

STRONG WOMEN

lift each other up



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A PDF COMPANION TO THE AUDIOBOOK

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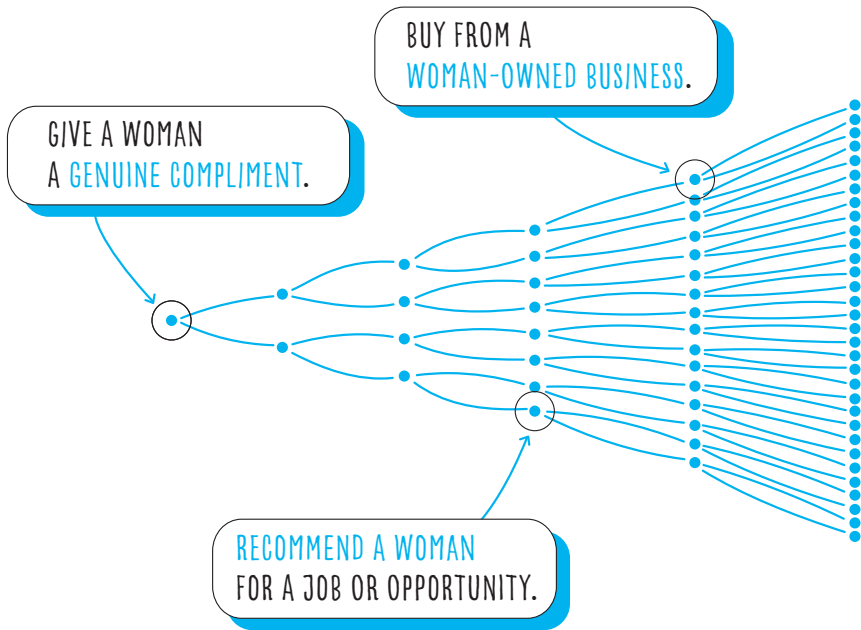
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CHAPTER 3

Disrupting Scarcity Mindset

THE RIPPLE EFFECT



* Inspired by an illustration Toby Morris (@xtotl) created for an article by Dr. Siouxsie Wiles (@siouxsiew) for the Spinoff: <https://thespinoff.co.nz/media/04-09-2020/the-great-toby-morris-siouxsie-wiles-covid-19-omnibus/>.

Next Steps

As I said in chapter 2, how you approach these exercises is up to you. If you want to do each of the exercises at the end of every chapter, that's great! But if you'd rather read the book uninterrupted and circle back later, that works too! (Remember, there's also a checklist to help you keep track of what you've done.)



To do these exercises, you can write directly in the book, or visit www.MollyGalbraith.com/book-resources to download the Companion Resource Guide. In it you'll find printable and fillable PDFs of all the book exercises in one place, among many other resources I've curated for you.

Exercise #1: Recognizing How Scarcity Mindset Shows Up in Your Life

Consider the following questions. Answer yes, no, or maybe to each. If you answer yes or maybe, elaborate as much as you feel comfortable.

Note: If you get stuck or aren't sure, move to the next question. You can always return when the answer comes to you.

1. Do you have any negative thoughts about yourself or your body—e.g., I'm not good enough, other women are ahead of me, I feel guilty when I take care of myself, I hate the way my body looks, I've gained so much weight, etc.?

2. If yes, do these negative thoughts about yourself or your body prevent you from doing things you want to do—e.g., wearing a bathing suit, vying for a promotion, speaking up in a meeting, trying a new fitness class, dating after a breakup?

3. Do you ever stress about your nutrition and exercise—i.e., you feel like you should be dieting or exercising more because you want to look a certain way?

4. Do you ever feel like you “don’t measure up” or don’t “fit the mold” of what you’re supposed to look like or how you’re supposed to live your life—e.g., you should look a certain way, you should be further in your career, you should be “settled down,” married, or have kids by now, you should be doing or giving more, etc.?

5. Do you ever experience self-doubt or have feelings of impostor syndrome, where you doubt your abilities and worry about being exposed as incapable or a “fraud”—e.g., “they’re going to find out I’m not as smart/experienced/talented as they think I am”? If so, when do these feelings arise?

6. What do you do regularly, if anything, to engage in self-care—e.g., get in bed early, move your body, get out in nature, go to therapy, get a massage, etc.? Do you ever feel guilt when you take time to engage in self-care?

If you've answered yes to any of these questions, please know you are not alone. So many women have struggled with scarcity mindset (me included!) and I'm here to tell you: you can overcome it. You'll learn more in the coming chapters. For now, simply notice your experience, and be gentle with yourself.

Exercise #2: Observing Signs of Scarcity Mindset in Others

This exercise is about tuning in to the scarcity mindset around you. The idea is to raise your awareness about how scarcity mindset affects other people and shows up in your environment.

Over the next several days, while you continue to read this book, record when you recognize signs of scarcity mindset.

You might observe examples of it on TV, in movies, on social media, in podcasts or on the radio, at work, in your friend group, at family functions, and even at your place of worship.

You can set a daily reminder on your phone to reflect on your day and note any signs of scarcity mindset you've seen, such as:

- » Women speaking negatively about their own bodies
- » People commenting on other women's bodies
- » People commenting on what women are wearing or what they should/shouldn't wear
- » Women talking about the diet they're currently on (or which one they're "cheating" on)
- » Women talking about what they are or aren't allowed to eat
- » Women expressing guilt about or justifying things they do to care for themselves
- » People gossiping about or talking down about other women

Once again, try not to judge. Scarcity mindset affects all of us, and judging or criticizing others for it doesn't help. Instead, by noticing, naming, and recording what you see and hear, you'll gain a greater awareness of all the ways scarcity mindset seeps into your life. And this awareness will lay a foundation for you to begin overcoming scarcity mindset.

