INTRODUCTION: PREPARE FOR BATTLE

- **Luck:** a thing that women give credit to for their success. What men give credit to: skill.
  Have you ever called yourself “lucky” for a professional or personal success? Was it actually “luck”? What’s an accomplishment you’re proud of that you feel comfortable taking full credit for -- no luck required?

- **Subtle Sexism /n./**
  The kind that makes you wonder, *Am I actually just crazy? (No, you are not.)* The author describes “subtle sexism” as “a kind of can’t-put-your-finger-on, not-particularly-overt, hard-to-quantify, harder-even-to-call-out behavior that maybe isn’t necessarily intentional, or conscious.” Describe a time you lived or witnessed subtle sexism or a micro-aggression in school or work. How did you handle it? How would you handle it if you had a second chance?

- **Rules of the Fight Club.**
  Imagine your fight club is real (or maybe it is! Check out the conclusion for a guide to starting your own club). Now draft 5-10 rules for your members in the space below.
PART ONE: KNOW THE ENEMY

How to Stop a Manterrupter.
Research shows that women are twice as likely to be interrupted when they speak, by both women and men, and more frequently if they are women of color. Practice interrupting an interrupter on behalf of your fellow woman, and vow to the group to call out this behavior next time you see it.

- Bro-prop-ri-a-tion /n./
  When a man appropriates a woman’s idea.
  Research shows that women are less likely to have their ideas correctly attributed to them, by both women and men. Have you ever had your idea credited to someone else, or witnessed this happen? What did you do? What would you do next time?

- Fact: Female job applicants with kids are 44 percent less likely to be hired than childless women with similar qualifications.
  What’s your company parental leave policy, and is it consistent for women and men? Is there anything you could do to make the parents on your team feel valued?

- Squad Goals.
  Are there any men in your office, classroom, or job that you’d happily invite to join your squad? How could you initiate this conversation and encourage men to be allies?
PART TWO: KNOW THYSELF

• Avoiding Burnout.
  In The Feminine Mystique, Betty Friedan coined the term “the problem that has no name” to describe the sense of emptiness many women of her era (the 1960s) felt by virtue of not feeling fulfilled in their professional lives. Fifty years later, the problem seems to have reversed: Often women feel overwhelmed by the pressure to have, and do, it all. Do you feel pressure to be “flawless” or “do it all”? How can we be kinder to ourselves?

• Be a Power Poser!
  Power posing for 90 seconds has been found to raise testosterone levels, and ultimately, confidence. Get off your feet and practice! Refer to page 70 for ideas.

• We Fight Patriarchy Not Each Other.
  Name a time you’ve felt competitive with or undermined by another woman. Is there some way you could have caught yourself in the act, and reversed the equation? What might have happened if you addressed the situation directly?

• Overcome Your Inner Impost-Her.
  Think of a time you’ve experienced Imposter Syndrome and share it with the group. What could you have done differently to overcome it?

• Boast Bitch /n./
They boast for you, you boast for them, everyone gets credit.
Women often find it difficult to highlight their accomplishments, and are perceived as braggy when they do. Your assignment: Find a partner in the room. Introduce yourselves, and spend 2 minutes telling each other about something you’re proud to have accomplished over the past year and why. When time is up, go around the room and spend 15 seconds “boast bragging” on behalf of your partner. Congratulations, you’ve found yourself a boast bitch!
Learning to Own It: Feminist Mad Libs

Women often have trouble taking credit for their accomplishments, or accepting praise for their work. That stops here! Fill out the mad lib below. Just freakin’ do it.

DARLING, JUST FUCKING OWN IT:
AN FFC MAD LIB

I, _______ [your name], will start taking credit for my achievements.

I, _______ [your name], did not “get lucky.” It was not _______ [choose one: “nothing,” “no big deal,” “really all Kevin”].

My _______ [work-related task] was _______ _______ [affirmative adjective]. I worked _______ _______ [adverb followed by “fucking”] hard on it.

