CONNECTING WITH YOUR CIRCLE

INSTRUCTIONS

LEAN IN
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Activity (60 minutes)
1. Set a timer and place the Situation Cards in a pile.
2. A Circle member draws a card and reads it out loud to the group.
3. Everyone who has experienced that situation raises their hand.
4. Ask 1–2 members to share their experiences with the group—this should only take a few minutes.
5. Take turns reading out the Situation Cards (and raising your hands) until you’ve completed the deck or there are 20 minutes left in the meeting.

Meeting wrap-up (20 minutes)
Close the meeting with the Wrap-Up and Reflect and One Action (refer to the Moderator Guide for instructions.)
Been told by a fellow tradesman that he doesn't need help on a task, only to see another man helping him with it later
SITUATION

HAVE YOU EVER...

Been the only woman on your crew or at your jobsite.
Felt watched or under pressure as you performed a task.
Been given safety equipment that doesn’t fit because it’s too large or designed for men.
SITUATION

HAVE YOU EVER...

Been expected to speak for all women, or all women of your race or ethnicity—for example, “Ask Carla, she’s a woman.”
HAVE YOU EVER...

Had a woman foreman or supervisor.
Surprised the men on your crew by being more skilled than they expected.
Taught a man you work with how to do a new task.
SITUATION

HAVE YOU EVER...

Been told, “Stay here, this is really dangerous,” about a task that you have been trained to do and performed before.
SITUATION

HAVE YOU EVER...

Had a man with less experience or status question your authority.
Felt that men at your level are given complicated or technical work while you're given easy, repetitive tasks.
Had others at your jobsite assume you’re an apprentice when you’re a journeyman.
SITUATION

HAVE YOU EVER...

Been penalized for a small error that you’ve seen a man make without penalty.
SITUATION

HAVE YOU EVER...

Been told to handle tasks like sweeping up or getting coffee when men at the same level are not given those assignments.
SITUATION

HAVE YOU EVER...

Had a foreman or supervisor insist on only explaining tasks to men.
HAVE YOU EVER...

Been given less overtime than the men you work with.
SITUATION

HAVE YOU EVER...

Asked your foreman for a different assignment so you can learn a new skill and been told no.
SITUATION

HAVE YOU EVER...

Worked on a jobsite lacking a practical necessity, like a women’s bathroom or safe changing area.
Had a man mentor you and invest in growing your skills or confidence.
Been accused of making the men on your crew look bad by doing your job successfully.
HAVE YOU EVER...

Used humor to gain respect from tradesmen you work with.
SITUATION

HAVE YOU EVER...

Been told you’re being “pushy” or “aggressive” when you’re asserting yourself.

LEAN IN
Been told by a man that you should use a different method to do a task, even though it’s outdated.
Had a tradesman support you or take your side in private after staying silent in front of a group of men.
SITUATION

HAVE YOU EVER...

Had an idea that was ignored when you shared it but that everyone loved when a man repeated it.