



FEMALE FIREBRANDS DISCUSSION GUIDE



1. Which Firebrands' stories and experiences resonate most with you? How did reading about them help you feel validated, heard, or seen?
 2. What have you experienced in your upbringing, at work, and in personal relationships that has led you to hold back or self-censor? What is one technique you learned from the book (or elsewhere) you'll use to speak up more on behalf of yourself and others?
 3. In Chapter Fourteen, we talked about both male and white privilege. These are hard but important topics. In what way did this chapter make you reflect on your own privileges? What's one way you can, or already are, using your privilege for good?
 4. Too often, women are not believed and women's experiences are invalidated. Society encourages us to believe those who are already in power. What have you done or can you do to amplify women's voices when they raise concerns about respect, fairness, and inappropriate behavior? What might prevent you from doing this in the future, and how might you be able to address that resistance?
 5. In the past many companies have tolerated or ignored instances of what we now call #MeToo behaviors, from inappropriate comments to sexual harassment and assault. How did reading women's stories make you think differently about what is and is not acceptable at work?
 6. Female rivalry has been woven into our vocabulary with stories of Queen Bees and Mean Girls. Why do you think we fail to provide the support and encouragement to our fellow females in the workplace? How can you combat the 'one seat at the table' mentality, at work and in personal relationships with family and friends?
 7. Pregnancy, maternity leave, and returning from leave can be stressful times for working moms. Whether or not you're a mother, what difficulties do you face empathizing with the choices moms make? How can you respect the choices moms make in the workplace? If you're an expecting or working mom, how will you set and protect your own boundaries?
 8. How did you find the stories and experiences of the Next Gen women similar to or different from the Firebrands? What was different about how they reacted to unwanted comments? If you're a Next Gen woman, what have you learned here that will save you time and reduce frustration in your own career?
 9. We read about many male advocates who championed women at work. Have any men acted as advocates in your career, and if so, what did you learn from that experience? How can you encourage the men in your life to become better advocates, and recognize those who already are?
 10. The fact that women today have the language to talk about #MeToo and are finding power in numbers means they have an opportunity to act more quickly and decisively. What is your vision for a future where women will find ways to thrive and contribute their unique gifts and talents in the workplace? What is the important work we still need to do?
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