_______ [first-person singular pronoun] could not have done it without the help of _______ [names of others who deserve credit], and _______ [first-person singular pronoun] am really proud of what _______ [first person plural pronoun] accomplished.

_______ [first-person singular pronoun] am _______ _______ [affirmative adjective], _______ _______ [affirmative adjective], and _______ _______ [affirmative adjective].

I am a _______ [female version of king].

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I’m Not Bossy, I’m the Boss.
Name a female boss, professor, teacher or mentor that you look up to. What makes her so special?

● Believe Your Own Hype.
For any member of a minority group, it can often feel paralyzing -- and exhausting -- to constantly have to worry that you are not confirming the stereotypes that others may have about you, or that you might be the “token” in the room. This anxiety actually causes those who experience it to perform worse as a result (it’s what psychologists call “stereotype threat”). But an easy way to get out of our own heads is through written affirmations. Your assignment: On the back of this page, write down five things that make you a great employee, student, athlete, boss or something else. Now tack this to the wall of your cubicle, locker or desk.

● Paying it Forward.
Make one realistic goal of how you can support another woman or girl in your life this month. State this goal out loud to the group.

● Don’t Tell Me To Smile.
Practice your best #restingbitchface -- and the comeback you’re going to give the next time a colleague, friend, or stranger asks you why you’re not smiling. [Hint: Middle fingers at corners of mouth; curl upwards.]
PART FOUR: GET YOUR SPEAK ON

- No Ums, Likes or ‘I feel like’'s Allowed -- A Drinking Game.
  Please refill (or fill) your cups with the drink of your choice. For the remainder of the next exercise, every time a person uses a filler word from the list below, make them stop, drink, and then start over. The goal here is not to entirely eradicate these words from your speech entirely -- no, we aren’t trying to make you sound like a robot -- but to be conscious of how often you use them.

  Filler words include:
  - Sorry
  - Um, Uh
  - I’m not sure, but--
  - Like (repeatedly)
  - I feel like
  - Kind of
  - Just (as in: “I just wanted to check in...)
  - Does that make sense?

PART FIVE: F YOU, PAY ME

- Negotiation Role-Play.
  Think about a job, task, leadership role, or raise you want and believe you deserve. Take five minutes alone to prepare a case for why you think you’d be a great candidate for the position. Review the tips in chapter five! Now pair up and take two minutes to present your case to a partner. Do they have any feedback on how you might have done better? Now switch.
PART SIX: WWJD (WHAT WOULD JOSH DO?)

- “The first time I walked into a meeting with Josh I thought, *Who does this guy think he is?* I thought. And then I realized: I could learn from him.” - *Feminist Fight Club*

Who is your “Josh”? Is there anyone in your office or classroom, of any gender, whose behavior simply irks you? What about somebody whose behavior you might consider modeling?

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**How to Say no**

Learning to Say No.

Jessica cites research showing that we *expect* women to say yes more frequently than men, and that women have a harder time saying no. Think of a time you said yes to something when you really wanted to say no. Why was it, and why did you say yes? Could you have said no?

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**Enlisting Male Allies.**

In the “PSA--A Penile Service Announcement,” the author lists out a number of simple ways that men can be allies to women in any context. If there are men in your reading group: which tactic rings most true to you? What’s one way you will make a commitment to help? If there are women in your group: Are there any men you’d feel comfortable inviting into your discussion, or sharing these tools with? If the answer to both of these things is no, then consider taking your book to your local Kinko’s and photocopying the PSA. Get to class/school/work early and leave a copy on every man and woman’s desk.

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**Fact: Executives called the pilot episode of *Seinfeld* ‘weak.’** Oprah was fired from her first job as a reporter. *Harry Potter* was rejected on the first round. In short, the world is full of stories about successful people who failed, then tried again.

*Activity:* Make a Failure Resume. Think of it like a resume (or a list) of your accomplishments -- but instead of things you’ve succeeded at, you’re going to list your worst failures and one thing you learned from each. Prepare to return at the next meeting and present to the group.

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