

# Managing Well

*with Tonya Ladipo, LCSW*

## Podcast Worksheet

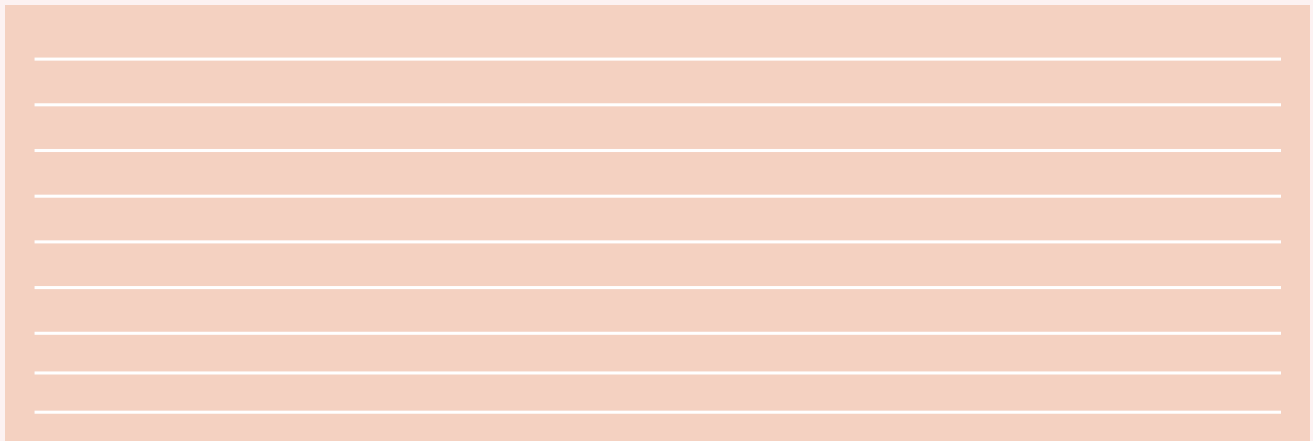
### Key Takeaways

- As leaders and people managers, allyship is a foundational function of the job.
- “When you’re a leader, there’s a responsibility to cover your team when they are being attacked.”
- Increasing your awareness of others’ experiences, and believing them, is the starting point of allyship and good people management.

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### REFLECTION QUESTIONS

Have you ever practiced allyship when the stakes were high? **What did you do? What do you wish you had done differently?**



