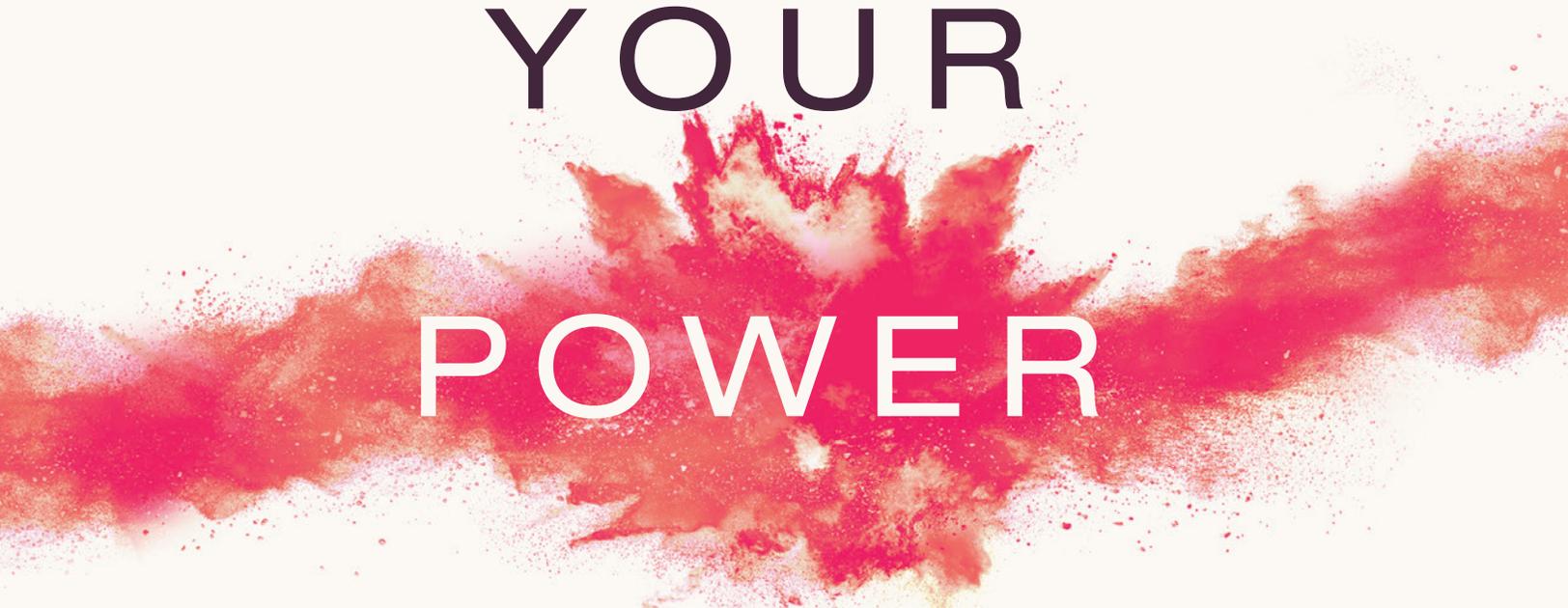


TAKE
BACK
YOUR
POWER



DEBORAH LIU

CEO OF ANCESTRY

FAITH-BASED DISCUSSION GUIDE

So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand.

ISAIAH 41:10 NIV

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KNOW YOUR PLAYING FIELD

What do you feel when you hear the word power? What do you feel when you hear the word power in relation to you?

How does God think about power in relationship to each individual? What choices has He put into our hands to affect change around us?

What is the gender ratio like in your workplace? Are women and men given equal access to sponsors, opportunities, and projects? Is the gender ratio at the top of the company the same as in the rank and file?

Think back on how your experience at work compares to your male colleagues'. What differences have you encountered?

Make a list of gendered language or phrases you have heard in the workplace. Do these words carry a positive or negative connotation? How do they affect you?

*Do not be afraid; do not be discouraged.
Be strong and courageous.*

JOSHUA 10:25 NIV

DON'T GIVE YOURSELF A FREE PASS

Reflect on a time when you wanted to speak up but didn't. What made you stay silent, and how did you feel afterward?

What are some of the things holding you back from speaking up?

How might sharing your point of view bless the people around you? What unique perspective do you bring to the table that your colleagues deserve to hear?

