, so I had. Some I actually joined the coffee company and network marketing company. I had people hollering actually. I saw some of those guys in. Houston a couple weeks. Ago I was like y'all gonna be. Rich in two months selling coffee right. It was never marketed. People are highly personally developed people and so I had a coach. Craig Hill and Jerry Wilkins. And then I had the the apartment doors that I admired. You

know, they would even ETA and best friend. And then I met Sharon Lechter, who wrote. Reset for that right and then uh, Don Green with the Napoleon Hill Foundation became a huge mentor and supporter. And ohh I'm a huge supporting heel fan. Huge so. You know me and. Don Green, Prince of this day. And then I met less browned person, and so over time, in that 3 1/2 years I kept. It was day by. Just get out of this hole. That I dug myself. I didn't know how. I was going to get out and even I was saying that the program. Manager that I didn't wanna. Have this school while I was in my brother. 'S house because. I I was qualified to be. There because of the. Performance from the past so. When I called down the the program manager I. Said look, I'm in, I'm in the messy. So OK, so I was just rock star who? Left my career. I'm highly decorated. You Google me? I was Google wisdom. I created the. Coast Guard and I. Had this vision for what I want. To create in the future for women. But right now, that's not really it's not tangible, but this is tangible stuff. So anyway. I ended up going to Harvard. And and and I would say the Harvard piece for me was. However, Business School on the. Executive education side. It helped me translate military to corporate. Because I'm. I'm. This but nomenal let's be clear. Phenomenal military leader on this side, but I didn't. Know how to tell the? World how great I was. So that's a, you know, challenge that a lot of military people have is. Like nobody, I I didn't even speak the language, so. When I was at Harvard. I was like this. That's how y'all say that.

Speaker

OK. This is.

Speaker 2

Change management is a profession because I did OK, so, so Harvard, I would say was huge for me and I and I was around 186 rock star from 46 countries, all phenomenal leaders.

Speaker

Thank you.

Speaker 2

And they were like something about you, I. Like I like you and I'm like. Why can't be a loser here if they all like me and they're from? For countries, but what I had that they liked, it took me a while to to figure it out. I had that. That they that leaders don't have because I burnt out.

Speaker

Yeah, yeah.

Speaker 2

So I had that. That ability to say what I wanted to say. And I don't care what they.

Speaker

Thought about it.

Speaker 2

Right. And it's there's all these things that leaders developed along the way even. Worldwide and that also showed me that women around the world. We do the exact same thing. We have the exact. Same challenges when it comes to. The top so.

Speaker 1

Yeah, I do. Appreciate what you're saying about we have to prove, you know, in our brains, we're proving someone wrong. And especially I think like you said, women from minority or immigrant. But we have a feeling that there is no. Safety net so. If we fail, then there is no no one. To catch

us. And we we're proving ourselves to some old childhood. Marriage and over and over again.

Speaker 2

Oh yeah, definitely. It it depends on like your background, but I but I study patterns so I'm a. Pattern STUDIER and I'll be. Like women from a different country, majority country who grew. Up in a majority country and move to. The US have a high achiever, women have a I would say 90% of the same. But then that 10% is. Going to be. How you got to be that alpha woman? If you came from India and women from India. Got a whole 10% is is common. We have Indian women, but the. Solution is the same. But there's a reason. Why, you know you're showing up and. You're like you have. A strong personality like. No, that's not a compliment.

Speaker

You know. You know.

Speaker 2

Women who you know. Black women in. America all thing. But women who grew up in, like in African countries or even Caribbean countries or whatever. Then they come here. They have a whole set of challenges or they just move to a different. Country, right? So I'm really. The catering to women who are just like me and it's not knocking all women, but we need the most help because we're the ones who are sitting in senior leadership positions suffering and nobody asked. Nobody cares. And then we feel guilty because we're miserable and we fought to get to where we are and we have it. All, but we can't tell anybody, and that is, I think, the worst. I was suffering in my career and I and when I and when I did start telling people nobody heard. They heard the brand that. I created that heard Commander Rutherford talking. But Christy was like, I

hate my life. And they were like, oh, that's nothing. Let me tell you what happened to me. And I'm like but. Did you hear? Me because it took a long time for me to confess.

