

A photograph of two women laughing together. The woman on the left has curly, light-colored hair and is wearing a dark purple top. The woman on the right has dark hair and is wearing a light green polka-dot blouse. They are both smiling broadly and looking at each other. The background is softly blurred, suggesting an indoor setting with light coming from a window.

Carla Clarissa

# CONVERSATION GUIDE

Speaking of  
sisterhood

# Speaking of sisterhood

**D**id my book 'Born to change the game' give you food for thought? That's a great start. Sharing your insights and listening to other women's experiences will enlighten you even more. That's why I invite you to talk with other women in your organization about the themes I address in my book and how they affect you. To help you do this, I have listed some conversation starters for each chapter. Hopefully these questions will trigger open, honest and inspiring conversations.

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## WAKE-UP CALL

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- Considering the role and image of women, which zeitgeist did you grow up in?
- Have you ever had a wake-up call with thoughts akin to "what am I doing?"
- From deep within, what do you wish you could share with the Management Team or your manager, but you don't because you're afraid of coming across as too soft/too naive/too inexperienced/too...[fill in for yourself what fear or insecurity underlies this]?

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## LEADERSHIP BASED ON YOUR STRENGTH AS A WOMAN

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- What do you believe are the main challenges for our organization?
- What do you think this requires of the leaders? What leadership qualities are crucial to meet the challenges?
- Which of your natural qualities have you rejected, forgotten or dissociated from over the course of your career?
- To this day, what feedback that you have received and reflections influence how you look at yourself?
- Do you feel that you are appreciated for who you are and all the diverse qualities you bring to the table?

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## INNER JOURNEY

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- What feedback have you received that (perhaps in hindsight) implied that you had adapted to the dominant masculine leadership model?
- What feminine qualities do you easily express in your leadership? And what masculine qualities? Which qualities would you like to develop more?
- What do you believe is the definition of good leadership within our organization? Can you identify with that? Why or why not? How would you improve this definition?
- In your experience, based on what characteristics are leaders in our organization appointed and promoted? Do you agree with this? Why or why not? What characteristics would you add to the leadership model?
- What are your experiences with how we, as women, interact with each other within our organization? How could we, as women, experience more sisterhood with each other?

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## ADAPTATION STRATEGIES

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- In what, often subtle, ways do you experience sexism (prejudice against women perpetuated by skewed power relations) in our organization, making you feel you are not good enough? Such as certain jokes, derogatory comments, assumptions about pregnant women or women with children, stereotyping.
- Who and what behaviors are valued within our organization, and which are not? When do you feel accepted and when don't you feel accepted?
- Do you recognize yourself in the description of being "one of the guys" or "the ideal girl" or both? In what situations at work is this reinforced in you?
- How is the representation of women progressing in the different layers of management in our organization? And how would you explain this?
- Do you believe you have similar opportunities to male colleagues for senior management positions?

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## HIDDEN GIFTS

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- Which goddess archetypes in you currently tend to dominate in your leadership style?
- What goddess archetypes could be more visible in our organization?
- What goddess archetypes (parts of yourself) have you never developed in your leadership to date?
- What are you doing to experience more peace and inner strength?

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# EXPERIENCING YOUR EMOTIONAL TRUTH

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- To what extent do you believe that emotions are allowed to be present within our organization? How is that reflected in you and in other people?
- What emotions live in your shadow, causing you to condemn this (perhaps unconsciously) in the people, processes and interactions around you?
- What do you think of the way our organization invests in the support and development of employees experiencing burnout?
- To what extent are you able to set your personal boundaries?
- What do you think about your ability to deal with your own feelings and desires appropriately and satisfactorily in your leadership?

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## PUSSY POWER

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- Do you feel free enough to radiate? To give space to your “spark” and to what you naturally exude within our organization and in your role as leader?
- Have you experienced being taken less seriously when you have a certain appearance?
- Do you experience, or do you see in your environment, harassment within our workplace? Have you ever experienced sexual harassment or sexism in your workplace? If so, what has this done to your self-confidence and self-esteem? What does it say about the other person and the organizational culture? When you see hurtful comments or behaviors towards you or a colleague, are you given the space to say something about it?
- What is it like for you to establish your boundaries?
- How strongly do you feel that you determine what you focus your attention and energy on in your leadership? Do you lead according to your own standards and values?
- In what ways do you bring “pussy power” to your leadership?

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## PURPOSE SHIPS

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- What do you want to use your precious life energy and valuable gifts for? To whom and for what do you want to use your leadership?
- In terms of your job, what would you prefer to do all day?
- How do you experience the attention to and guidance in finding and developing purpose in your leadership within our organization?
- How does your purpose (what deeply drives you) relate to our organization’s mission, vision and challenges?

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# CHANGE THE GAME: YOU ARE THE ROLE MODEL

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- Do you dare to step into the spotlight in a relaxed way and speak out about what really matters to you?
- For whom are you an inspiration?
- What do we, the women in this organization, need from each other so that we don't fall into adaptive strategies, so that we aren't framed by "how we've always done it here," and not to let dominant men and a masculine leadership culture keep us down?
- What change would you like to see in our organization? How can you make that more apparent in your own leadership?

I am very curious about your leadership journey and how my book has been able to contribute to that. Please contact me through these channels should you wish to:



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