

# **CONVERSATION GUIDE**

## **GUY TALK**

## **GUIDELINES FOR THE CONVERSATION**

- Appoint a person to lead the conversation. The leader should pay extra attention so that no one is interrupted, and everyone has the chance to speak.
- Decide how you will share the floor. Take turns speaking in a circle, raise your hands, or some other system.
- You don't need to have a specific order to the questions. Just choose questions that interest you.
- Start with yourself and your own experiences. It is important that everyone speaks from their own perspectives and individual experiences.
- Interpret kindly. By interpreting kindly, we assume that everyone means well and that we grow together through the conversation.
- No one needs to 'perform'. The point isn't to show off your knowledge but rather to open up, both to others' stories and by sharing your own.
- No recording or note-taking.
- Anything shared in the group stays in the group.

# EGO

## Warm-up statements – answer yes or no

- I tend to take up a lot of space in conversations with others.
- I often have a hard time admitting when I've made a mistake.
- I'm good at receiving positive feedback.
- I'm good at receiving negative feedback.
- I feel stressed when other people around me do well.

## Questions level 1

- Are there expectations of how a man should be at work? Have you ever felt that you don't live up to those expectations?
- How does it feel if you have to apologise to someone else?
- Do you compete with and/or compare yourself to your colleagues?  
How and why?

## Questions level 2

- How much of your self-worth do you base on your work performances? For example, if you face setbacks at work, how is your self-esteem affected?
- Do you ever hide your mistakes or failures to maintain your status? If yes, does this behaviour cause any problems for you or your workplace?
- Do you feel envious of your colleagues in certain situations? Why? What does it feel like, and how do you handle that feeling?
- How do you handle criticism? How does it feel if a colleague questions something you've said or done in front of others? Possible follow-up question: Does it matter who questions you

# VULNERABILITY

## Warm-up statements – answer yes or no

- I've felt stressed out at work, and I haven't spoken to anyone about it.
- I often hide my feelings or lighten up difficult topics by joking about them or laughing at them.
- I can be vulnerable or emotional in front of my colleagues.
- My colleagues feel comfortable being vulnerable or emotional in front of me.

## Questions level 1

- Have you ever noticed that a colleague was sad or down? Possible follow-up question: What did you do? How did that make you feel?
- Are you comfortable seeking support from your colleagues when you're not feeling well? Possible follow-up question: How do you react when a colleague is sad and needs support?
- How would you feel if you needed to ask a colleague for help? Possible follow-up question: Would you rather ask a male colleague or a non-male colleague for help? Why?

## Questions level 2

- Do you easily get angry or annoyed? Possible follow-up questions: Are there times when you've regretted being angry or annoyed in a work-related situation? How do you wish you had reacted?
- Has anyone ever been angry or annoyed with you at work? Why? Possible follow-up question: How did you feel about that? How did you react?
- Have you ever cried at work? Please share what happened.

# RELATIONSHIPS AT WORK

## Warm-up statements – answer yes or no

- I can ask colleagues for non-work-related advice.
- I talk about the same things with my male colleagues as I do with other colleagues.
- As a man, I am expected to talk about and be interested in certain things during coffee breaks and lunch hours.

## Questions level 1

- When was the last time you asked a male colleague how he was doing? That is, used the expression ‘How are you?’ or similar as more than just a greeting phrase.
- How do you and your male colleagues react when someone tries to talk about something difficult or sensitive?
- If a colleague’s behaviour or health worried you – would you be comfortable talking with them about it?

## Questions level 2

- Do you and your male colleagues ever act or talk in a way that makes others feel unwelcome? Possible follow-up question: What can you do to change that?
- Can you tell your colleagues if you’re frustrated or disappointed in them?

# **BANTER**

## **Warm-up statements – answer yes or no**

- All my colleagues feel comfortable during work-related social activities.
- I contribute to maintaining a nice and respectful atmosphere at work.
- New employees or visitors have a hard time understanding our jokes or certain slang that's used in our workspace.
- It's obvious what's okay or not okay to joke about at my workplace.

## **Questions level 1**

- Do you change the way you speak when you're in an all-male environment? How? Possible follow-up question: Do you change the way you speak when you are in a group or in a situation where no men are present? How?
- Do you ever go along with a certain type of banter that you personally find unacceptable? Why?

## **Questions level 2**

- How do you think a new employee would feel about the internal language used at your place of work? Possible follow-up question: What can you do to create and maintain nice, inclusive, and respectful language?
- Why do you think there are so many workplaces that struggle with avoiding sexist or excluding language?
- Have you ever witnessed a colleague's unacceptable behaviour without intervening? What are your thoughts on that now? Possible follow-up question: Do you wish you had intervened? If so, do you have any suggestions for what you could have done?

# SEXUAL HARASSMENT AT WORK

## Warm-up statements – answer yes or no

- I know what is considered sexual harassment.
- I can intervene if one of my colleagues treats someone else in an intrusive or offensive way.
- If sexual harassment or any other type of offensive behaviour were to be discovered at my workplace, those responsible would be held accountable for their actions.

## Questions level 1

- If you notice a colleague coming on to or flirting with a non-consenting colleague – what do you do?
- Can you think of a situation in which it isn't okay to flirt with someone? Possible follow-up question: How can you tell if someone is consenting to your romantic/sexual advances?
- What can you do to prevent sexual harassment at your workplace?

## Questions level 2

- Have you ever flirted with a colleague? Possible follow-up questions: Did you make sure it was consensual? How did that affect your professional relationship?
- What kind of flirting with a colleague can be problematic? Possible follow-up question: Would it make a difference if they were newly employed, had worked longer than you, or if they were your manager?
- If someone flirted with you at work and you didn't want them to, what would you do? Possible follow-up question: If someone flirted with you at work and you were interested, what would you do?

## REFLECTIONS

- How did it feel to speak about these topics?
- Did something feel difficult or uncomfortable?
- What will you take with you from this experience – and is this something you would consider doing again?
- Have you learned anything about yourself during the conversation?  
(Share, if you feel comfortable doing so)
- Are there any concrete changes you want to make in your life that you discovered during the conversation?

**Remind each other that everything said during the conversation stays in the group!**