If you prefer to keep your notes here, we've provided the space below for you.

Signs of scarcity mindset I've seen:

CHAPTER 4

Overcoming Comparison and Jealousy

VALUES FILTER

Feeling jealous?

Do I want what they have?

YES

NOT SURE

NO

Am I willing to do
what it takes to get it?

Further
self-reflection

Great! You don't actually
want it; you can let
the jealousy go.

YES

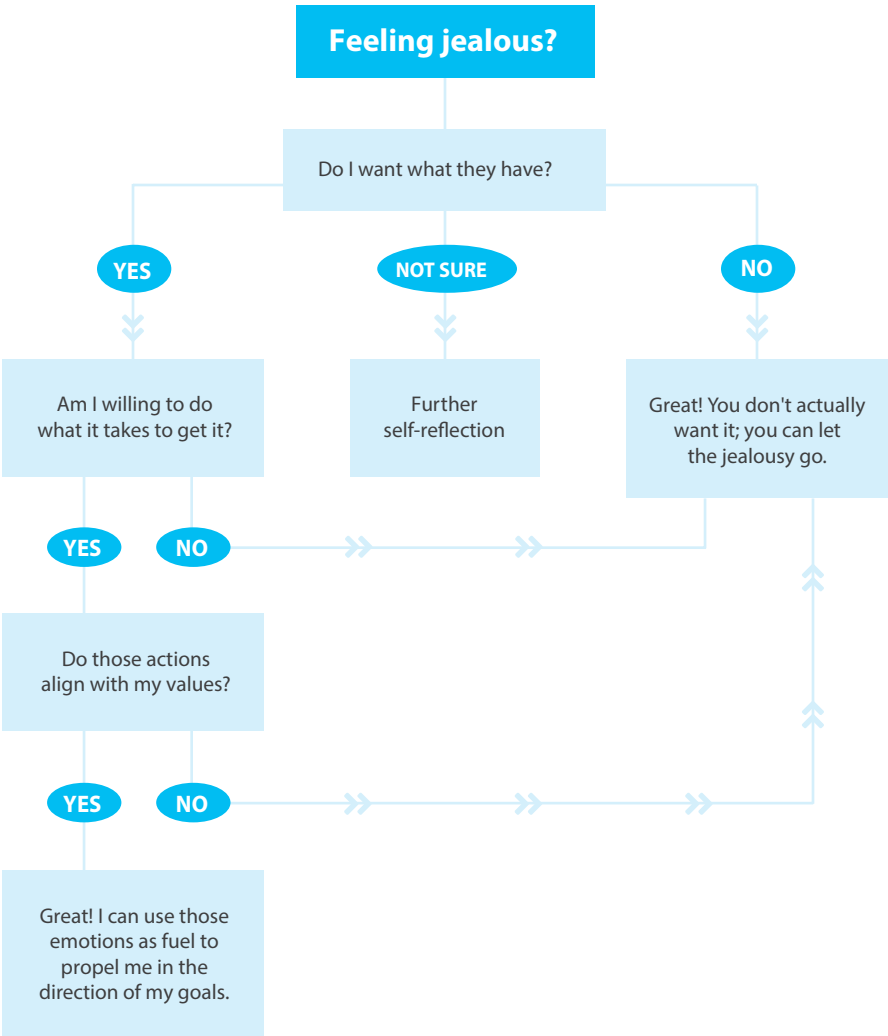
NO

Do those actions
align with my values?

YES

NO

Great! I can use those
emotions as fuel to
propel me in the
direction of my goals.



Next Steps

In this chapter you took a little quiz about The Comparison Trap and read several examples of how scarcity mindset can show up in your life. Now we're going to dig a little deeper. You can get started immediately, complete these exercises once you've finished the book, or return whenever it's right for you.



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Exercise #1: Recognizing Jealousy, Comparison, and Scarcity Mindset in Your Relationships with Others

Answer the following questions, and elaborate as much as you feel comfortable.

1. Do you ever compare yourself to or feel jealous of other women? Who are you comparing yourself with? What are you typically comparing and feeling jealous of?

2. Do you worry or feel anxious that female friends or colleagues might get ahead of you or get opportunities you want? If so, what are you thinking and feeling when that happens?

3. Do you ever struggle to feel truly happy when something good happens to a friend or colleague—e.g., when they get a promotion, start dating a great person, go on an awesome vacation, or have success in their career? If so, what are you thinking and feeling when that happens?

4. Do you ever find yourself gossiping about, making fun of, putting down, or judging someone behind her back? If so, when does this happen, and how are you feeling when you do it?

Exercise #2: Observe How and When Jealousy, Comparison, and Scarcity Mindset Show Up in Your Life

This exercise is about tuning in to your own comparison, jealousy, and scarcity mindset in the moment and using your feelings as a mirror to be introspective and learn more about yourself.

- » What am I doing or who am I with when these feelings of comparison and jealousy arise—e.g., watching TV, scrolling through social media, talking to a coworker, attending a family dinner, etc.?
- » What am I comparing or feeling jealous of—e.g., someone else's body, hair, relationship, job, success, children, finances, happiness, etc.?
- » How does this make me feel—e.g., like I'm not good enough, jealous of them, annoyed at them, like I'm falling behind, etc.?
- » What do I do when this happens—e.g., stop engaging with what's making me feel bad, torture myself by consuming more of what makes me jealous, berate myself for what I'm not or what I don't have, gossip or talk down about the woman I'm feeling jealous of, numb my feelings with food or alcohol, etc.?

