

# WOMEN **LEAD** WEBINAR

## Help Your Allies Help You

Ericka Young, bestselling author, speaker, and coach, led a webinar on getting support from allies as you climb the corporate ladder. Missed the webinar? [Watch the replay.](#)



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### TAKE IT TO WORK

How can your allies — including your mentors, coaches, challengers, advocates, and sponsors — help you advocate for yourself and achieve your career goals? Explore the topic further with these discussion questions.

#### GROUP QUESTIONS

- What part of Ericka's talk had the biggest impact on you? How could you be more courageous in your career? What is one action you'll commit to taking this week?
- Think of a question you have related to advancing in your career, and ask the group. It could be about a particular goal, growing your skills, your next steps, or something else. If no one in the group has an answer for you, can they connect you with someone who might?
- Ericka said that to be your own advocate, it's important to talk about salary. If you're willing to discuss salaries as a group, do so. If you aren't comfortable having that conversation, talk about why. Why are men more willing to have these conversations? How does avoiding this topic hold women back? What would it take for you to feel comfortable talking about your salary with other women?

#### INDIVIDUAL REFLECTION

- What would it look like for you to be a fierce advocate for yourself? What strategies from the webinar will help you make that a reality?
- If you didn't do it as you watched the webinar, take a minute to make a list of the people you consider allies. If you can't think of anyone, look through your phone contacts and LinkedIn connections. Are there people on the list that you haven't been in touch with recently? Find a reason to reach out and reconnect.
- Do you have a journal where you track your accomplishments? (If not, start one.) Update it with your recent projects. Record what you've achieved. Be specific, and include numbers. These results will be useful in future conversations about what you bring to the table.