

Simone Janson (ed.)

# Career without Elbows



Overcome fears, boost emotional intelligence resilience &  
self-confidence as an introvert, learn communication rhetoric  
& self-love as an highly sensitive

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# **Introduction: Information, Experiences of Success, Inspiration - you'll find all that in this Book**

Dear readers,

glad we could convince you of the 4th, significantly extended edition, like thousands of readers before. Because this book makes your success tangible: In the following pages, you will not only encounter expert knowledge, but also a wealth of practical tools and resources that can help you achieve your goals and realize your full potential.

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For its interactive concept, the publisher was not only awarded the Global Business Award as Publisher of the Year by Corporate Vision Magazine and supported by the Minister of State for Culture and Media of the Federal Republic of Germany, but also repeatedly recognized in renowned media such as **ZEIT**, **Süddeutsche**, **personalmagazin**, or the special magazine **Personalführung**. For example, the **FAZ**, one of the most influential Newspapers in Germany, attests to us "good actionable tips" and customers like the **Press and Information Office of the German Federal Government** are enthusiastic. You can find many more reviews as well as information on free review copies at <https://best-of-hr.com/press/>.

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You will receive valuable resources through this [unique publishing concept](#) that will enhance your knowledge, stimulate your creativity, and make your personal and professional goals achievable. This allows you to discover new ways, expand your thinking, and improve your skills to experience success. You will receive concrete advice, proven methods, and strategies to overcome challenges and overcome obstacles. By providing specific action steps and practical guidance, you will learn how to define your goals and develop plans to progress step by step. The clear structure and our special, highly detailed table of contents support you in quickly finding the desired information and implementing it directly into practice.

This is not only contributed by the expert articles of renowned experts but also by numerous inspirations from successful managers, entrepreneurs, and other exciting personalities. Their stories and experiences serve as vivid examples of how challenges can be overcome and goals can be achieved. Through their inspiring narratives, you gain insights into proven strategies and practices that you can apply to your own situations. Different, and potentially contradictory, aspects of the topic are deliberately addressed. This allows you to examine, reflect on, and weigh the various pros and cons optimally. This ultimately enables you to gain different perspectives and improve your knowledge to develop a deeper understanding of complex topics and find innovative solutions.

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# **To be competent: cheerfulness vs. Leadership of managers**

*// By Maike Dietz*

Cheerful women are not believed to have the will to lead - women with typical male characteristics are perceived as “real” bosses. The result of a research project by the Technical University of Munich (TUM) is slightly exaggerated.

## **Show weakness - not allowed**

Dominant. Enforcement Stark. Self confident. This is how leaders should be! Characteristics that are mainly attributed to men - women are generally regarded as communicative, socially and sensitively.

A roles image, which is still anchored in the minds of the decision-makers and makes the women's way to the top more difficult. And this is even more pronounced in women compared to female executives; because the study also showed that even women trust men more than their sex partners.

## **Back to the Future?**

Results that are surprising in times of women's quota and decades after emancipation - or maybe not? Because let's be honest: our youth continues to grow up in stereotypical gender roles and later lives mostly after them.

Although around 55 percent of first-year students are now female, with an upward trend, this lead then reverses to the opposite in professional life: in many households, women traditionally take a break from work after the birth of their children.

## **Rethinking in business**

Admittedly, there is a gradual change in the boardroom: men are more open with women in leadership positions, they are ready to rethink, question common prejudices and - give women a real chance.

Last but not least, the controversially discussed quota of women helps to push female high potential and to bring it to the fore, especially in large companies.

## **Even the woman!**

But not only companies are required, but also the women themselves. It is important to avoid the stereotypical trap. How does this look in practice? The

pragmatist clearly sees the short-term benefit and arranges to copy her male colleagues to climb the career ladder.

The idealist, on the other hand: Her long-term goal is "real" equality - imitating the typically male characteristics is out of the question for her. Both appear to be "harder" in appearance than their male colleagues.

### **The Bastille of femininity is to be defended**

No woman should give up her personality; because one must always be a leader, whether male or female, authentic. Women should therefore sharpen their gaze

- for situations where they have not been adopted,
- for issues where they can not get through
- And for positions for which they are not considered.

### **Why is not woman advancing - and what can she do about it?**

The second step is to analyze the reasons and to prepare a concrete plan.

- Wondering which of your female attributes you can use to get ahead? In critical situations empathy, charm and diplomacy, for example, help more than a brute force of willpower.
- Where can women learn from male executives? For example, they do not play down successes, but sell themselves confidently, challenge themselves and use their own power.
- Because hand on heart - would you trust a man with exclusively feminine qualities real leadership qualities? Probably not! Traditional ways of thinking take longer than you and woman think to be overcome.