



Lead Together Discussion Guide

Thank you for reading *Lead Together: Stop Squirreling Away Power and Build a Better Team*. Want to get even more out of Sam's story? Use the discussion prompts below with your fellow readers to reflect on and apply the lessons from the book.

Book Discussion Tips:

- **Define a purpose.** Begin your discussion by clarifying the purpose of your conversations. *For example: hear one another's insights; come up with individual actions to take; decide how we'll implement power-with principles in our group.* It's okay if different readers have different goals – just make these implicit expectations explicit.
- **Set norms.** Co-create a small number of norms so everyone knows what to expect and how to participate. *Some examples of power-with norms include: hear from each person one at a time; make sure each person gets to complete their thoughts; rotate facilitator and notetaker roles.*
- **Pass it on.** Come up with a way to share your groups' insights and ideas with others. *For example: forward your summary to coworkers; hold a workshop; create a video.* Not only will you help grow others' power and contribute to a power-with culture, you'll also help yourselves understand the concepts more deeply and remember them more fully.

Part I: Sam the Squirrel

- How does your leadership style compare to Sam Squirrel's?
- How do you hope people will describe you as a leader?
- What is your equivalent of a "forest recession"?
- How do you use (or not use) your power? Why?

Part II: The Power-With Community

- What reactions did you have to Mary's Power-With community? Why?
- When you observe a group, what cues tell you who has more or less power?
- How do your associations with power (negative or positive) impact you?
- Where have you seen power psychology in action? How does it impact you?



Part III: Power-With Principles

- Which of the power-with principles resonates most with you? Why?
- Which feel(s) most uncomfortable? Why?
- Which principle(s) might help you get closer to being the leader you want to be?
- Who is a good power-with role model you can turn to for inspiration? What do they do differently?

Part IV: Principles in Action

- What are the different areas of your life where power-over and power-with ways of being show up (e.g., school, work, relationships, raising kids, interacting with animals)? What are the impacts?
- How would you characterize your own power style (i.e., power grabber, power masker, power sapper, power shrugger, power-with)?
- Where would you most like to see a power-with culture take root? Why?
- What small steps can you take to bring the power-with principles to life?



Thank you for making the world a more fair and fulfilling place!

Want additional resources and inspiration?

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