



CHASITY
WELLS

Unapologetically Uplifting Women

WHEN THEY SAY YOU'RE OVERQUALIFIED

*A Mini-Guide for Women
Leading Through Bias with
Power and Precision*

CHASITYWELLS.COM
CATALYST COACHING & TRANSFORMATION





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INTRODUCTION

- They say “over-qualified.”
- You hear: “You don’t fit our culture.”
- You hear: “We don’t want to pay you your value.”

THIS GUIDE ISN’T ABOUT MAKING YOURSELF SMALLER

- It’s about standing taller.....with clarity, confidence, and language that leads.
- Inside, you’ll find 3 truths to anchor your worth, language that reframes your next conversation, and a prompt to shift your internal narrative once and for all.
- You didn’t come this far to second-guess your seat at the table.





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3 TRUTHS TO REMEMBER WHEN YOUR EXCELLENCE IS QUESTIONED

1. YOU ARE NOT THE PROBLEM.
THE SYSTEM WASN'T BUILT FOR
YOUR BRILLIANCE.

- Your résumé isn't the threat. Your confidence is. Don't dim it.

2. YOU ARE NOT JUST
"QUALIFIED", YOU ARE ALIGNED
FOR GREATER IMPACT.

- You're not desperate. You're discerning. And you're allowed to want peace, not just position.

3. YOU DON'T HAVE TO EXPLAIN
YOUR EXCELLENCE.

- Your success is not an inconvenience. It's a credential. Own it.





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LANGUAGE TO REFRAME INTERVIEWS & NEGOTIATIONS

Instead of...

“I know I might be overqualified, but I really want this job.”

Say...

“My experience allows me to deliver results faster, with clarity and confidence. I’m looking for a role where that level of performance is valued.”

Instead of...

“I’ve done a lot, but I’m happy to take a step back.”

Say...

“This opportunity aligns with my priorities right now: impact, collaboration, and innovation. That’s what drew me here.”





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REFLECTION PROMPT: RECLAIM YOUR NARRATIVE

What am I no longer apologizing for in this next season of my leadership?

Write it. Say it out loud. Let it reshape the way you enter the next room.



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READY TO GO DEEPER?

If you're navigating a high-stakes transition or facing bias in leadership spaces, the VIP Intensive offers you:

- 1:1 strategic coaching
- A curated leadership roadmap
- 60 days of support to help you implement your next big move

You're not "too much." You're just not in the right room yet. Let's build one that fits.



**BOOK YOUR VIP
INTENSIVE**

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About Chasity Wells

**Trailblazer. Truth-Teller.
Leadership Disruptor.**

Chasity Wells is a nationally respected strategist, former mayor, and powerhouse behind Catalyst Coaching & Transformation.

With decades of experience navigating high-stakes leadership, she equips women to stop over-functioning, reclaim their power, and lead without compromise.

Her clients don't just level up, they take the damn lead.

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