

Redefining Success - A Journey of Senior Women Leaders

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October 18, 2024



During a recent Power On workshop with senior women leaders, we explored how their definitions of success have evolved over time.

The question we posed was simple yet profound:
"Success: Is it time for a reframe?"

Whatever our perception of success in the early years of our professional lives, it's likely to have shifted considerably as we journey through our lives and experiences.

However, pausing to reflect, to reframe your version of success, is something that can get lost in the whirlwind of everyday responsibilities.

The workshop provided a valuable opportunity for these senior women to reflect and re-evaluate their personal vision of success. We also discussed how nourishing mental fitness and energy alignment can help take meaningful steps towards realizing that vision.

Here are the key themes that emerged around how these senior women now define success:

1. Meaningful Work Over Titles and promotions



At the start of their careers, success often meant climbing the corporate ladder and gaining recognition.

Today, it's about doing work that aligns with personal passions and contributes positively to society. Leaders feel fulfilled when their work has a clear sense of purpose, making a tangible difference.

Many leaders expressed a shift to seeking work that holds deeper personal significance.

Success now lies in doing work that brings joy, purpose, and a sense of fulfilment, rather than simply climbing the corporate ladder.

Key Question to Ask Yourself:

Does my current role align with my passion, or am I primarily motivated by external recognition and achievement?

2. Time in Nature as a Success Indicator

Success is no longer about time spent in the office; it's about time spent recharging and reconnecting with oneself.

Success is now linked to having the freedom and ability to reconnect with the natural world, as part of a balanced life.

The power of nature in restoring clarity and balance has become an essential measure of well-being for these women.



Key Question to Ask Yourself:

How often do I allow myself time in nature to reset and gain perspective on my life and leadership?

3. Alignment to Purpose as Core to Leadership



Early success was often shaped by external expectations or financial rewards.

Now, alignment to personal values and purpose has become central to the definition of success.

Success is increasingly tied to living in integrity with one's beliefs, and pursuing goals that are deeply meaningful on a personal level.

Purpose-driven leadership is at the heart of how many women now see success. It's not about how much they lead but *why* they lead. Leaders today want their actions to be in service of a greater purpose that aligns with their personal and professional values.

Key Question to Ask Yourself:

Is my leadership grounded in a deeper purpose, and do I inspire others by staying true to that purpose?

4. Energetic Alignment with Values

For many senior women, success now means having their energy and resources focused on what matters most to them. They seek to lead in a way that aligns with their core values, ensuring that their personal energy is invested in the right people, causes, and projects.

Leaders are actively taking steps to ensure that their daily actions, choices, and leadership approaches reflect their core values.

There is an intentional focus on maintaining personal energy and well-being by staying aligned with what truly matters to them.

Success is now about feeling energized, authentic, and true to oneself rather than simply achieving external milestones.



Key Question to Ask Yourself:

Am I expending energy in areas that truly matter to me, or am I caught up in tasks that drain my vitality and misalign with my values?

Embracing a New Definition of Success

These reflections mark a profound shift from defining success by external metrics to embracing a more personal and holistic alignment with values, purpose, and overall well-being. This framework offers a pathway for leaders to redefine success on their own terms as they progress in their careers.

If you're feeling the call to redefine success for yourself, your team, or your organisation, Power On can support you on this journey. We offer expert guidance and a like-minded community to help you embrace opportunities, strengthen resilience, and lead from a place of true alignment.

Contact Power On today to explore how we can help you create lasting, meaningful success in your professional and personal life. Visit us at www.lets-power-on.com or connect with us at @power_on on LinkedIn.

Bridgit Richards is founder of Power On. Power On helps women in business, established in their careers, to embrace opportunity and strengthen resilience, to feel empowered to realise their dreams.