

INTRODUCTION TO CIRCLES

ONE COPY FOR EVERYONE

MONTH 1

Welcome to your Lean In Circle!

LeanIn.Org, NABTU, and Build Together are excited to launch this new program to connect and empower women in the trades. We've been working hard to develop content specifically for tradeswomen, and we can't wait to share it with you over the next six months. There is power in women coming together—and we're looking forward to starting this journey with you!

About Lean In Circles

Lean In Circles are small groups of women who meet regularly to support each other and learn new skills together. Your Circle is a safe space to connect with other tradeswomen, speak openly about the challenges you're facing, and build skills to navigate bias at work.

Your next six months

We're excited for you to get to know your Circle members through monthly meetings and activities. And we encourage you to join our Facebook group to connect with all tradeswomen participating in the program. If you have not yet received an invitation to the Facebook group, ask your moderator to invite you to join.

Share your thoughts

We'd love to hear what you think of the program as you're going through it. We encourage you to share your thoughts and questions in the Facebook group, and we'll also send you a quick survey at the end to get your feedback on the program as a whole.

TIMELINE	TOPIC
MONTH 1	Connecting with your Circle: Getting to know each other Get to know the members of your Circle and begin to build trust as a group.
MONTH 2	Connecting with your Circle: Shared experiences Discover what experiences you share with your Circle members.
MONTH 3	Navigating bias: When your qualifications or abilities are questioned Discuss the experience of having to prove yourself again and again at work and practice strategies for handling these situations.
MONTH 4	Navigating bias: The "Only" experience Learn about the effects of being an "Only" on your jobsite and practice strategies for navigating these experiences.
MONTH 5	Building skills: How to be taken seriously at work Talk about obstacles that prevent women from being taken seriously at work and explore ways to overcome them.
MONTH 6	Building skills: How to ask for what you need (and have earned) Practice ways to help you get the opportunities, flexibility, and respect you deserve.

