



JANE HYUN

# BREAKING THE BAMBOO CEILING

CAREER STRATEGIES FOR ASIANS  
THE ESSENTIAL GUIDE TO  
GETTING IN, MOVING UP, AND REACHING THE TOP

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# Breaking The Bamboo Ceiling Career Strategies For Asians

**Jane Hyun**



## **Breaking The Bamboo Ceiling Career Strategies For Asians:**

Breaking the Bamboo Ceiling Jane Hyun, 2009-10-06 An essential career guide for every Asian American and all their co-workers and managers that explains how traditional Asian cultural values are at odds with Western corporate culture. Leading Asian American career coach and advocate Jane Hyun explains that the lack of Asian Americans in executive suite positions is brought about by a combination of Asian cultures and traditions strait jacketing Asian Americans in the workplace and how the group's lack of vocal affirmation in popular media and culture afflicts them with a perpetual foreigner syndrome in the eyes of Americans who don't know enough to understand the challenges placed on Asian Americans in the corporate environment. Filled with anecdotes and case studies from her own consulting experience covering the gamut of Asian Americans from various backgrounds, the book discusses how being Asian affects the way they interact with colleagues, managers, and clients and will offer advice and real-world solutions while exposing the challenges encountered. For the Asian reader, the book will help them to see the cultural barriers they subconsciously place in their own career paths and how to overcome them. For the non-Asian reader, the book serves as a primer for promoting optimal working relationships with Asians and will help start a dialogue that will benefit all.

Breaking the Bamboo Ceiling Jane Hyun, 2005      **Breaking the Bamboo Ceiling - KOREAN TRANSLATION** Jane Hyun, 2012-09-30      Leadership Toolkit for Asians Jane Hyun, 2024-04-30 A timely sequel with breakthrough strategies from Jane Hyun, the author of *Breaking the Bamboo Ceiling*, to help Asian Americans build their leadership and influence skills by embracing their cultural strengths and mapping an achievable career path. How can Asian Americans lead and influence in a way that feels culturally authentic? 19 years after her groundbreaking book, global leadership strategist Jane Hyun unveils *Leadership Toolkit for Asians*, a guide for Asian Americans to build their capacity to lead and influence with a blueprint that is achievable and culturally relevant. Asian Americans are the least likely demographic to be promoted or to have a mentor or sponsor; they make up 13% of the professional workforce but less than 3% of executive positions. This dynamic hurts everyone, and the solution calls us to embrace our unique perspectives while organizations create a more fertile environment for growing Asian talent. This toolkit, based on Hyun's work with thousands of leaders, is filled with self-assessments, checklists, quizzes, and stories of Asian American leaders to help you put ideas into action. It will show you how to leverage your life experiences to craft a bespoke leadership journey. Assess: Identify your goals, cultural values, and assets. Equip: Navigate effectively with people who are different from you. Push back against stereotypes, strengthen your networks, apply a developmental model to help you get there. Transform: Create your own model and engage advocates as you put it into practice.

**Leadership Toolkit for Asians** Jane Hyun, 2024-04-30 A timely sequel with breakthrough strategies from Jane Hyun, the author of *Breaking the Bamboo Ceiling*, to help Asian Americans build their leadership and influence skills by embracing their cultural strengths and mapping an achievable career path. How can Asian Americans lead and influence in a way that feels culturally authentic? 19

years after her groundbreaking book global leadership strategist Jane Hyun unveils Leadership Toolkit for Asians a guide for Asian Americans to build their capacity to lead and influence with a blueprint that is achievable and culturally relevant Asian Americans are the least likely demographic to be promoted or to have a mentor or sponsor they make up 13% of the professional workforce but less than 3% of executive positions This dynamic hurts everyone and the solution calls us to embrace our unique perspectives while organizations create a more fertile environment for growing Asian talent This toolkit based on Hyun s work with thousands of leaders is filled with self assessments checklists quizzes and stories of Asian American leaders to help you put ideas into action It will show you how to leverage your life experiences to craft a bespoke leadership journey Assess Identify your goals cultural values and assets Equip Navigate effectively with people who are different from you push back against stereotypes strengthen your networks apply a developmental model to help you get there Transform Create your own model and engage advocates as you put it into practice

**Libraries as Dysfunctional Organizations and Workplaces** Spencer Acadia,2022-11-30 Libraries as Dysfunctional Organizations and Workplaces expands the dysfunctional concept in the professional and academic LIS discourse by exposing the internal problematics of libraries especially at the social and organizational levels Including contributions written by LIS professionals and scholars the book demonstrates that although many libraries do well at attending to users and managing external information they often fail at taking care of their own employees and addressing internal workplace issues Acadia and the contributing authors explore the problem of dysfunctional libraries so that the LIS profession can come to terms with the systemic dysfunction in their institutions and begin solution oriented progress toward new and sustainable functionality The book analyzes the dysfunctional nature of modern libraries while simultaneously proposing solutions to reduce and alleviate dysfunction Through theory and application it takes an explicit practice based approach with the intent to inform and explain dysfunction as experienced in the library workplace at individual and structural levels and perspectives Libraries as Dysfunctional Organizations and Workplaces brings the dysfunction discourse to the attention of LIS academics and scholars so that further theoretical and empirical research can proceed from and subsequently be addressed in library and information schools The book will also be essential reading for librarians and LIS students currently working or preparing to work in public college and university libraries