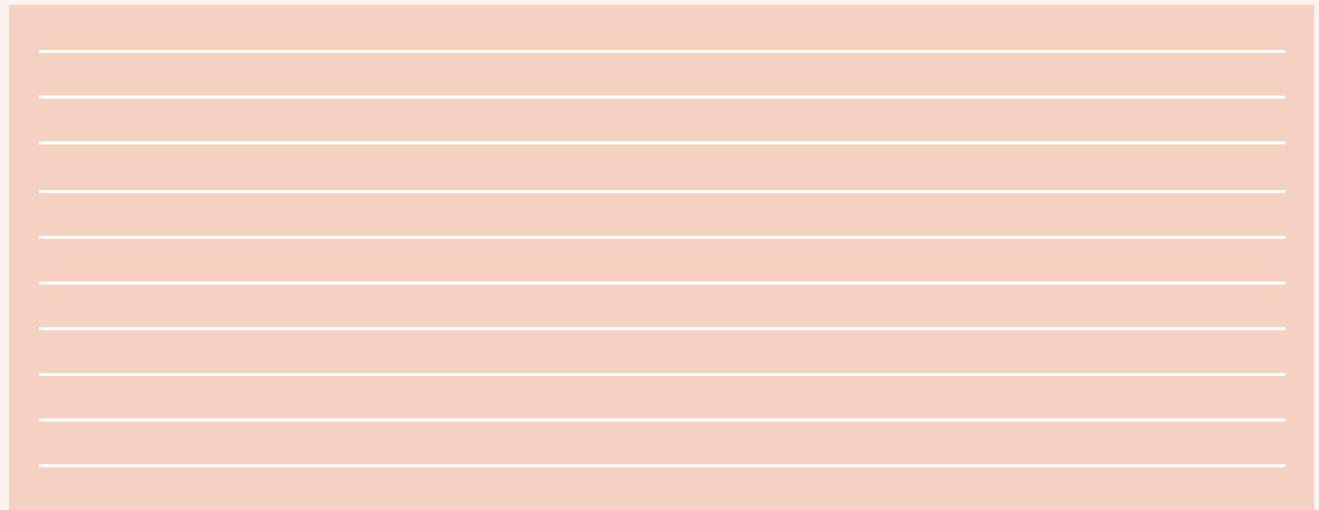
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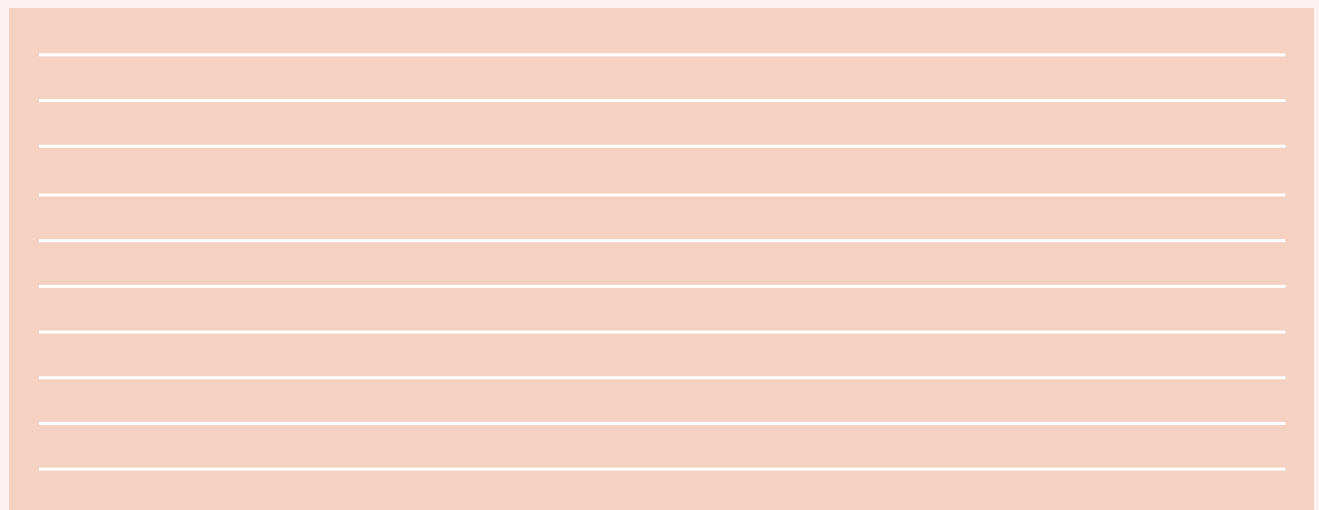
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### REFLECTION QUESTIONS

Think about a time when you were mistreated and no one intervened. How did you feel? What do you wish others would have done to support you in that moment?



Consider a time when you were mistreated and someone intervened. What did they do? How did you feel? How can you replicate that style of intervention in your role as a manager?



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### ACTION ITEMS

- **Increase your awareness of others' experiences.** Locate new-to-you resources (e.g. websites, videos, documentaries) to learn about the workplace experiences of various communities. Identify information from sources within the community being impacted. For example, to learn more about the workplace experiences of folks with disabilities, review content created by folks with disabilities.
- **Use self-reflection to spur you to action.** Identify a moment within the past six weeks when you could have intervened and supported a direct report but did not. Journal about what happened and what you wish you would have done to be better prepared next time.
- **Prioritize management training from an allyship lens.** Often organizations will turn to the people experiencing the most harm within the organization and say, "tell us how to fix it". Balance listening to marginalized employees without burdening them with additional work to educate the organization. Instead, invest in experts and professionals to provide the necessary education and support to managers, the organization, and employees.

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### ADDITIONAL RESOURCES

- [Tackling the Allyship Gap at Work](https://sloanreview.mit.edu/article/tackling-the-allyship-gap-at-work/)  
<https://sloanreview.mit.edu/article/tackling-the-allyship-gap-at-work/>