

13 Types of invisible labor women leaders do

How to name it,
and make it count.





Smoothing over conflicts

What it looks like

You mediate between teams to keep the peace.

What to do

Track it: “Resolved 3 cross-functional tensions before they escalated.”



2

Coaching junior team members unofficially

What it looks like

You're mentoring on your lunch break.

What to do

Schedule it: And label it as talent development.



3

“Reading the room” in every meeting

What it looks like

You anticipate drama, derailments, dynamics.

What to do

Call it out: “Proactively course-corrected group discussions to keep focus on objectives.”



4

Being the team therapist

What it looks like

You're the emotional support hotline.

What to do

Name it: That's workplace well-being.
And it has ROI.





Quietly cleaning up others' mistakes

What it looks like

You fix issues behind the scenes.

What to do

Document it: ID the impact of your problem-solving. Every time.



6

Bringing up the hard topics

What it looks like

You name what others won't.

What to do

Upgrade it: Start framing this as strategic risk management.





Onboarding new hires without being asked

What it looks like

You make sure they don't sink.

What to do

Document it: Create a template.
Share it. Own the process.





Celebrating birthdays, milestones, and morale

What it looks like

You're the vibe keeper. And the purchaser of cakes, cards and balloons.

What to do

Call it out: Culture isn't fluff. It's retention. Treat it like a metric.



9

Translating exec-speak into human language

What it looks like

You make it make sense.

What to do

Claim it: That's communication strategy. You should be credited with the clarity.



10

Anticipating clients' needs before they ask

What it looks like

You're saving deals without credit.

What to do

Leverage it: That's proactive account management. Say it out loud.





Being the “safe” person to vent to

What it looks like

You absorb emotional fallout.

What to do

Normalize it: That’s psychological safety. It’s leadership.



12

Remembering all the little things

What it looks like

You're the mental calendar for the team.

What to do

Track it: That's operational glue. Time to call it that.



13

Holding space for people's ambition

What it looks like

You're the one saying "go for it."

What to do

Elevate it: That's succession planning.
That's leadership legacy.



It counts.

Make it visible.

- Track the talent you develop
- Quantify the problems you solve
- Measure the retention you enable
- Document the conflicts you prevent



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