You can set a daily reminder on your phone to reflect on your day and make notes of any signs of comparison and jealousy you've experienced.

When you notice these feelings, try not to judge yourself.

Comparison and jealousy affect almost everyone from time to time, and judging yourself isn't useful. Instead, by noticing, naming, and recording what you're experiencing, you'll gain a

greater awareness of how comparison and jealousy show up in your life—the first step to overcoming this tendency.

If you prefer to keep your notes here, we've provided space below for you.

Notes about comparison, and jealousy, and scarcity mindset I've experienced this week:

CHAPTER 5

Living True to Yourself

Next Steps

In this chapter I provided lots of actionable tips to put into practice to help you live true to yourself. Below you'll find exercises to go along with each of the three strategies presented in this chapter:

- » Discover your true values.
- » Retrain your brain.
- » Curate your environment.

The first exercise can be done immediately if you wish; the second two can be done over the next several days, while you continue to read this book. Alternatively, you can circle back to these exercises once you've finished the book or whenever it's right for you.



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Exercise #1: Discover Your True Values

Getting clear on your value system helps you act in alignment with those values.

Step #1: Identify times in both your personal and professional life when you were the happiest.

- What were you doing?

- Who were you with? Were you alone?

- What other factors made you feel happy?

Step #2: Identify times you felt proud of yourself.

- Why were you proud?

- Were other people involved? If so, who?

- What other factors contributed to you being proud?

Step #3: Identify times you felt fulfilled and satisfied.

- What need or desire was fulfilled?

- How and why did this experience give your life meaning?

- What other factors contributed to your feelings of fulfillment?

Step #4: Identify times you felt most physically energized, at peace, or full of vitality and "flow."

- What were you doing?

- Who were you with? Were you alone?

- What else contributed to the feelings of energy, peace, and flow?

Step #5: Determine your top values based on your experiences of happiness, pride, fulfillment, and flow.

Review the list of common values below.

- | | | |
|-------------------|-----------------|------------------|
| » accomplishment | » community | » dignity |
| » accountability | » compassion | » discipline |
| » accuracy | » competence | » discovery |
| » achievement | » confidence | » diversity |
| » adaptability | » connection | » drive |
| » adventurousness | » consistency | » effectiveness |
| » altruism | » contentment | » efficiency |
| » ambition | » contribution | » empathy |
| » assertiveness | » control | » empowerment |
| » attentiveness | » conviction | » endurance |
| » awareness | » cooperation | » enjoyment |
| » balance | » courage | » enthusiasm |
| » belonging | » courtesy | » equality |
| » boldness | » creativity | » equity |
| » bravery | » credibility | » excellence |
| » calmness | » curiosity | » experience |
| » candidness | » decisiveness | » exploration |
| » certainty | » dedication | » expressiveness |
| » charity | » dependability | » fairness |
| » cleanliness | » determination | » faith |
| » commitment | » devotion | » fearlessness |

» ferociousness	» intelligence	» productivity
» fidelity	» intensity	» professionalism
» flexibility	» intuition	» prosperity
» focus	» irreverence	» purpose
» foresight	» joy	» quality
» fortitude	» justice	» reason
» freedom	» kindness	» reliability
» friendship	» knowledge	» resilience
» fun	» leadership	» resourcefulness
» generosity	» legacy	» respect
» goodness	» liberty	» responsibility
» grace	» logic	» reverence
» gratitude	» love	» risk
» greatness	» loyalty	» security
» growth	» making a difference	» self-actualization
» happiness	» mastery	» self-reliance
» health	» motivation	» selflessness
» holiness	» openness	» sensitivity
» honesty	» optimism	» serenity
» honor	» order	» service
» hope	» organization	» significance
» humility	» originality	» simplicity
» imagination	» passion	» sincerity
» improvement	» patience	» solitude
» inclusivity	» patriotism	» spirituality
» independence	» peace	» spontaneity
» individuality	» performance	» stability
» innovation	» persistence	» status
» inquisitiveness	» playfulness	» strength
» insight	» power	» structure
» integrity		» success

- | | | |
|------------------|-------------------|--------------|
| » support | » timeliness | » unity |
| » sustainability | » tolerance | » usefulness |
| » teamwork | » transparency | » vision |
| » thankfulness | » trust | » vitality |
| » thoroughness | » trustworthiness | » wealth |
| » thoughtfulness | » uniqueness | » wisdom |

- Choose the twenty-five that resonate most with you.

- From the twenty-five, pare it down to ten.

- From ten, pare it down to five.

- From five, pare it down to your top three.

Step #6: Prioritize your values.

- Compare your first and second values and determine which is most important.

- Compare your second and third values and determine which is most important.

- Compare your first and third values to determine which is most important.

Step #7: Reality test your values.

- Would my closest friends, unprompted, say these were the values that mean the most to me?

- Would I support these values even if my choice was unpopular and put me in the minority?

- Am I prioritizing my work and my life according to these values today? If not, do I want to, and am I ready and willing to make the changes necessary to make this happen?

Step #8: Reaffirm your values.

- Do these values make you feel good about yourself?

- Are you proud of your top three values?

- Would you feel comfortable sharing your values with people you admire and respect?

Step #9: Envision putting your values into practice.

