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Academic Affairs Diversity Taskforce

Academic Affairs Division

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## Diversity Speaker Series - Talk Sexy to Me: How Gender Influences Conflict and Negotiation Processes and Outcomes AND What You Can Do To Overcome Disadvantages - Companion Workbook

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# **“TALK SEXY TO ME”: HOW GENDER INFLUENCES CONFLICT AND NEGOTIATION PROCESSES AND OUTCOMES AND WHAT YOU CAN DO TO OVERCOME.**

Companion Workbook

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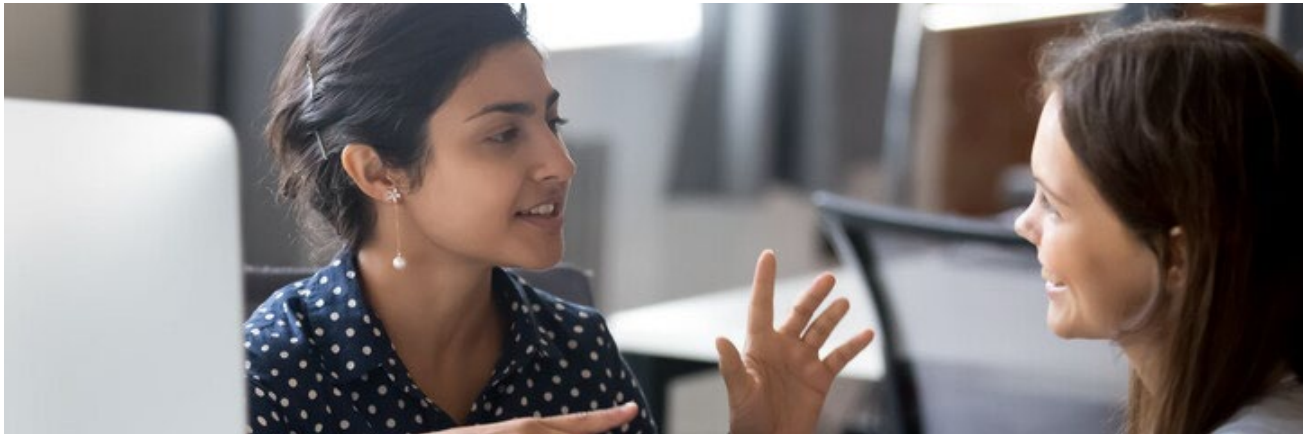


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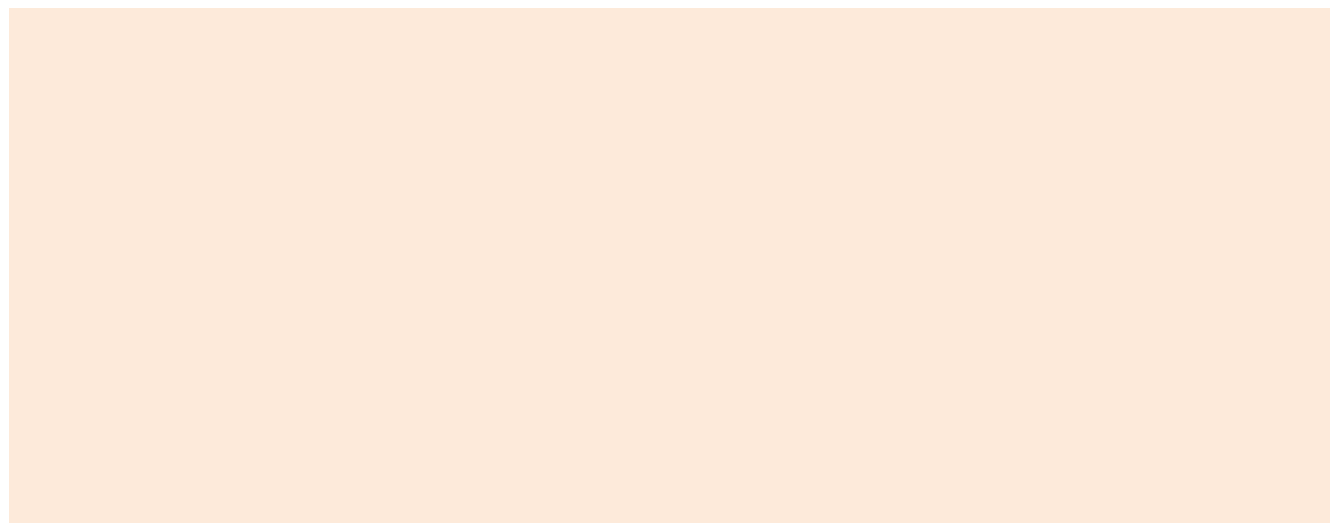
# HOW HAVE YOUR CHILDHOOD EXPERIENCES INFLUENCED YOUR COMMUNICATION STYLE?



