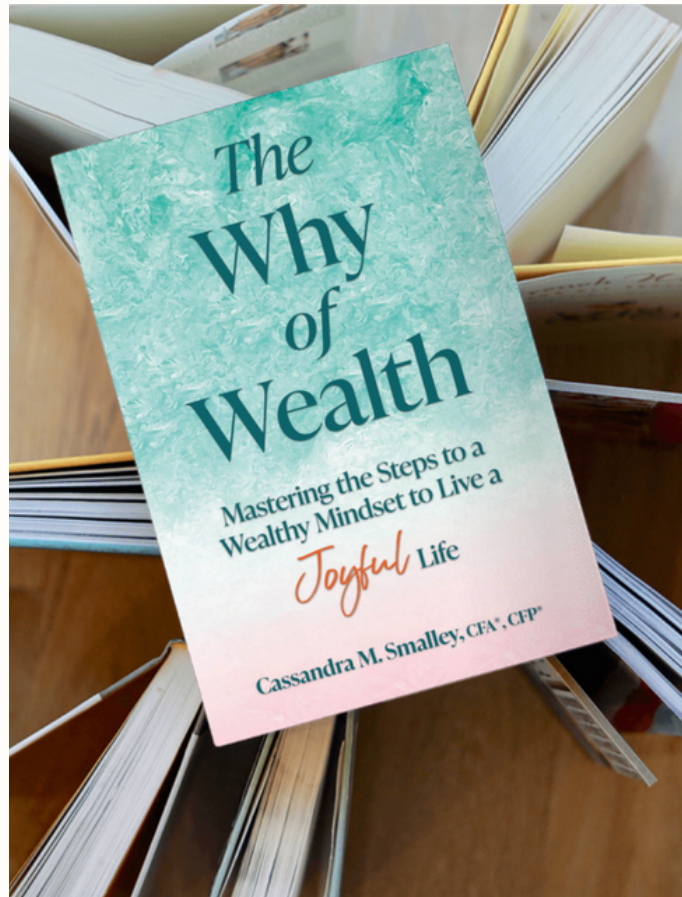




CASSANDRA SMALLEY

WEALTH MANAGEMENT



Book Club DISCUSSION GUIDE

By Cassandra Smalley, CFA, CFP®

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Cassandra Smalley

Cassandra Smalley is a CERTIFIED FINANCIAL PLANNER™ and Chartered Financial Analyst professional, the founder of Cassandra Smalley Wealth Management, published author, and recognized by SHOOK Research and Forbes as America's Top Women Wealth Advisors 2020-2021.

At Cassandra Smalley Wealth Management, we work with you to build, grow, and protect your legacy for a secure and fulfilled future. Our Comprehensive Financial Planning services and Investment Management services are both designed to help you achieve your goals with confidence, joy, and purpose.

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LET'S TALK!

Overview Discussion Questions

1. What was your favorite part of the book?
2. What was your favorite quote from this book and why?
3. If you could ask the author anything, what would it be?
4. Who do you most want to read this book?
5. What new things did you learn? Are there lingering questions from the book you're still thinking about?
6. Has it broadened your perspective about a difficult issue—personal or societal?
7. Do the issues affect your life? How so—directly, on a daily basis, or more generally? Now or sometime in the future?
8. What are the implications for the future? Are there long- or short-term consequences to the issues raised in the book? Are they positive or negative? Affirming or frightening?
9. What story stuck with you the most as significant—or interesting, profound, illuminating, disturbing, sad...? What was memorable? Which part of the book resonated emotionally with you?
10. Is there a piece of advice or wisdom that you disagreed with? Why? What would you suggest as alternative?
11. How might you apply these strategies and solutions in your own life? Walk through various scenarios, and role-play with other members.
12. What personal or group action can you take after reading this book?



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LET'S TALK!

Chapter 1

1. How did you feel about Audrey and Walter's financial situation when she was surprised by divorce in their 70s?
2. How might they have improved their collective finances during their marriage?
3. If Audrey was your mother, sister, friend, how might you empower her to move forward with her new life?
4. If you were Audrey's financial planner, what are some ways you would talk through this situation? What financial topics would be important to cover?
5. Has anyone tried to share their "hot stock tip" with you? How did you respond? What do you think drives their behavior to highlight a favorite winner?
6. What are important financial considerations for Madison who is a full-time caregiver for her mother?
7. How could Madison's mother have financially prepared for her full-time care needs and communicated that with her daughter?
8. Have you experienced a situation that can be characterized as financial socialization - a difference in the way boys and girls are taught about money and risk taking? How has it impacted you? How can you make sure that your kids experience healthy financial talks?