- Are there things you *think* on a regular basis that don't 100 percent align with your values? If so, what thoughts might be more aligned with your values?

- Are there things you *say* on a regular basis that don't 100 percent align with your values? If so, what might you say instead to ensure your words are more aligned with your values?

- Are there things you *do* on a regular basis that don't 100 percent align with your values? If so, what might you change about your actions to make them more aligned with your values?

Exercise #2: Retrain Your Brain

This exercise is similar to the one presented in the chapter. But instead of coming up with the answers off the top of your head, this is an exercise you can do over time.

By practicing this exercise on an ongoing basis, you'll start to notice things you may not have paid attention to before—like times when you may be thinking, saying, or doing things that misalign with your values. Then you can use these exercises to shift your thoughts, words, and actions.

1. What have you *thought* this week that doesn't align with your values? How can you reframe that thought to be more aligned with your values?

If you aren't sure, ask yourself:

- What is the opposite of this thought?
- What is the most generous assumption I can make of myself or someone else in this situation?
- How can I shift this thought slightly to align with my values?

2. What have you *said* this week that doesn't align with your values? How can you change what you said to be more aligned with your values?

If you aren't sure, ask yourself:

- What is the opposite of what I said?
- What is the most generous assumption I can make of myself or someone else in this situation?
- How can I shift my words slightly to align with my values?

- 3.** What have you *done* this week (or avoided doing this week) that doesn't align with your values? How can you adjust your actions to be more aligned with your values?

If you aren't sure, ask yourself:

- What is the opposite of this action or behavior?
- What is the most generous assumption I can make of myself or someone else in this situation?
- How can I shift my actions slightly to align with my values?

Exercise #3: Curate Your Environment

This exercise is about removing barriers and making it easier for you to shift the way you think, speak, and behave to better align with your values.

Please note that not every question may apply to you.

- 1. What three social media accounts are you choosing to unfollow because you feel worse after you view them?

- 2. What three social media accounts are you choosing to follow because you feel inspired and uplifted by them?

- 3. What three TV shows or movies are you no longer watching because you feel worse after watching them?

4. What three TV shows or movies are you choosing to watch because you feel inspired and uplifted by them?

5. What three books or podcasts are you choosing to stop consuming because you feel worse after you read or listen to them?

6. What three books or podcasts are you choosing to consume because you feel inspired and uplifted by them?

CHAPTER 6

Better Together

Next Steps

In this chapter I gave you lots of actionable strategies—including four critical things to do—to help you begin putting the “better together” motto into practice. Below you’ll find the exercises that walk you through each of the four critical things introduced in this chapter:

- » overcoming self-doubt
- » believing in women’s abilities
- » setting and upholding your boundaries
- » forgiving yourself and others

Some of the exercises can be done immediately, whereas others can be done as the opportunities arise and as you continue to read. You can also return to these exercises once you’ve finished the book or whenever it’s right for you.



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Exercise #1: Overcoming Self-Doubt

The next time you find yourself experiencing self-doubt or thinking you're not qualified to do something, follow these steps:

Step #1: Notice, Name, and Normalize. Write down the thoughts and feelings you're having and remind yourself they're normal.

Step #2: Retrain Your Brain. Ask yourself the following questions and record the answers to any or all of them:

- What is the opposite of this thought?
- What is the most generous assumption I can make of myself in this situation?
- How can I shift this thought slightly to align with my values?

Step #3: Record Your Accomplishments and Compliments. Recall at least two or three things you've accomplished or compliments you've received lately. I highly recommend putting them in a place where they're accessible so you can review them when you need them most, whether that's a journal you carry in your bag, a folder in your inbox, or the notes app on your phone.

Step #4: "Train the Brave." Next time you find yourself wanting to do something but feeling afraid—e.g., speaking up in a meeting, setting a clear boundary, making a hard decision, etc.—ask yourself: *What would I do right now if I were being brave?* And make a list of as many things as you can think of. Start with the smallest one and do it.

Step #5: See outcomes as data. Picture something you worked really hard on that didn't go the way you wanted—e.g., work project, room renovation, family trip, etc. Take a minute to write down how you felt when that happened, while reminding yourself it didn't make you a “bad” person/parent/teacher/employee/boss. Then take a moment to write down what you learned from the experience, and what you'd do differently next time.

Exercise #2: Believing in Women's Abilities

The first step toward believing in women is to check our assumptions and biases, but in order to do that, we must practice getting introspective.

Here's a method to help you do that.

1. Think of a woman you don't know well—e.g., someone you just started working with or a friend of a friend you recently met.

2. Ask yourself what assumptions you might be making (good or bad) about this woman's:

- » Financial status
- » Believability or trustworthiness
- » Physical ability or disability
- » Religious beliefs
- » Occupation
- » Relationship status
- » Age
- » Intelligence
- » Sexuality

You might not be able to identify all of your assumptions off the top of your head, but it's good practice to start watching out for them. Once you're aware of your assumptions, you can notice if you're making unfair, negative assumptions about other women and begin challenging those assumptions.

Exercise #3: Setting and Upholding Your Boundaries

As mentioned earlier, boundaries are a much bigger conversation than can be covered in this chapter. For this exercise, think of one person in your personal or professional life you want to set boundaries with.

1. Who do you want to set boundaries with, and what behavior would you like to say is okay or not okay?

2. Why are you setting this boundary, and what will the consequences be if the other person cannot respect it?

3. When do you plan to share this boundary with the other person? Name the date, time, and location, and spend three minutes visualizing the scenario and practicing what you'll do if they react poorly or violate your boundary. This process will help you feel more prepared to respond appropriately if needed.

