

AN ORIGINAL DOCUMENTARY

# DIRECT POSITIVE

Unfiltered stories of women in leadership

## Starting the DEI Conversation

Which stories or quotations from the film stood out to you? Why?

Why should other people and other companies screen this film?

In the film, Kate Braasch mentions the story about people drawing pictures of leaders, with most drawing men. What does a leader look like to you? How does a leader act?

Early in the film, Margaret Henningsen says we need to stop having the conversation about what changes we want to see for women in the workplace. What do you think she means?

## Reflections of Your Company

Why is it important to have more women in leadership roles?

Are there examples of women leaders in your company?

Discuss ways in which diversity creates better outcomes.

Cite examples of ways diversity has created better outcomes at your company.

How can companies like yours embrace diversity in authentic ways?

## Self-Reflections

A common theme throughout the film is authenticity. What risks come with being authentic, particularly for women? Are the risks worth it?

During her interview, Cristy Garcia-Thomas mentions barriers she's faced as a Latina and a woman. What obstacles have you overcome because of your race or gender?

Have you ever realized a trait you considered a weakness was, in reality, a strength? What was it, and why?

In the film, Ebony Ssali brings up Imposter Syndrome. How has Imposter Syndrome affected you?

Have you ever been told that you weren't good enough? How did you overcome that?

In her interview, Margaret Daun reflects on the time she left what she considered a very prestigious job after a long struggle. Have you ever had to leave a situation that was a big part of your identity? What was the outcome?

What is the most important idea you've taken away from this film?