Speaker 1

You show this little sliver. Of weakness, right? Yeah, yeah.

Speaker 2

So close by the time I had to get it to myself, I'm already 90% in the ground by the time I confess it to somebody else that I need help, I'm almost dead. Yeah, and nobody heard me still. And so. When I left. It was on. They talked about me and they called me. And she's gonna fail. So it was it was. A whole hot. Mess back in the day because I. Only had 3 1/2 years left her. Time with little pinching. So it's like I knew that if. I didn't. I was going to die because I couldn't stop proving people wrong and. People wouldn't stop. Saying I could do something.

Speaker 1

Yeah, stop it. You're triggering me.

Speaker 2

If I get this degree, if I get this in me. If I do this and then I get this award, they're gonna give me my world star. If I get this and you know military people, we were our our resumes and our shirts. So when? I walk in the room, people be like my God. I mean it's. Yeah, I'm going too far now. I got too many now they're mad because they're like you. Know with that? And I literally getting questioned verbally on why do I have. The awards that. I have and. Now it's like you. Don't deserve it. So that's a whole different I kind of tripped over into this. It's almost like a a clown show. I'm gonna work and gonna put my head down, and I'm gonna do all of it to get these things. And then when I got them, the reaction. Was

negative and not accepting does. That make sense? So yeah, I was like. I go too far, cause now I can't go. Backwards and now. It's and now my thing I've wasted. 14 burned through my childbearing years. They can go out and do all these. Things because I'm at. Home working and studying to to. Get the things hoping that you would value. To me, and I lost the ability to be able to value myself, and I put my valuation. Which is what women do we. Put it in the hands of other. People who one are not responsible for it and two. Are never gonna give it. To us. And so when when I. Realized that I have this man accused me. Of wearing my uniform to show off my medals. And I was like. What and when? I when that. Thought hit me. My hair started swirling and I kind. Of like had to sit down. And I was like, my God, I blow through. 14 years of lunacy to do all these things and. And I would say. That was the. Beginning of the. Unraveling because now I'm aware of the mistake that I made and then the self degradation began. Of you know you wasted your. You know, you did it and. Then it just spiraled toxic. Boss comes in and.

Speaker

It was like.

Speaker 2

That's pretty much how that happened.

Speaker 1

Yeah. Yeah. Oh my gosh. You passed the hump, but probably when you were right in the middle of it, there was probably a lot of back and forth, right? Like you, you were just confident and not. And all of that.

Speaker 2

You know what? What my goal birth is. Had I had, I didn't tell anybody. Yeah, I only had a few friends that. That you and the problem is they.

Kept reminding me of who? I used to be. But that's not really who I was. That's who I. Pretended to be to be accepted by other people. I wasn't really being who I am because. It makes sense. Life in society had conditioned me to be. So even then talking about this person. And uh, how great she was. It didn't really hit. Because I was. Searching for me, which is the real me? The unapologetic me, the powerful me? Who doesn't have? To adjust my volume when I come into a room and so my goal and the work that we do is. Is to really get women clear on who they are faster. It's not. Take three years. It doesn't take 3. Years to take, you know, maybe 2-3 weeks. And they're like. Oh my God. And then week three-week 4. Is when they get. To see the truth in their life. My God, I can't believe I'm doing. That right, let's tell the truth. Let's so it's. It's a streamlined process that doesn't. That took me 3 1/2 years. Now we can do that. In eight weeks. It's just a couple of adjustments of perspectives so you can see how you're showing up quickly adjusted and then get on with it.

Speaker 1

I know you talk a lot about getting women promoted. Seems like you do that as well. As then realizing that this is not the right path.

Speaker 2

Yeah, the promotion comes after. So the money is easy. Because they already, you're already worth every two one. From 2:10 to 6:00. 25 She was already worth 625 she. Just didn't know. It because she came from different country. Moved to America. And it was. A mass in her. One of my clients I would. Say particularly was she? Would cut chasing on hallway and cause you. Had to say so too. Right. And she was like at work. They say that I'm. Not a leader and. They won't put anybody in my ticket because.

