Why don't more women feel successful in their careers?

Majority of women happy with lives, but only one quarter feel successful

MILWAUKEE, July 24, 2014 /PRNewswire/ -- While U.S. women hold 50 percent of professional jobs and 35 percent of managerial roles, research points out that this group still doesn't declare themselves successful. One possible explanation is the uncomfortableness and confliction women face when it comes to power.

According to a recently released white paper byJoann M. Eisenhart, Ph.D., senior vice president for human resources, facilities and philanthropy at Northwestern Mutual, "Power is seen as an important component of leadership and the effective use of power is critical to the success of executives."

In *The Art and Science of Power*, Eisenhart details the findings of her research on how female corporate leaders describe and use power. The essay points to five sources of power and how female leaders can use this knowledge to propel themselves and their careers to ultimately achieve the success so coveted in work and life.

The five power sources include position power, expertise and credibility, relationships, personal qualities and empowering others. The research suggests women harness their unique power to create opportunities for success by:

Understanding these sources of power
Not fearing power
Making positive power

"I've come to realize the graceful use of power – including the power afforded by leadership positions – is essential for success," wrote Eisenhart. "I'm experimenting with using power in ways that are consistent with my values, and I encourage other women to do the same."

To read Eisenhart's report in full, visit: Inspire360

This year, Northwestern Mutual has begun honoring the accomplishments of women who have found success through planning, dedication and preparation. The company recently wrapped up a multi-city tour named *Inspiring Leaders: The Power of You,* which focused on instilling confidence and encouraging women to embrace their power to achieve their full potential. To complement these efforts, the #WomanWithAPlan project is growing a significant following on social media. You can find #WomanWithAPlan stories on the Northwestern Mutual Pinterest page: http://www.pinterest.com/nwmutual/be-a-woman-with-a-plan/

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