4. Can you think of a time you've witnessed another woman not having her boundaries respected? If so, what happened? What did you do? What might you do differently in the future, if anything?

Exercise #4: Forgiving Yourself and Others

The goal of this exercise is to provide some critical thought around forgiveness to help open your brain to new ways of thinking about it. To do this exercise, think of one person in your personal or professional life you want to forgive.

1. Who do you want to forgive, and what did that person do that you feel requires forgiveness?

2. Have you ever done anything similar to what that person did to you? If so, describe it.

3. How would it benefit you to forgive that person?

4. How does it benefit you *not* to forgive that person—e.g., holding a grudge feels good, not forgiving allows you to feel self-righteous, etc.?

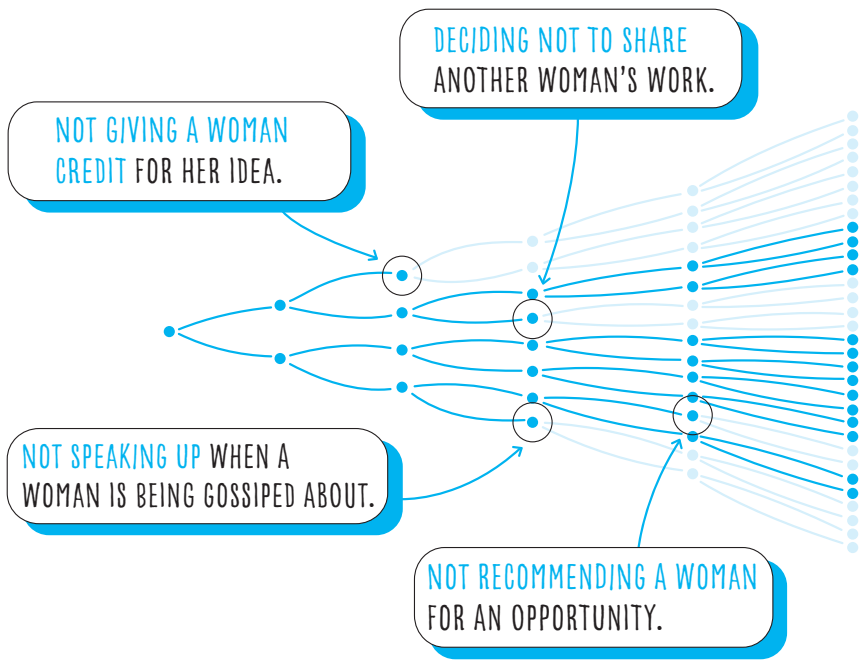
5. What is holding you back from forgiving that person?

6. How might you feel or how might your life be different if you forgive that person?

CHAPTER 7

Taking Small, Daily Action

BREAKING THE RIPPLE EFFECT



Next Steps

In this chapter I shared eight small but mighty ways you can lift women up in your everyday life:

- » Share another woman's work, idea, or creation.
- » Give another woman a genuine compliment.
- » Catch another woman doing something right.
- » Give a woman credit where credit is due.
- » Be intentional in your spending.
- » Endorse or recommend another woman's work.
- » Speak up when you hear something negative said about another woman.
- » Consider calling someone in.

Nearly all of these strategies to lift women up can be done immediately in some way. I encourage you to start small, and focus on one strategy at a time. You can choose to focus on one strategy a day for ten days, or you can choose one strategy and practice it until it comes naturally to you and then move on to the next. You can also return to these exercises once you've finished the book or whenever it's right for you.



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When you're ready to do the exercises, start keeping a record of the strategies you put into action for accountability, reflection, and inspiration. For each strategy, note each of the following:

- what you did
- who it was for
- how it felt
- what the result was (both immediate and medium- or long-term)

It can take a while to do all of these things. Don't rush to try to put them all into action at the same time. You can keep coming back to these exercises as often as you like.

Exercise #1: Share Another Woman's Work, Idea, or Creation

Exercise #2: Give Another Woman a Genuine Compliment

Bonus: Call a woman on the phone specifically to give her a genuine compliment (no other agenda). You won't believe what kind of magic can happen when you do this.

**Exercise #3: Catch Another Woman Doing
Something Right**

**Exercise #4: Give a Woman Credit Where
Credit Is Due**

**Exercise #5: Be Intentional in Your
Spending**

**Exercise #6: Endorse or Recommend
Another Woman’s Work**

**Exercise #7: Speak Up When You Hear
Something Negative Said About Another
Woman**

Exercise #8: Consider Calling Someone In

CHAPTER 8

Your Voice Matters

Next Steps

In this chapter I shared several ways you can use your voice to lift other women up. Below you'll find exercises to guide you through each of the main topics of this chapter, including how to:

- » Share your story
- » Respond to criticism
- » Share your good news
- » Celebrate other women's good news
- » Help other women get their voices heard
- » Say no the right way
- » Recover from saying the wrong thing

Most of these exercises will need to be done in the future, as the opportunities arise and as you continue to read this book—although a few can be done right away. You can get started immediately if you want, or return to these exercises once you've finished the book or whenever it's right for you.



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Exercise #1: Share Your Story

1. Now that you understand the power of sharing your story with other women, I encourage you to start thinking about what story you might want to share.* For example:

* If you don't know what story you want to share yet, that's okay. Chapter 9 will give you a lot of clarity about how you might want to help other women.