Speaker

You cussing everybody?

Speaker 2

But what happened was when she was young. We had to figure. Out the story when she was 14, her cousin, like in the basement watching movies with his girlfriend, called her ugly and she didn't stick up for herself. And then something else. Happened with somebody else and she didn't stick up. For herself. So whenever. She's chasing you down the hallway. At work, it's not them. It's the people. It's her cousin. Does that make sense? So what she was like. Oh, my God. So that. Peace became her because now it's like she broke that reaction. And she ended up interviewing for. Another company started at 5:00. The interview was.

Speaker

Over at 5:00.

Speaker 2

30 and this. Is a huge organization and the the directive A. HR, the head of HR, the. Global head of HR called her. At like 9:00 o'clock at night was like. I'm so sorry. We want you right now. We're supposed to do another five interviews, and I know we're supposed to talk to some other people, but they. Love you so much for what? You right now like, what is it gonna take to get you? Our team, because she was calm, she was aware of who she was. She wasn't triggered in the room and she didn't have the story in her mind of they're not gonna like me because when you're aggressive by nature, you're you're gonna have some things.

Speaker

That are gonna.

Speaker 2

You're gonna wear that on you. And you're gonna. Or you're going to be trying. To suppress it and it's like. They can see that people can see that we people can see crazy Dorothy, let's be clear. So she didn't have any of that. She was at peace. She was like. This is who I am. This is what I could do for you. And they loved. So that's a part of the process is like figuring out. What's the truth? And the truth is incontrovertible, is not judging. It is like this is what? It is. Ohh. OK. Or another thing, a lot of women who grew up being the babysitter of their siblings, like the older kid who was their babysitter, siblings they. Typically going to HR. HR, because now your babysitter overdose and. Now you're just taking care of. Adults and and it's triggering. And I'm not saying all, but it's a lot. But you do a lot for other people and you don't expect money because you babysat for. So you're not. Really, you're not really asking for compensation for doing more. For other people, because you were babysitting for fruit. You weren't doing that, so there's. Certain patterns that people have that. Show up and once you realize that you'd be like. You need to ask my money and companies will pay you. What you ask for? But if they don't it, it's OK to seek unemployment and a lot of women are loyal to dysfunction. The lawyer to organizations and we get our hearts broken when they let us go. It's because we're.

Speaker 1

But they're never loyal and we have the mental state of wanting to fix dysfunction too, right? Like we, we want to be the fixer we wanna.

Speaker 2

And and we do it. To our detriment, yeah. And and and and we start projects and organizations. That are our intellectual property. And we. Leave our intellectual. Property in that organization having made them. Better and they. Let us go wave your \$1,000,000. Idea to your company.

And you left. It and they made \$20 million off of it. You didn't get. Anything we're good for that?

Speaker 1

Let's do a little bit of a controversial topic that is being all over social media, which is Vanna and Pat. What should Vanna have done over the years?

Speaker 2

Did she ever ask? Is the question, yeah. I mean, I I'm not going to. Be like, Oh my God, they. Should have paid her more I. Want to know Bama? Did you ask cause Pat did. And and when I look at. Shonda Rhimes told the Lady who plays Meredith on Grey's Anatomy, she's for race, but they made \$2 billion off of like that series. ABC made \$3 billion off something around. They harassed her some Disney tickets, she said. I quit. She took her towels over the net. But it's like Shonda Rhimes advocated for Meredith. Because that show. Was like, I think it's still going.

Speaker 1

It's still going, yeah. Like 40 years later, like.

Speaker 2

She's the narrator of it, and so she didn't feel like she would be a paper. So she asked for right and she got it. It's like, if you don't give it. To me, it's great. I'm Meredith grey. I'm gonna. Quit like the whole show is based on her. You know, we have to be willing. To when I talk about it. Once you know who you are. You start to go date. Other people you date, other organizations you go and you see what's out there and see if there's something that you can shift it to and then you come back to the organization. And be like I'm leaving.