What are some simple things you can do every day to tear up your free pass and speak up?

Write down one thing you want, but are afraid to ask for. Write down the question, then write down who needs to hear it.

Am I now trying to win the approval of human beings, or of God? Or am I trying to please people? If I were still trying to please people, I would not be a servant of Christ.

GALATIANS 1:10 NIV

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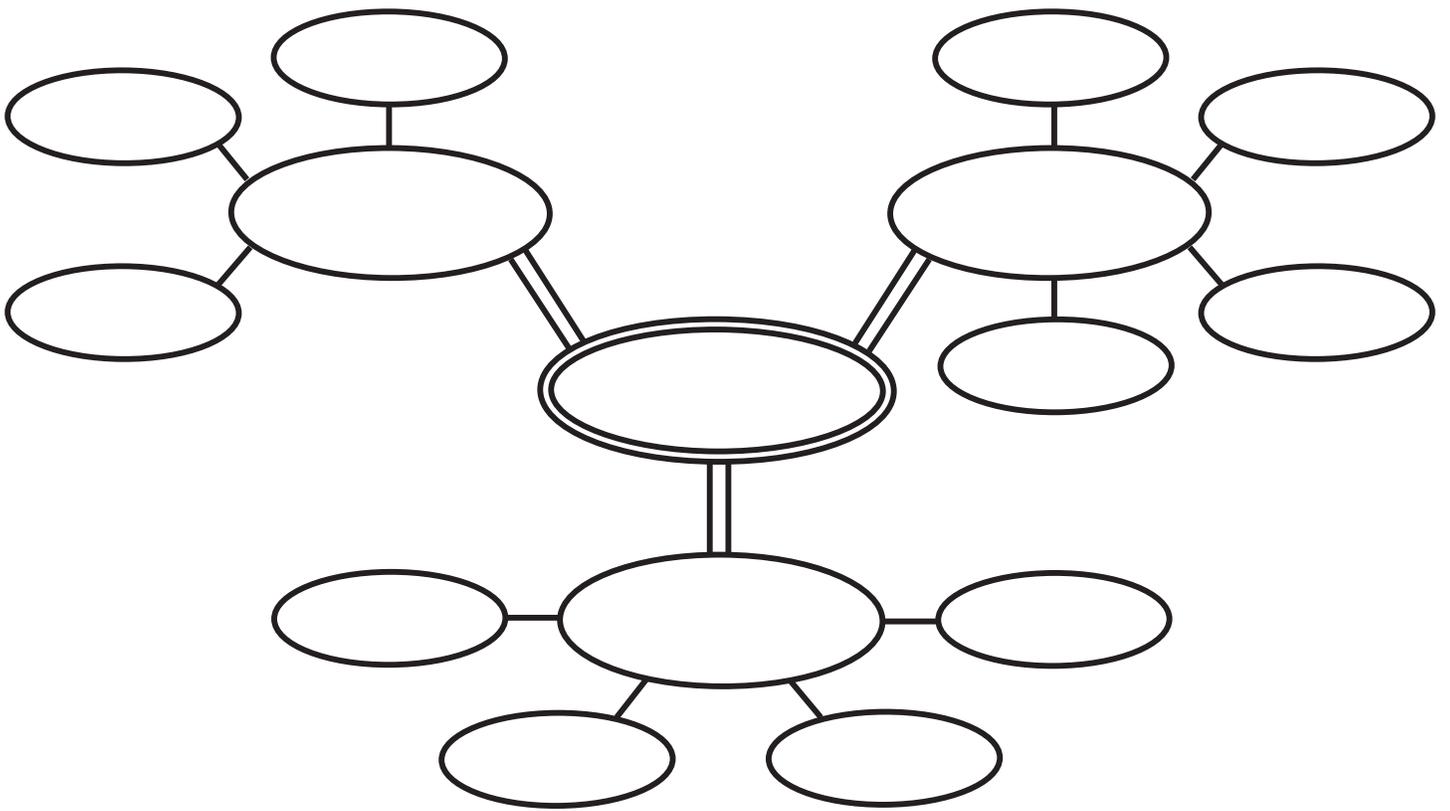
CHART YOUR OWN COURSE

What are other people's expectations of you? How do they compare to your expectations of yourself?

Write down one aspiration you have that you haven't pursued yet. What has been holding you back?