- Is there something you've wanted to share with a friend or a family member for a while, but haven't?
- Have you been through loss or struggle you think will help other women feel less alone?
- Have you accomplished something you think will inspire other women?

Jot down some ideas, and the details of how you want to share and with whom. Would you feel more comfortable in a one-on-one setting with a close friend? Sharing over dinner with a few of your family members? Or sharing on social media or in a blog? Write down some thoughts below.

2. Once you share your story with someone, record the details:

- What story did you share?
- With whom did you share it?
- How did you share it, and in what context?
- How was it received?

Exercise #2: Respond to Criticism

Now that you have a better idea of what story you might want to share and through which medium, reflect on how you might respond to criticism.

1. If you've already shared your story with someone, did they respond with criticism? If not, how might other folks respond to your story with criticism? What might they do or say? What negative ways might they react? Writing down these possibilities allows you to better handle and respond (or not respond) to this criticism when it arises.

2. Consider what you want your response to criticism to be. Remember the four-step process you learned about:

- » Respond instead of react.
- » Check in with your energy.
- » Check in with your values.
- » Give people the benefit of the doubt.

Of course, this isn't the only way to handle criticism. Some people take all criticism as feedback and consider criticism deeply. Some people brush it off completely. Take time to consider how *you* want to respond.

Exercise #3: Share Your Good News

Now that you know about the positive ripple effect you can create by sharing your good news, it's time to brainstorm what you might share and with whom.

Like any other new habit or behavior, starting small and simple can help you feel more comfortable putting this into practice. Write down a couple of examples of people with whom you might share your good news and what you might share with them.

Exercise #4: Celebrate Other Women's Good News

Time to celebrate other women and their good news! The next time you hear about someone's good news and aren't feeling happy about it, take five to seven minutes and go through these six steps, jotting down answers where necessary:

1. Notice and name how you feel.
2. Have compassion for yourself.
3. Use how you feel as a compass—why are you feeling how you're feeling?
4. Spend two minutes writing down what you're grateful for in your own life.
5. Envision how you'd want someone to react to your good news.
6. Ask yourself, *If I'm being the best version of myself, how would I reply?*

Exercise #5: Help Other Women Get Their Voices Heard

1. To ensure your coworkers are heard and their ideas are fairly considered, answer the following questions:
 - Is this an issue in my workplace? How can I know for certain?
Have I heard others complain about this issue?

- Is this something I've done to others? How might I be contributing to the problem? How can I do better?

- Who else might be open to recognizing this problem? How can I explain this to them and gain their support?

2. Practice what you might say when your female colleague isn't heard. The more you practice, the more prepared you'll be when the time comes to speak up.

Imagine the following situations happen to a woman you work with. What would you say if ...

- ... your colleague gets interrupted?

- ... her idea was quickly dismissed?

- ... someone suggested the same idea she already had and tried to take credit for it?

Exercise #6: Say No the Right Way

Saying no can be a powerful way to use your voice, preserve your precious time and energy, and model boundaries for other women. It can also be a powerful way to recommend other women and expand their access to opportunities.

Earlier in this chapter I gave you tips for learning how to say no. Not all of them require engaging in a specific exercise, but starting small and setting up a reward system for saying no can prepare you for the nos you're about to say:

1. What are some small ways you can practice saying no in your life right away?

2. What type of reward system could you set up to encourage yourself to say no more often?

3. Time to practice! Imagine you're invited to partake in a special service project organized by your boss or close friend. You'd love to participate, but you're unable to due to time constraints. Write an email to the person, telling them you can't do it. (There's a template provided in the Companion Resource Guide if you need more help).

4. Now consider applying this in your own life.

- What are some activities you'd like to say no to that you've found yourself saying yes to?
- What would it look like to say no? You can use the template in the Companion Resource Guide, if it's helpful for you.
- What might someone say in return if you said no?
- How could you handle that?

Exercise #7: Recover from Saying the Wrong Thing

Sometimes when we're interacting with others, we make mistakes and say the wrong thing.

- 1. Using the guidance I provided earlier in the chapter, write down a scenario in which you said the wrong thing and either need to apologize or otherwise make a situation right.

- 2. Now flip the script and write down a scenario in which you said nothing, and how you might revisit that situation and say what you wish you had said.

CHAPTER 9

Using Your Superpowers for Good

Next Steps

This chapter was all about using your superpowers to lift women up in ways that can make a big impact, while being true to you.

Below, you'll find exercises to guide you through creating your "superpower statement" similar to the one I shared in the beginning of this chapter. You can do these exercises immediately or return to these exercises once you've finished the book—whenever it's right for you.

To download your resource guide, visit:



www.MollyGalbraith.com/book-resources

Exercise #1: Create Your Superpower Statement

Step #1: Identify your top personal value from chapter 5.

Step #2: Determine why this is important to you.

When it comes to lifting women up, it can be helpful for us to get introspective and identify where our passion for helping women comes from. These are five of the most common origin paths we see at Girls Gone Strong. Check the box of the story that is most true to your path:

- ☐ I grew up helping people. It's something I've always done.
- ☐ I had a mentor or role model who changed my life, and now I want to pay it forward.
- ☐ I watched a woman in my life suffer, and I want to do whatever I can to help others who are suffering.

- ☐ I overcame personal challenges, and I don't want other women to have experiences like mine.
- ☐ I've struggled in my relationships with other women, and I'm ready to change that.
- ☐ I have other reasons (write them down).

Step #3: Get clear on your skills and talents.