Speaker

What do you? What do we need to?

Speaker 2

Do to keep you to keep. Well, this is what I want. So but if you go and. You're not. Even aware of what your value is on the outside. And or. Or like one of my clients asked for \$10,000 when she was already making \$200,000 less than she should have been making. I was so mad. I'm like, what setting? You wanted to ask me \$200,000 you asked for? And they told her no. Because she didn't know what she was doing, she pulled her trigger too fast. Before she was aware, before she was fully confident, before she, just like, I'm gonna go do something I was like. And then she got mad that they. Told her no and. It's it's almost like being in findy and you see, you know. Your finding bag and. You mess around and fall into. TJ Maxx? Nobody. 'S going to go. Up to the counter and be like man I'm. I think there's a \$3000 bag here and it only has \$69.00 on it. They're going to. Pay \$69 and and cash and run out of the store and get wheels in. The parking lot, hoping that they're. Not found, so we. May have to stop putting themselves on sale. And and getting mad that people paid them what they asked for and. Here's a common thing, Dorothy. But when when they get nervous, they get mad. Before they even. Go through the interview process. The companies were asked what's your expected salary? And women to.

Speaker

Be like, why ask me?

Speaker 1

Now be like, why you gonna?

Speaker 2

Waste 12 hours with them. They trying to see. Do you see yourself as a TJ Maxx bag, or do they? Or do you see yourself as armies? That's all they're trying to get posts on before you even. Have a conversation so. You can't be saying I'm our days, which are handcrafted. They appreciate in value there's two \$300,000 bags.

Speaker

Are you?

Speaker 2

Gonna say your armies? Are you going to say your TJ Maxx, and if your armac's bags and you say your TJ Maxx with a TJ Maxx Prize, don't get mad when they walk away because they're looking for our maze. People are going to earn maze and. Like how much is this bag, right?

Speaker 1

What's the sale? What's the sale bumps on?

Speaker 2

It. Yeah, you're not. Looking for like the discount price or the clearance. Rack or what's the? Alligator, that was. Run over by cars. My car. You made a Magento and you just. Sell it to. Them for \$50.00, but you're not looking for that, they're looking. For the best so. If winning it clear on. In their own minds, this is who I am, and this is my value. People will see that and they will pay for it and they will swing the door before you. I mean. We still get. Clients who getting raises to this day. One of my clients got. \$100,000 raise last week. One got a 7 figure package 3 weeks ago. It's like people are still paying. Always room in the market for top talent. Always, always, always. I don't care. I don't care what kind of climate this job the job market, has been in crisis for three years isn't in crisis forever. We have to stop buying into the narrative of I just need to

play safe and just have a job and then continue to complain that you're being underpaid and can't send your kids to college.

Speaker 1

Right, absolutely true. So inspiring. Before we close question. Anybody who's listening, they may be. In different stages of their journey, I told you my story about my mentee, who is in her 20s, but just the top talent. And for someone like that who's saying? Driven I'm, I'm. Lucky to have this job or I'm lucky that they picked me. There's that person. And then there's a person who.

Speaker

Is in the.

Speaker 1

Desperation state. What is the one thing they can do today after they? Listen to this podcast.

Speaker 2

Even the a rock star who brings tremendous value to an organization is a person who brings tremendous value to an organization, whether they're 29. Or they're 45. They should get paid what they what they. For the value. That they're making to the organization and it's up. To you to put a proper price. Tag on that. Does that make sense? Like if I got somebody who's like? I want to make \$200,000 and this is what I could do for you or you. Can ask for a. 100 but you could have gotten 200. It's like ask for what your value is and. That's and that's a part. Of the process of getting comfortable and of articulating what you bring to the table. So that's one for, for the for the. Young rock star get get comfortable in your value, no matter how. Young, you are. It's not about. Your age is is your value or your output. Because if she's 20 uh, you