“

*“Knowing yourself is the beginning of all wisdom.” - Aristotle*

Take a moment to consider how your childhood experiences have influenced you. What did your friend circle look like? What role did maximizing or minimizing power differences play in that friend group? What were the expectations of those around you based on your sex



or gender? How were those expectations communicated to you in words, actions, body language, tone of voice, etc..

# WHAT BEHAVIORS DO YOU FIND YOURSELF ENGAGING IN?



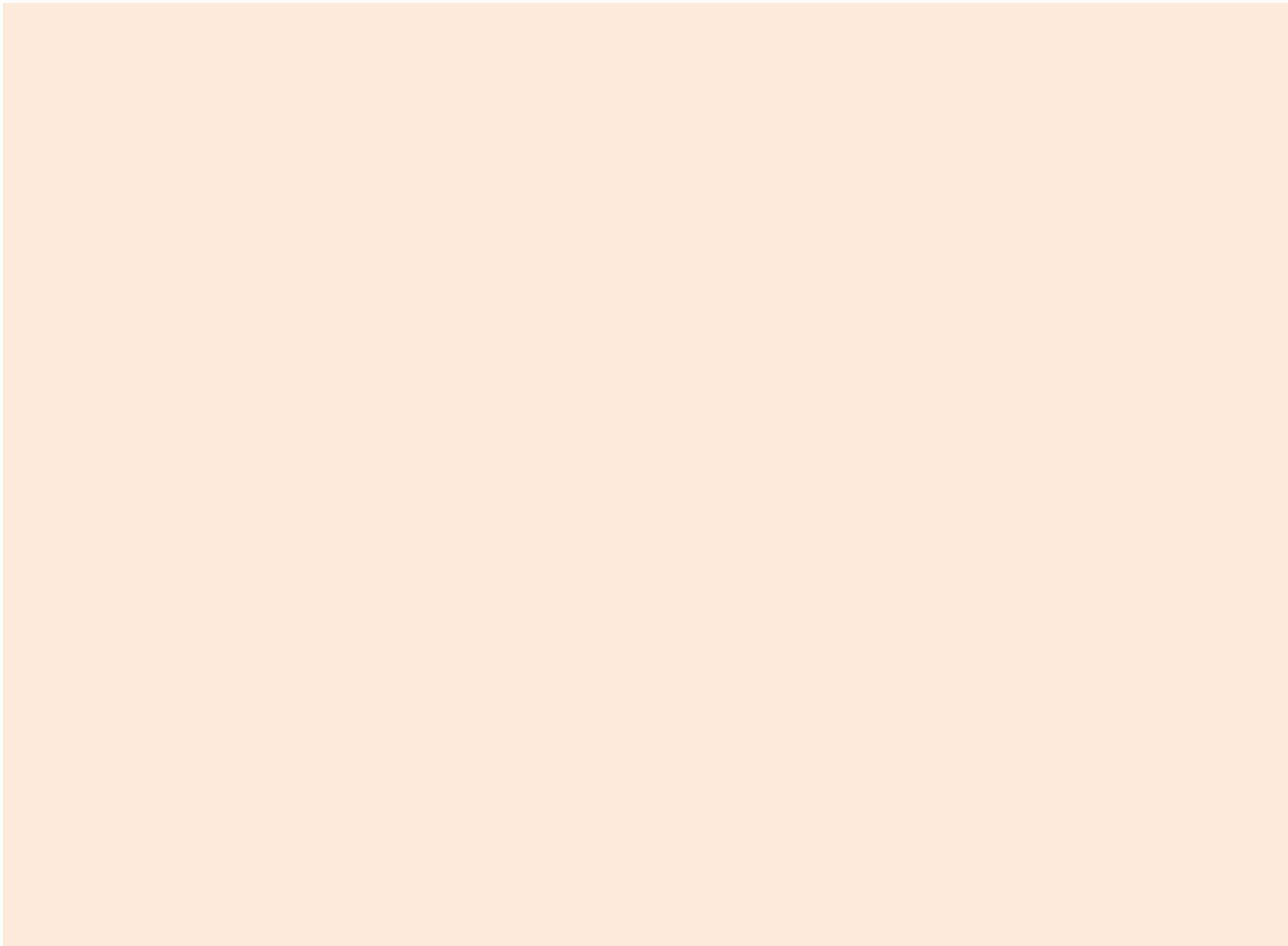
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*“Don't be confused between what people say you are and who you know you are.” – Oprah Winfrey*