The work of lifting women up can be done many different ways. Identifying your skills and talents can give you great insight on how you can do work that feels fun, exciting, and fulfilling.

Your talents and skills might not seem like they have anything to do with helping women. However, once you have identified them, you can learn how to use them to lift women up.

Ask yourself the following questions:

1. What talents or abilities or characteristics best describe me?

2. What type of work or projects or leisure activities get me excited—e.g. organizing, connecting, volunteering, problem-solving, educating, mentoring, planning, etc.?

3. What do people count on me for or ask for my help with?

4. What am I doing when other people say they're impressed with me?

5. What are the things I'm most passionate about?

6. What are my top goals for myself personally, for my family, career, and life?

Step #4: Learn more about your relationships with other women.

1. Which two to three women are you closest to in your life? Why are you closest to them?

2. Who are two to three women in your life that you admire and why? What have you learned from them already? What else can you learn from them?

3. When have you most enjoyed the time you were spending with other women? Where were you? What were you doing?

4. What do other women think you do really well? What do other women compliment you on?

5. Think about your three most recent interactions with women in your life (i.e., not strangers). What, if anything, was good about the interactions? What, if anything, wasn't good about the interactions? Can you think of a way you can lift one (or all) of these women up?

Step #5: Determine who you are passionate about helping.

Over the years, I've learned that getting extremely clear on which women you want to help and how you want to help them can bring needed clarity and direction.

Having this clarity and direction will allow you to invest your time, knowledge, skills, and resources in a way that leaves you feeling satisfied and proud with the work you do.

Consider which group of women you want to help most. If you don't see the group you want to help listed below, write it down.

- ☐ women who are in my community (e.g., geographical, religious, shared interests, online)
- ☐ women/girls who are younger than I am
- ☐ women who are older than I am

- ☐ women who are part of a marginalized group
- ☐ women who need pre- and postnatal support
- ☐ women who need peri- and postmenopausal support
- ☐ women who need support with nutrition and exercise
- ☐ women who need support in their political aspirations
- ☐ women who need support in their professional aspirations
- ☐ I'd like to help women who . . .

Then ask yourself:

1. Why do I want to help this group of women? What problems are they currently struggling with?

2. What kind of help do I want to provide? What solution(s) do I want to provide them with—e.g., coaching advice, mentoring, donating to their cause, volunteering time, etc.?

Step #6: Assess what resources you have access to that can be used to lift women up.

Rate your access to the following resources on a scale from 1 to 10 by checking the corresponding box below:

1 = none, 5 = just enough for myself, 10 = big surplus

[illegible]

1. What resources have the highest numbers?

2. What resources have the lowest numbers?

3. If you were to combine your highest-ranked resources and your top value to help women, what could that look like? For example:

- If skills and knowledge are both a 9, you're most passionate about helping women who need pre- and postnatal support, and you value connection, you might consider supporting pre- and postnatal women for a living as a doula or a coach.
- If network/connections are a 9 and time is a 7, you're passionate about helping young professionals, and your highest value is education, you might help young women in your city get connected with strong, successful mentors.

Step #7: Write your superpower statement.

Now it's time to pull it all together. Write a statement that includes:

- who you're passionate about helping
- how you want to help them
- what resources you want to use to help them
- how it's aligned with your core value

Examples:

"I'm passionate about using my skills and knowledge to help pre- and postnatal women stay safe, healthy, and strong, during and after pregnancy through nutrition and exercise coaching, which aligns with my top value of connection."

—SANDRA

"I plan to use my network, connections, and time to facilitate mentorships between young professionals and women with more experience to help young women access the knowledge they need to be successful in their careers."

—ROBIN

Step #8: Consider how this will fit into your life.

Now that you have clarity on what you want to do, take a moment to consider how these activities will fit into your life. Please note, the following questions are intended to spark inspiration and give you ideas of how you can lift women up today and in the future.

Ask yourself:

- 1.** Is this something I want to make into a career or something I want to do in my free time?

- 2.** If I don't want to make this into a career, can I implement some of this in my current work? If so, how?

- 3.** Can I also implement it in my personal life? If so, how?

CHAPTER 10

Becoming a Role Model and Making a Lasting Difference

Next Steps

This chapter was all about how you can further the mission of being a strong woman who lifts other women up by being a role model for other women and girls.

Below you'll find questions that will help you think deeply about how you've been impacted by role models in your life, both positively and negatively, and get clear on who you want to be a role model for, how you're already being a role model, and how you can keep learning and growing to continue creating a better future for women and girls.

You can do these exercises immediately or return to these exercises once you've finished the book—whenever it's right for you.



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Exercise #1: How Role Models Have Impacted You

1. Who has been a role model for you? Think of one to three women and write them below.

Remember, they don't have to be the first woman to go to the moon or end world hunger to be a role model (although those are great role models to have!). Your role model could be someone you know or don't know. They could be in your line of work or involved in a hobby you're interested in. They could be a stranger

you witnessed speaking up in a difficult situation or a coworker who refuses to engage in gossip.

2. How did they help you, or what difference did that make in your life?

3. Who in your life has role modeled behavior you don't want to emulate?

For example, maybe you had a boss who didn't treat you well, a teacher who used shame to discipline you, or a mom with whom you don't have a strong relationship and you want to be a different kind of mother to your kids.

Exercise #2: How You Can Impact Others through Role Modeling

1. Who would you like to be a role model for? Your kids? Your employees? Your students? Female entrepreneurs? Women in your community or at your gym?