know. 2029 looking like that, she's. Been working for. A long time long. Before she got into this job. She's been working that hard since she was probably 10/11/12 and she this is just the the, you know, the compound effect of 29. Being a young rock. Star or the woman who is the you? Know desperate and slowing down is. Do I have to do all of this? Do I have to Tom's women who are tired? Dorothy, we're we're giving people what we didn't have. I didn't have that mentor. When I was younger. So that's why I was mentoring all these people. I didn't have. That support as a you know. A young black woman coming up into my organization. So I was I was who I was missing. I didn't. Have to do all that and and then. I'm volunteer in the community and I'm violent. On the DRI committee and I'm on and I'm doing all these volunteer things, I. Didn't have to do all. Of that, that that led to my mental demise, mental and physical demise, because I was a 14 tight my, my my clothes was tight, OK? Because I didn't have time to work out so. Can I take a season of separation and start telling people no and take care of myself? I I need to. We need. To work out. For three times a week, for 30 minutes a day, we need to sit in silence for 5 minutes three times a week and meditate and be able to make yourself a priority, get your mental and physical. Health in order because. A lot of women are. Dying in jobs. For preventable conditions, because we're literally working ourselves that almost died twice working. Myself to death. That was crazy. And I look back now and it's not even. Funny, it's like when you thinking while. I was locked in. I was locked in and I had to make it happen and it was. We don't have to do all of that.

Speaker 1

Yeah, very, very true, right. And I think based on all of the verbiage or popular culture, people are starting to not hear it anymore, but mindset in taking care of yourself and like putting your oxygen mask on first.

People have become desensitized to it, but it's so important to really believe it in your bones.

Speaker 2

Well, it's. People becoming desensitized to it. But then everybody's talking about this mental health. You know you have doctors now that are diagnosing. Women who are. Just tired. With, you know, so they told. She had bipolar. Hey I was.

Speaker

Like what is that like?

Speaker 2

You're not bipolar, you're. Just you're just pretending to be. Somebody at work that you're not. That's not true. Right. She was like, right now we have this rising. High functioning anxiety, high functioning. Depression. Adult autism. You know ADHD, so now we have these things that. People are starting. To label women. Who are just tired and won't give themselves permission to rest. Yeah, nobody is going to give a high achievement. Woman or a woman in. General permission to rest and take care of themselves. And even moms. Busy mom, Momma clients or moms. Like, once they start to draw boundaries of what they really will not do, people in the house fall. In line, yeah.

Speaker 1

That's very true. Yeah, that's the thing. Like, if you, you know, the money will come. Like you said, if. If you get our priorities. Right. If we take care of ourselves. And if we? Could find who it is that we are, yeah.

Speaker 2

Well, I mean we're. Supporting in the raise if this. Job if this level right here is bearing the next level. Will kill you prayer tonight.

Speaker 1

Yeah, yeah.

Speaker 2

It's not the job is the problem. It's how you. Showing up at work is the problem. How you're showing up at work, proving everybody wrong and working three times as hard and mentoring and volunteering for all these things. The job is not the problem. You overworking and over delivering and over committing and being loyal to dysfunction is the problem. And they won't let you do it.

Speaker 1

OK.

Speaker 2

And they will lie. Will sit back and. Let you do all the work. And they will take. All the credit and if it's billing. Back for five. Years they're not the problem. It's you.

Speaker 1

Very true. Well, Christy, thank you so much. We've covered a lot of topics, but it's just such a. Pleasure to hear you. Give us your insights.

Speaker 2

Thank you so much, Derek. This was fun. This is Stephanie.

Speaker 1

Yeah. Did I tell you that this was going to be a treat? I was so thrilled to hear about Christie's journey and all of the hurdles that she overcame to gain to the position that she is here today. We are fortunate to have. As a mentor, advisor, and cheerleader, and certainly wish her the very best,

we look forward to having Christy back in our studio so we can get more wisdom. From this very talented leader. I got a lot of good Nuggets to implement in my own career journey and I hope you did the same. Make sure and grab the free negotiations training at [dorothymashburn.com/fight for your words](https://dorothymashburn.com/fight-for-your-words). Thank you for listening and bye for now.