

MONTH 2

# CONNECTING WITH YOUR CIRCLE

SHARED EXPERIENCES

INSTRUCTIONS

LEAN IN



# INSTRUCTIONS

## 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.)



## SITUATION

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HAVE YOU EVER...

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

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HAVE YOU EVER...

Been the only woman  
on your crew or at  
your jobsite.

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## SITUATION

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HAVE YOU EVER...

Felt watched or  
under pressure as you  
performed a task.

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## SITUATION

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HAVE YOU EVER...

Been given safety  
equipment that doesn't  
fit because it's too large  
or designed for men.

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## SITUATION

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### 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.”



## SITUATION

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HAVE YOU EVER...

Had a woman foreman  
or supervisor.

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## SITUATION

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HAVE YOU EVER...

Surprised the men on your crew by being more skilled than they expected.

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## SITUATION

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HAVE YOU EVER...

Taught a man you work  
with how to do a new task.



## SITUATION

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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

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HAVE YOU EVER...

Had a man with less  
experience or status  
question your authority.





## SITUATION

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HAVE YOU EVER...

Felt that men at your level are given complicated or technical work while you're given easy, repetitive tasks.



## SITUATION

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HAVE YOU EVER...

Had others at your  
jobsite assume you're an  
apprentice when you're  
a journeyman.



## SITUATION

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HAVE YOU EVER...

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



## SITUATION

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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

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HAVE YOU EVER...

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



## SITUATION

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HAVE YOU EVER...

Been given less overtime  
than the men you work with.

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## SITUATION

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HAVE YOU EVER...

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

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## SITUATION

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HAVE YOU EVER...

Worked on a jobsite lacking a practical necessity, like a women's bathroom or safe changing area.





## SITUATION

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HAVE YOU EVER...

Had a man mentor you  
and invest in growing your  
skills or confidence.



## SITUATION

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HAVE YOU EVER...

Been accused of making  
the men on your crew  
look bad by doing your  
job successfully.



## SITUATION

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HAVE YOU EVER...

Used humor to gain  
respect from tradesmen  
you work with.



## SITUATION

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HAVE YOU EVER...

Been told you're being  
"pushy" or "aggressive"  
when you're asserting  
yourself.

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## SITUATION

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HAVE YOU EVER...

Been told by a man that you should use a different method to do a task, even though it's outdated.



## SITUATION

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HAVE YOU EVER...

Had a tradesman support you or take your side in private after staying silent in front of a group of men.



## SITUATION

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HAVE YOU EVER...

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

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