

Book Club Discussion Questions: “What Works for Women at Work: Four Patterns Working Women Need to Know”

1. What piece of advice or personal story most resonated with you and why?
2. What are some examples of gender bias you’ve experienced in your workplace?

Prove It Again: Needing to prove yourself repeatedly

The Tightrope: Walking the line between being liked but not respected or respected but not liked

Maternal Wall: Feeling your competence and commitment questioned once you become a mom

Tug of War: Tension among women based on different styles of navigating bias in the workplace

3. What piece of advice or personal story did you most dislike or feel strongly against and why?
4. Are there strategies that you use to navigate / minimize / reduce gender bias? Were there strategies that you hadn’t thought about or plan to try from the book?

Form a Posse: Team up with people to publicly celebrate successes

Gender Judo: Use a mix of “masculine” and “feminine” traits to be assertive and approachable as needed

Strategic “No”: Say “Yes” to one or two pieces of office housework, then say “No” and provide alternatives for the rest

Ask for Help: Bring others on board to share office housework

Be Explicit: Counter assumptions about mothers by being explicit about your career goals and choices

Make an Enemy into an Ally: If someone is undercutting you, call it out, find common ground and propose mutual support

5. Are there strategies that you’ve seen other women use?
6. The authors discuss the differences in survival/success strategies used by women in different generations. Senior women often minimize gender and junior women feel like they shouldn’t have to. Have you experienced tug of war issues with other women due to this generational divide?
7. Do you employ different strategies if you are navigating or surviving at work, versus trying to make changes? Do you think these strategies need to be different?
8. Women of color often have to deal with both gender and racial biases at the same time. How do the 4 gender biases differ by race according to the book? How can you be aware of your own racial biases?
9. What was the best part of this book for you? What is this book missing that you would like to read more about?
10. What other resources would you recommend for handling gender biases in the workplace?