

The Broken Rung



The “broken rung” is the biggest obstacle women face. It occurs at one of the very first steps on the corporate ladder – the initial promotion to management. Men are far more likely than women to be promoted from their entry-level jobs to manager, and this early inequity also explains why they are a fewer women at senior levels of management—women just can’t ever catch up

- [LeanIn.org](https://leanin.org)

The Glass Ceiling



The “Glass Ceiling” is a term describing the unfair limit placed on women that allows them to see the advanced professional opportunities, but that actually prevents them from securing those opportunities.

It is an opposition to the popular motivational phrase “the sky’s the limit.” The ceiling is said to be glass because, while it allows everyone to see “the sky” (i.e., elite professional opportunities), some are still prohibited from ever reaching it, through no fault of your own

- Legal Dictionary

Creating The Enabling Environment



- Having a Mentor / Sponsor
- Taking on highly visible roles
- Advocate for yourself (and others)
- Form a network of supportive women
- Document your achievements succinctly for review
- Invest in Upskilling & Re-Skilling
- Learn the art of Self-Promotion
- Don't get lost in grunt work
- Stay the course, its hard to get over the first broken rung but its possible
- Consider yourself worthy
- Employers - be good to parents