Abstract

Purpose
The purpose of this paper is to examine career-life issues of successful women in the Americas.

Design/methodology/approach
A total of 30 interviews were conducted with successful women in Canada, Argentina and Mexico. Themes were pulled from the interview transcripts for each country, analyzed and then compared across countries, looking at universalities and differences of experiences.

Findings
The women in all three countries conveyed more subjective measures of career success, such as contributing to society and learning in their work, with Canada and Mexico particularly emphasizing receiving recognition as a hallmark of career success.

Practical implications
This research provides insight into the experiences of successful women in the Americas, which can inform the career development of women in business.

Originality/value
This research contributes to the literature on women's careers, highlighting successful women's experiences across cultures and in an under-researched area: Latin America.

Keywords
Careers | Cross-cultural management | Women | Canada | Argentina | Mexico

Citation
There are many critical success factors to determine your career success, but these are the top four, with the most important being your attitude.

1. **Attitude**
   - Have you got the right attitude to ensure career success? Support others so that you build your network of contacts. If you give something of yourself to others while they are pushing ahead with their careers, you can be sure the compliment will be returned.

2. **Negotiating Skill**
   - Negotiating when there seems to be a lot at stake can be daunting for the most experienced people. When it comes to negotiating the salary and package for the job you really want, it can seem impossible, but negotiating well is my second critical success factor for career success and can make the difference between a positive and a negative outcome.

3. **Family Support**
   - Career and family are very difficult to go hand in hand and many compromises are necessary. Frequent absences from home because of urgent commitments at work causes the disintegration of a family. Can we have it all: career, love, family, and success? Contrary to the perceptions of many people, family actually does not stop careers – even very often can help its development. Often it is difficult to imagine what it would be if you have more than one dream come true: a favorite partner, children, and career that we like. Couples whose dreams of successful careers remain aloof after marriage anyway obviously were not motivated enough and sooner or later would have quit. Children are not an excuse. If you strive for success in your career, you will find time for everything. Keys to balancing work and family life include efficiency, a supportive partner, reliable child care, and technical help in the laboratory.

4. **Technical Help**
   - Feature Index: Work and Life in the Balance, by Kate Travis, 7 December 2007. It's never too late to work on your work-life balance, even if you're a new faculty member with a lump in your throat because you spent the weekend polishing a manuscript while your partner took the kids to the zoo alone – again. Exacerbating the problem for women in particular is the fact that these years also tend to correspond to a limited window of time to start a family. (This is a special feature from the AAAS/Science Custom Publishing Office.) Scientist Dads Step Up, by Vijaysree Venkatraman, 6 August 2010.