



THE CAREER BREAKTHROUGH BLUEPRINT

12 hidden barriers holding competent women back



BEFORE WE START...

Feeling stuck in your career, even though you know you're good at what you do? You're not alone. Many highly capable women face invisible barriers that prevent them from advancing - but the good news is, those barriers aren't permanent.

This guide will help you identify 12 of the most common reasons women (and men...) don't advance and provide actionable strategies to break through them.

Wish you all the best.
Maria



BREAK FREE FROM CAREER STAGNATION

1 Undervaluing your achievements

Barrier: we're taught to stay humble, but downplaying your accomplishments makes it harder for others to recognize.

Breakthrough Tip: start keeping a "brag file" of your wins and practice weaving them into conversations at work.

2 Waiting to be asked

Barrier: you holding out for recognition. Your boss can't read your mind.

Breakthrough Tip: identify the opportunities you want and pitch yourself for them with confidence.

3 Imposter Syndrome

Barrier: even when you've got the skills, that nagging voice tells you you're not enough.

Breakthrough Tip: journal your achievements weekly to combat self-doubt with evidence of your success.

4 Fear of being labeled

Barrier: worrying about being seen as 'too aggressive' keeps you from speaking up.

Breakthrough Tip: reframe "aggressive" as "assertive" and remind yourself that your ideas matter.

5 Lack of strategic networking

Barrier: building relationships doesn't come naturally to everyone, but it's essential.

Breakthrough Tip: start small - reach out to one person you admire this week and ask to connect.

6 Overloading on work without visibility

Barrier: being busy doesn't mean being noticed. Invisible labor won't get you promoted.

Breakthrough Tip: prioritize high-impact work and share your contributions with your team.



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7 Struggling with negotiation

Barrier: women are less likely to ask for raises or better roles.

Breakthrough Tip: research market rates and practice stating your value confidently before asking.

8 Perfectionism

Barrier: waiting for everything to be 'perfect' delays progress.

Breakthrough Tip: embrace a 'done is better than perfect' mindset and take action even when it's uncomfortable.

9 Lack of mentorship and/or sponsorship

Barrier: without someone advocating for you, growth feels harder.

Breakthrough Tip: proactively seek out mentors and sponsors who align with your career goals.

10 Unclear Career Goals

Barrier: if you don't know where you're going, it's hard to get there.

Breakthrough Tip: write down one long-term goal and three short-term steps to start moving toward it.

11 Fear of delegation

Barrier: holding onto everything yourself burns you out.

Breakthrough Tip: identify one task you can delegate this week and trust your team to deliver.

12 Overlooking Power Skills

Barrier: technical skills aren't enough to climb the ladder.

Breakthrough Tip: focus on growing your influence, communication, and leadership skills through training or coaching.

ARE YOU READY TO **SMASH THROUGH** THE BARRIERS?

Book a free strategy call at
www.mariawandelstam.com

Executive Coaching for
professionals and teams



*I don't do cheerleading.
I help professionals get results by treating their career
and rebrand like a business strategy, not a hobby.*

:) Maria