

Managing Well

with Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Impostor syndrome focuses on "fixing" women rather than fixing workplaces. What is your organization doing to expand (or change) the workplace culture to be welcoming to employees?

Unless you are intentional about including all women (e.g. various races, religions, abilities, gender presentation), representation efforts default to centering White, able-bodied women. Does your organization consider all women when tracking the advancement of women? When measuring from an intersectional lens, is there a higher turnover rate for women?

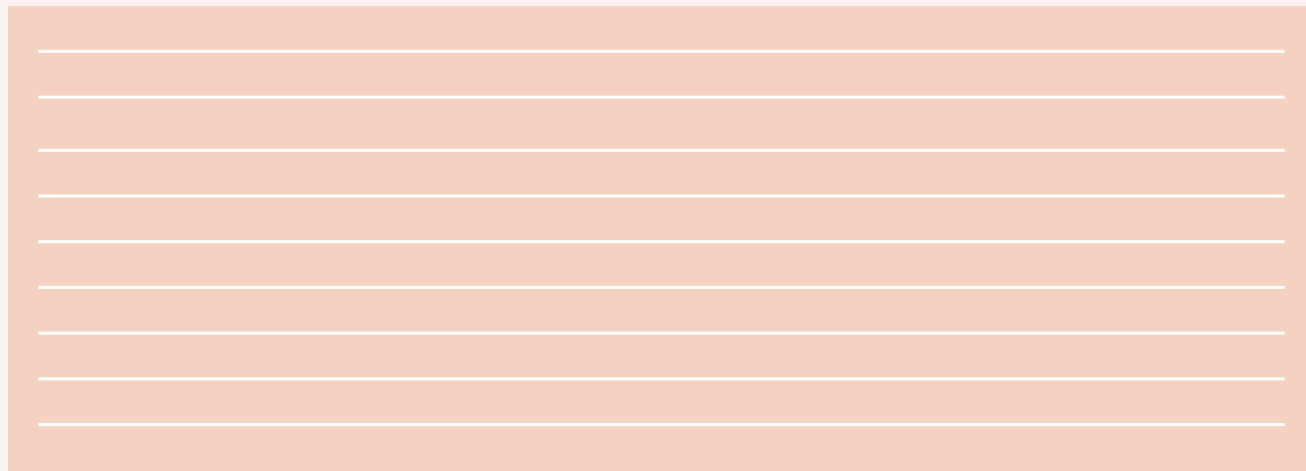
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Gatekeeping is common, often unconscious, and negatively impacts people's ability to grow their careers. As a people manager, consider the ways you may have previously excluded people from career growth opportunities. If you could have a do-over, what would you do differently?

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ACTION ITEMS

- **Silence is complicity.** Speak up when you see your organization focusing only on some women rather than taking an intersectional approach.
- **Lead by example.** Schedule 30 minutes (or more) each month to proactively consider growth opportunities for people who have historically been excluded.
- **Create influence maps.** Identify influencers in the organization who can help change the workplace culture.

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ADDITIONAL RESOURCES

- [Stop Telling Women They Have Imposter Syndrome](https://hbr.org/2021/02/stop-telling-women-they-have-imposter-syndrome)
<https://hbr.org/2021/02/stop-telling-women-they-have-imposter-syndrome>
- [Women in the Workplace 2022](https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace)
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>
- [Influence Maps](https://www.mindtools.com/agsrhhw/influence-maps)
<https://www.mindtools.com/agsrhhw/influence-maps>
- [What is Othering?](https://eskalera.com/what-is-othering/)
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