What are some small, actionable steps you can take toward this goal each day? Each week? Each month?

Use the sample goal map on the next page as a guide. (Refer to p. 49 in the book for example.)



*Let the wise listen and add to their learning,
and let the discerning get guidance.*

PROVERBS 1:5 NIV

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BUILD A LEARNING MINDSET

Have you ever struggled with imposter syndrome? If so, how has it caused you to doubt your goals, abilities, or accomplishments? How does God want you to see yourself?

Reflect on a time you stumbled or failed in your career. How did this affect you? What did you learn from it?

What are some ways you can become open to new opportunities? How can your faith increase your ability to broaden your horizons?

What is one obstacle you are encountering at work? What are some ways you can reframe it? How might you turn it into an opportunity or a learning experience?

Reflect on a time you've asked, "Why me?" in response to an opportunity or aspiration. Then, ask yourself, "Why not me?"

*Be kind to one another, tenderhearted,
forgiving one another, as God in Christ forgave you.*

EPHESIANS 4:32 ESV

LEARN TO FORGIVE

Reflect on a time in your life when you have been hurt or wronged. When did it happen? What emotions does the memory bring up for you now?

What's your snake's fang? Is there anything from the past for which you still carry resentment? Have you prayed about how to remove this resentment from your life?

How can you extend God's grace and forgiveness to the people who have wronged you? How do you think forgiveness could benefit you, now and later?

Reflect on a decision or mistake that you regret, and write a note of forgiveness to yourself. Pray over it.

Think about an ongoing or recent conflict you've had at work. Were you able to resolve it? If not, how might you extend grace to the other person so you can move forward and stop carrying the backpack?

Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

ECCLESIASTES 4:12 NIV

DEVELOP ALLIES

Think back on the people who have helped you most in your career. How did they advocate for you, support you, or create opportunities for you? What have you done to close the loop and let them know their impact?

What are your team dynamics like? Do you find that they contribute to or hinder your success?

Do you currently have a mentor? If not, who are some people who might be able to help you find one?

What are some ways you can act as an ally to and uplift other women in your workplace?

Who is in your circle at work? What about your circle outside of work? What are some ways you can lean on and support one another?

*I praise you because I am fearfully and wonderfully made;
your works are wonderful, I know that full well.*

PSALM 139:14 NIV

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EMBRACE WHO YOU ARE

If you had to describe who you are to someone you just met, how would you introduce yourself? What made you choose this description?

What messages have you internalized about who you are and where you belong in the world? Are they accurate?

How comfortable do you feel being who you are at work, in your community, and at home? What changes have you made to fit in?

What would you do if you were completely free to be who God created you to be?

What “superpower” has God blessed you with, and how might you use it to benefit others, in work and in life?

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.”

PHILIPPIANS 4:6 NIV

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CREATE BALANCE AT HOME

What are some ways your partner supports you, at home and at work?

What are some ways your partner could support you more?

Reflect on the work you do outside the office. Is there a reasonable balance between what you do and what your partner does, or you find yourself coming home to a second shift?

If so, how might you divide up the responsibility in a more balanced way?

If you have kids, have you struggled to advance in your career because of the extra responsibilities of motherhood?

Who might you turn to in your job for support in balancing your work and home lives?

*Stir up the gift of God which is in you....For God has not given us a spirit of fear,
but of power and of love and of a sound mind."*

2 TIMOTHY 1:6-7 NIV

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FIND YOUR VOICE

What defines you, beyond just your job title and your company? What does your authentic self look like?

Think of a time when you spoke up, even when you were afraid. What happened?

Think of a time you held back from speaking up for fear of judgment. What happened? What would you do differently?

How do other people perceive you? Are their perceptions correct?

What are three steps you can take to share your story and your voice with others?

*For I know the plans I have for you, declares the Lord,
plans to prosper you and not to harm you, plans to give you hope and a future.*

JEREMIAH 29:11 NIV

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MAKE YOUR MARK

If you were writing your own obituary, what would it say? What do you want to be remembered for?

Reflect on the vision God has for your life. What steps have you taken to achieve it? What mark do you want to make on others with the time you have here on earth?

Think backwards from what you want your legacy to be to today. What steps can you take toward realizing it, and how will you measure your progress?

How is what you are doing today getting you closer to realizing the mark God wants you to make in the world?