Behavior	How You Manifest This	What You Will Do Differently
Using the incorrect pronoun for accomplishments.		
Feeling pressure to appear humble OR confident.		
Asking questions that influence perceptions of competence.		
Providing ritual apologies OR Never apologizing.		

Having an ineffective manner when providing feedback.		
Engaging in social compliments OR missing out on compliment cues.		
Viewing opposition as defeating.		
Whose feelings do you worry about more: subordinates or superiors?		
Being indirect in communication.		
How do you prefer to sit when you have difficult conversations? What would it feel like to do this differently?		

What else has come up for you? Any other thoughts? Jot them here!



## POP QUIZ!

**Describe the difference between assertiveness and aggression as you understood it from the presentation in your own words.**

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**Design a mantra for yourself that can remind you to be assertive and not aggressive when the situation arises. Make it powerful, make it personal, and make it happen!**

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# ASSERTIVENESS ACTION LOG



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*“Authenticity is a collection of choices that we have to make every day. It’s about the choice to show up and be real. The choice to be honest. The choice to let our true selves be seen.” – Brené Brown*

Assertiveness Action Log	When and How Used?	How Did You Feel?
Use time as your ally, not your hindrance.		
Leave a paper trail.		
Change from question to assertion.		
“No.” is a complete sentence.		
Erased “Does this make sense?” from an e-mail.		
Setting boundaries at work, not asking for them.		
Chose short-term pain to get long-term gain.		

Maintained consistency in boundaries.		
Performed a reciprocation check on yourself.		
Stopped yourself from anticipating the outcome of a conversation.		
Practiced assertiveness in writing.		
Said "no" without having to use the word.		

What else has come up for you? Any other thoughts? Jot them here!

A large, empty, light orange rectangular area intended for jotting down thoughts. It occupies the central portion of the page, below the introductory text and above the footer.



# WHAT'S YOUR NEXT STEP?

## WHAT'S NEXT?

1. **Remember, it has taken your entire life to build your patterns of communication. They are not going to just fall away in an instant. This is a process that takes time and commitment but IS entirely achievable by everyone who wants it. Don't give up on yourself. Give yourself grace.**
2. **Come back to this video and journal anytime you need a reinforcement for yourself.**
3. **Share this information with other women and men. Start spreading change. Be someone who supports women, especially if you are a woman. We need each other.**

Thank you.

Yours sincerely,

**Amanda M. Main, Ph.D.**

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### ONE FINAL WORD

*"You may not control all the events that happen to you, but you can decide not to be reduced by them." – Maya Angelou*