2. Are there ways you think you're already a good role model for these women and girls?

3. What are some ways you can use your superpowers you've learned about in this book to be a role model for women and girls *in the future*?

4. What are some ways you can be a role model for women and girls right away—e.g., catch your friend doing something right, give your coworker credit in your next meeting, give your daughter or niece a genuine compliment on something other than her body, speak up next time your sister gossips about another woman, etc.?

5. Now it's time to take action! Choose one or two things you're going to do as soon as you set this book down to lift other women up. Be specific. Say what you're going to do, and when and for whom you're going to do it—e.g., as soon as I put this book down, I'm going to call my best friend and tell her how much I appreciated her being there for me when I went through my terrible breakup/death of a loved one/lost job/etc.).

Leave a Review for
Strong Women Lift Each Other Up



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Reference Guide to Exercises, Charts, Tables, and Other Important Resources

Ready to take your next steps?

I've compiled a checklist of all the thought exercises, charts, tables, and other important information in *Strong Women Lift Each Other Up* for quick reference. This will allow you to quickly find information you're looking for, or easily share a concept you really enjoyed with a friend.

And don't forget—you can download printable and fillable PDF versions of all the exercises here:



Find more here: www.MollyGalbraith.com/book-resources

Chapter 2

- ☐ Download the Companion Resource Guide using the link above
- ☐ Curiosity: The Antidote to Each of the Voices Holding You Back

Chapter 3

- ☐ The Magic of the Ripple Effect
- ☐ Checklist: Scarcity Mindset
- ☐ Exercise: Recognizing How Scarcity Mindset Shows Up in Your Life
- ☐ Exercise: Observing Signs of Scarcity Mindset in Others

Chapter 4

- ☐ Checklist: Are You Caught in The Comparison Trap?
- ☐ Visual: Understanding the Envy and Shame Spiral
- ☐ Technique: Notice and Name

- ☐ Common Scarcity Mindset Patterns
- ☐ Technique: Think of Comparison as a Mirror, Not a Window
- ☐ Technique: Learn to Separate Their “Highlight Reel” from Your “Behind the Scenes”
- ☐ Technique: Run Comparison and Jealousy through Your “Values Filter”
- ☐ Values Filter Flow Chart
- ☐ Exercise: Recognizing Jealousy, Comparison, and Scarcity Mindset in Your Relationships with Others
- ☐ Exercise: Observe How and When Jealousy, Comparison, and Scarcity Mindset Show Up in Your Life

Chapter 5

- ☐ Retrain Your Brain Exercise: What Is the Opposite of This Thought?
- ☐ Retrain Your Brain Exercise: What Is the Most Generous Assumption I Can Make of Myself or Someone Else in This Situation?
- ☐ Retrain Your Brain Exercise: How Can I Shift This Thought Slightly to Align with My Values?
- ☐ How to Curate Your Social Media
- ☐ Exercise: Discover Your True Values
- ☐ Exercise: Retrain Your Brain
- ☐ Exercise: Curate Your Environment

Chapter 6

- ☐ Scarcity Mindset vs. Better Together Mindset
- ☐ Five-Step Process to Overcome Self-Doubt
- ☐ Four-Step Process to Practice Believing in Women’s Abilities
- ☐ Five-Step Guide on How to Set and Uphold Your Boundaries
- ☐ Ways to Help Other Women Have Their Boundaries Respected
- ☐ Four Powerful Strategies to “Flex Your Forgiveness Muscle”
- ☐ Exercise: Overcoming Self-Doubt
- ☐ Exercise: Believing in Women’s Abilities
- ☐ Exercise: Setting and Upholding Your Boundaries
- ☐ Exercise: Forgiving Yourself and Others

Chapter 7

- ☐ Molly's Process for Calling Someone In
- ☐ Exercise: Share Another Woman's Work, Idea, or Creation
- ☐ Exercise: Give Another Woman a Genuine Compliment
- ☐ Exercise: Catch Another Woman Doing Something Right
- ☐ Exercise: Give a Woman Credit Where Credit Is Due
- ☐ Exercise: Be Intentional in Your Spending
- ☐ Exercise: Endorse or Recommend Another Woman's Work
- ☐ Exercise: Speak Up When You Hear Something Negative Said About Another Woman
- ☐ Exercise: Consider Calling Someone In

Chapter 8

- ☐ Four-Step Process for Handling Negative Comments
- ☐ The "Good News" Ripple Effect
- ☐ How to Express Joy When You're Feeling Less Than Joyful
- ☐ Four Ways You Can Help Women Be Fully Heard in Any Environment
- ☐ Five Tips for Learning How to Say No
- ☐ Exercise: Share your Story
- ☐ Exercise: Respond to Criticism
- ☐ Exercise: Share Your Good News
- ☐ Exercise: Celebrate Other Women's Good News
- ☐ Exercise: Help Other Women Get Their Voices Heard
- ☐ Exercise: Say No the Right Way
- ☐ Exercise: Recover from Saying the Wrong Thing

Chapter 9

- ☐ Mentoring, Teaching, and Sharing Insider Knowledge
- ☐ Six Tips for Hiring Women and Creating Diverse Teams
- ☐ Three Steps to Start Donating and Investing
- ☐ Exercise: Create Your Superpower Statement

Chapter 10

- ☐ Three-Step Approach to Recenter Yourself
- ☐ Visual: Understanding the Shame and Defensiveness Spiral
- ☐ Exercise: How Role Models Have Impacted You
- ☐ Exercise: How You Can Impact Others Through Role Modeling