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WHEN THERE ARE 304....  
(...OR AT LEAST 152)

*Women Empowering Women*

Women in Leadership Conference  
Washington Association of School Administrators  
April 30, 2022

Afternoon Session Presented by:  
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The Heartful Parent Collective

WOMEN  
YOGA\*  
WOMEN

List a leader (preferably a woman) from your past or present who has been a **positive example** or force in your life. What did they do that was helpful? What traits did they exhibit and what values did they emphasize in their leadership? If helpful, you can choose a leader who you admire, but not have yet worked with.

List a leader (preferably a woman) from your past or present who was **ineffective or a not-so-positive example** or force in your life. What did they do that was unhelpful or destructive? What traits did they exhibit and what values did they emphasize in their leadership?

KEY LEADERSHIP QUALITIES

| Women<br>Excel | Leadership Quality | Men<br>Excel |
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Total for  
Men:

Total for  
Women:

## GETTING TO KNOW YOUR INNER CRITIC\*

1. What does your Inner Critic say? Write down some of your critic's most frequently voiced beliefs?
2. Who from your current (or past) life does the inner critic echo or build upon when it speaks? Family members, old teachers, cultural messages?
3. How would you describe your inner critic? Anxious? People pleasing? Persistent? Pick five words to describe it.
4. Create and name your character:
5. Think of a situation where your inner critic has been speaking up. What does your safety instinct not like about this situation? (For example: risk of failure, criticism, being disliked by others, confirming fears about yourself, or simply the unknown?)

## GETTING TO KNOW YOUR INNER CRITIC\*

6. What personal value of yours could you put in the lead here, rather than having the safety instinct be in charge? What value of yours is at play in this situation?

7. What would it look like if that value was leading you? If it was your guiderail in making choices and taking action now? What would you be doing differently? How might this situation feel or look different?

8. With that knowledge, what's a next step you'd like to take?

## RECOGNIZING ANOTHER WOMAN'S INNER CRITIC\*

1. What might you notice or feel that would clue you in to the fact that you are now hearing another woman or girls' inner critic?

2. Recall a time when you were talking to another woman and you started hearing her inner critic. What was the situation and what did it say?

## RECOGNIZING ANOTHER WOMAN'S INNER CRITIC\*

3. What might get in the way of your being able to notice or name the critic voice in another?

4. What questions might you ask to help them manage their inner critic?

What not to do when you hear the critic--The 3 As:

- 1.
- 2.
- 3.

## WHAT TO DO WHEN YOU HEAR THE CRITIC\*

### *Identifying as a Voice*

1. Label and notice the inner critic voice.
2. Separate the "I" from the inner critic.
3. Create a character who personifies your inner critic.

### *Grounding in New Perspective*

1. Compassionately see your inner critic's motives. Ask "What does my safety instinct not like about this situation?"
2. Look for the humor in what it is saying.
3. Check in with your inner mentor/inner wisdom.
4. Choose a core value to let lead you instead.

### *Somatic Tools*

1. Remove your critic from the scene.
2. Pantomime putting all your inner critic thoughts into a vessel (a cup, bowl, box)
3. Picture the voice receding into space.
4. Imagine you can simply turn down the volume on the critic's voice.

# WOMEN SUPPORTING WOMEN

## WHAT WE DO NOT ALLOW IN OURSELVES, WE WILL NEVER ALLOW IN ANOTHER WOMAN\*

1. Identify a few women whom you have labelled as too arrogant, direct, abrasive, power-hungry, ambitious, or selfish.
2. Among these, is there one where you feel a particularly strong emotional charge?
3. What about this woman's behavior particularly bothered you?
4. Were there qualities she was expressing that you have trouble honoring in yourself? Something she was doing that part of you might like to do, but that you can't imagine allowing yourself to do?
5. What comes up when you imagine honoring these qualities more in yourself and in your life? What fears? What internal conflicts? What old messages?

## HEALING OUR RELATIONSHIP WITH OTHER WOMEN\*

1. Identify a woman who you resent because you feel she did not "see" you, support you, or honor your truth in the way you wanted.
2. Take 5 minutes to focus fully on your feelings of hurt or anger--what do you feel about this person and situation? As you write this down, meet all those feelings with compassion.
3. How does this person's behavior make perfect sense given who they are and where they are? *(Here we are looking at the logic of the behavior given what we can guess about the person's lived experience, not the ethics or harmfulness of the behavior.)*
4. What are the ways in which your own fear, dishonesty, or lack of tools/skills played a role in creating or perpetuating the situation?
5. Based on where you are now, what new possibilities do you see for this situation? How can you bring the wisdom of loving compassion to yourself and the other party in this situation? What happens when you do that?

## WORKING THROUGH IDENTITY AND BIAS\*

1. In your current work supporting other women, what kind of differences in identity or life experience are you working across?
2. What kinds of systemic and external factors are impacting the women you work with?
3. What supports you in fully hearing the women you work with when they speak to cultural and personal experiences that are different from your own?
4. What hinders you in fully hearing that?
5. What can you design to ensure you are getting feedback specifically about your work's relevance and usefulness to women of different identities whom you serve? What questions might you need to ask, what data would you like to gather?

## WORKING THROUGH IDENTITY AND BIAS\*

6. How and when does fear come up for you when you are working across differences in identity?

7. What stereotypes or biases were you conditioned in that may still be impacting your perceptions and approaches in your work?

8. What work would you like to do next to address this?

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Take a few moments to wrap up our work together by writing down your vision for enhancing your support of women and/or girls in your professional and personal lives for the remainder of this school year, and through the 2022-23 academic year.

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She wanted to be known  
as the kind of feminist  
who gave humanity  
back her crown.

~Tanya Markul

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WOMEN  
WOP\*  
WOMEN