

9 Types of invisible work women leaders do

What it looks
like, and how
to talk about it
so it counts.





Smoothing tension before it spreads

Example

Calmed a turf war before it stalled a launch.

What to do

Document it: You stopped 3 team blowups before they started.





Coaching without a title

Example

Helped a teammate prep for their first big pitch.

What to do

Block time for it, and call it Talent Development.



3

Reading the room, and redirecting

Example

Shifted a meeting from tense to productive.

What to do

Say it: “Kept the group focused and moving forward.”





Translating what leaders really mean

Example

Turned a vague vision into a clear next-step roadmap.

What to do

That's your superpower: making strategy practical.



5

Preventing problems before they happen

Example

Cleaned up a process error before it reached the client.

What to do

Track it. You reduce risk before anyone knows it's there.
Quiet fixes = big value.





Celebrating when no one else thinks to

Example

Remembered a teammate's work anniversary when no one else did.

What to do

Track it. These moments build loyalty and retention.





Covering the unspoken gaps

Example

Onboarded a new hire without being asked.

What to do

Name it: This is operational glue.
Own the role.





Being the emotional safety net

Example

Talked someone out of quitting after a brutal review.

What to do

Name it: That's Psychological Safety.
It saves people.





Holding space for other people's big moves

Example

Pushed a teammate to
apply for a promotion.

What to do

Call it Succession Planning.
It's your leadership legacy.



This isn't side work. It's leadership.

- Track the people you grow
- Document the risks you prevent
- Count the people you help stay
- Show the impact you deliver

This is the work that holds
everything together.
It's time you got the credit.



Find this useful?



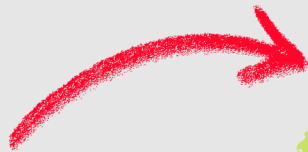
**Save it to
find later**



**Repost to
share it**



**Follow me
for more**



**Stephanie
Eidelman**

Founder & CEO