Stuck Margaret M. Chin,2020-08-11 Winner 2022 Max Weber Award for Distinguished Scholarship given by the American Sociological Association s Section on Organizations Occupations and Work Winner 2021 PROSE Award in the Business Finance Management Category A behind the scenes examination of Asian Americans in the workplace In the classroom Asian Americans often singled out as so called model minorities are expected to be top of the class Often they are getting straight As and gaining admission to elite colleges and universities But the corporate world is a different story As Margaret M Chin reveals in this important new book many Asian Americans get stuck on the corporate ladder never reaching the top In Stuck Chin shows that there is a bamboo ceiling in the workplace

describing a corporate world where racial and ethnic inequalities prevent upward mobility Drawing on interviews with second generation Asian Americans she examines why they fail to advance as fast or as high as their colleagues showing how they lose out on leadership positions executive roles and entry to the coveted boardroom suite over the course of their careers An unfair lack of trust from their coworkers absence of role models sponsors and mentors and for women sexual harassment and prejudice especially born at the intersection of race and gender are only a few of the factors that hold Asian American professionals back Ultimately Chin sheds light on the experiences of Asian Americans in the workplace providing insight into and a framework of who is and isn't granted access into the upper echelons of American society and why

*Handbook of Anti-Discriminatory Education* Ardavan Eizadirad, Peter Pericles Trifonas, 2025-05-29 This comprehensive handbook addresses issues related to anti discriminatory education as it relates to children youth young adults families and practitioners across a series of age groups sectors communities and countries It seeks to map a holistic interdisciplinary overview of the field examining how policies practices and initiatives within unique social political and cultural contexts have been enacted to advance anti discriminatory education for improved equity diversity and inclusion outcomes leading to thriving school community ecosystems The work draws on a range of theoretical frameworks hybrid perspectives and research projects to provide multiple examples about the challenges complexities and nuances involved in theorizing and doing the work of anti discriminatory education in local communities and on a macro institutional level With intentionality authors from various backgrounds identities fields and positionalities describe and discuss various social justice and equity issues and how they strategize mobilize and navigate unique micro and macro dynamics affiliated with power and privilege for the purpose of advancing the field of anti discriminatory education Overall the chapters cover a range of topics and issues from various practitioners and community perspectives around the intersectionality and divergence of navigating micro lived experiences and macro institutional policies and practices to bridge the gap between theory and action with respect to anti discriminatory education The book is divided into 4 sub sections Early Childhood Education Early years up to approx 10 years old Elementary and Middle School Years approx 11 to 14 years old Secondary Schools approx 15 to 19 years old and Higher Education Post Secondary

**Multiculturalism, Crime, and Criminal Justice** Robert McNamara, Ronald G.

Burns, 2020-07-28 Multiculturalism Crime and Criminal Justice provides a clear overview of the most controversial issues facing African Americans Hispanics women and the LGBTQ community among others as offenders victims and practitioners within the context of the criminal justice system

**100 Questions and Answers About East Asian Cultures** Michigan State University School of Journalism, 2014-05-01 One Hundred Questions and Answers About East Asian Cultures is part of the Michigan State University School of Journalism series in cultural competence This guide has sections on East Asian cultures languages religions social norms politics history politics families and food The guide is intended for people in business schools places of worship government medicine law enforcement human resources and journalism anywhere it is

important to know more about communities We intended this guide for individuals and for groups Questions include What are major differences between East and Southeast Asia Is it OK to ask Asians where are you from What is the difference between South Korea and North Korea What type of governments do East Asian countries have What is the difference between China and Taiwan Is Hong Kong different from China Does one culture dominate East Asia Do Asians value group success more than individual success Is collective orientation related to family honor in Asian culture What does it mean to save face or lose face Why do some East Asians apologize so often What is the humility or modesty value What are Asian customs for bowing What are gift giving traditions in East Asia Are East Asians generally more reserved than Americans Why do some Asians take American names Why is everyone named Lee or Kim What is feng shui Why do Chinese wear white or black at funerals but red at weddings There s Japanese kendo and judo Korean taekwondo and Chinese kung fu and tai chi Does Asian culture encourage fighting What are major holidays for East Asians How do Asians celebrate the Lunar New Year What is the meaning of different animal years and the Chinese Zodiac Are there beliefs about certain numbers in East Asia What are manga and anime What is Hello Kitty and what is kawaii What is hallyu or the Korean wave Did karaoke begin in Asia What is behind the emphasis on respect for elders Do Asian parents try to control their children s lives What is China s one child policy Why do some East Asians value males more than females Do East Asians get divorced and if so is it looked down upon Is intermarriage discouraged Does knowing one East Asian language make it easier to learn another What are the major languages in China Is it difficult for East Asians to learn English Some East Asians seem to speak loudly and some seem quiet Why Why are Asians often quiet in meetings or social settings What gives East Asian eyes their distinctive shape Do all Asians have black hair and black pupils Why is plastic surgery so popular in Korea Can East Asians tell each other s nationality on sight Are Asians genetically smaller than Americans Why do Asians come to America for college Do Asians have to be rich to afford college in the United States Are math and science emphasized in Chinese schools Are Asians obsessed with grades How do East Asian students in the United States afford expensive cars Do Asians studying in the United States focus on medicine engineering and business What is the model minority myth Do people from East Asia work long hours Why do so many Asians in the United States work at nail salons Do a lot of Asians run their own businesses in the United States Does Asia have religious freedom What religions are practiced in China How is religion practiced in Japan Are South and North Korea religiously similar What is traditional Chinese medicine and does it work What is the life expectancy in Asia Is Asian food spicy Is Chinese food in the United States like Chinese food in China Do Chinese eat General Tso chicken in China Do Japanese eat sushi every day Why do some Asians eat food like chicken feet Why do Asians eat so much rice Why do some Asians decline dairy products Are chopsticks used throughout Asia Do some Asians still eat dog meat Do some East Asians drink a lot of alcohol This guide is published with John Hile of David Crumm Media which publishes the Read the Spirit website

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