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Chapter 2

1. Describe a time when you have seen the gender pay gap affect someone in your life. How was it handled? How could it have been improved?
2. Are men and women perceived differently in your workplace for their caregiving roles and responsibilities? How can your employer/coworkers extend flexibility, grace, and acceptance for responsibilities that fall outside of the workplace?
3. How are opportunities to learn about investing and retirement savings available in the workplace and discussed at home?
4. Do you and your partner feel equally confident in your financial situation and plans for the future? What steps can you take to improve communication and confidence?
5. How can tasks be more evenly distributed at work and at home so that women/mothers are not handling the brunt of the household chores or typical secretarial work/party planning/diversity initiatives that are not seen as career enhancers?
6. How can you decrease the magnitude of each of the financial gaps personally and on a larger scale?



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Chapter 3

1. How will the Great Resignation have lasting effects on the way we do work?
2. Should all workers take a sabbatical (or several sabbaticals) during their career? What is the benefit to employees and employers?
3. Is the side hustle drive a thing of the past? How does this view of work-life balance change by generation: Boomers, Gen X, Gen Y, Gen Z?
4. What can we do to minimize the motherhood gap/fatherhood premium for new parents re-entering the workplace?
5. What is the most significant step someone can take when considering a career break to create financial security? What can you do to support and encourage someone who is stepping out of the workforce to ensure they don't fall further behind financially?
6. Have you experienced your own moment where you decided it was time to pivot? What factors influenced your decision?



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Chapter 4

1. How do you embrace *ikigai* in your life (enjoying the little things, being in the present moment, pursuing dreams and a happy active life)?
2. Who is your household CFO? How much do you share with each other, or do you divide and conquer financial tasks?
3. We all carry some version of financial skeletons. Share a vulnerable moment where emotions impacted or influenced your decision, reaction, or inaction. Did it impact your communication about finances with another? What did you learn from this moment?
4. How did you feel reading Lindsay and Jeff's story? How do you think Lindsay and Jeff feel about dividing income and expenses? How did that impact their relationship? If they came to you for advice, what action should they take to improve communication and improve financial health individually and as a family unit?



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Chapter 5

1. In what ways do you exhibit financial self-care? How might neglect in emotional, physical, or financial levels impact the other two areas?
2. What was your reaction to the life planning questions? How can you use this lens to reflect on what brings you joy and how your money and values can be in better alignment?

Chapter 6

1. How does the media elevate fear? What is the best way you have found to deal with negative messaging?
2. The author describes fear, greed and regret as playing a major role in financial misbehaviors. Do you agree? How have you seen this happen in real life? What can we do to lessen the impact of investing with emotion?
3. How does the equation $E + R = O$ resonate with you? Describe the difference between the things you have financial control over and how your response influences outcomes?



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Chapter 7

1. In what ways does technology improve our financial lives?
2. How has social media, advertising, and societal expectations influenced our wants becoming more of our needs?
3. Describe how your lifestyle has expanded over the years? As your income has grown throughout your career, has it been easier or more difficult to save?

Chapter 8

1. What positive financial habits do you incorporate in your daily life?
2. How did the way your parents handle finances and talk about money influence your money habits and behaviors?
3. Sherri's grocery store experience taught her children how to budget and the value of a dollar. What other methods or experiences are good money-teaching opportunities?
4. How do we get caught up in holiday consumerism and what can we do to address it?
5. What financial cravings can have a positive impact on our financial well-being?
6. How does having an abundance versus scarcity mindset make a difference in our success?



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Chapter 9

1. If you were to host your own version of a money party, describe what that would mean to you.
2. Jen and her partner divided household expenses relative to their income. What are your thoughts on keeping individual and joint accounts, and at what point in a relationship should they be combined, if at all?
3. Describe your most significant money memory. What did you learn from that moment or experience?
4. How did you feel about Cane and Alyssa's spending? Did your view of their money patterns change once you understood the why behind their purchases?

Chapter 10

1. The author describes getting wealthy and staying wealthy as different skillsets. Do you agree? What skills would be needed to stay wealthy?
2. Kelsey and Adam felt owning a home debt-free is an important component to being financially successful more so than having liquid resources. Do you agree with their decision? How would you have handled the inheritance if you were in their shoes?



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Chapter 11

1. What is your view on the value of a college education today? Do you believe the price of college is justified?
2. With 60% of students taking up to six years to graduate, how can parents and students better plan for educational (and financial) success?
3. Women now represent 60% of student enrollment in college, yet few women hold higher-level executive ranks. Why do you believe there is still a disparity in this translation from educational to career success at the highest levels?
4. What is the best way for Lindsay and Jeff to contribute to college costs for their children? Do you believe their children should be more involved in college financial conversations? If so, how would that change with age?



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Chapter 12

1. How did Peg's story of retirement and the financial and emotional caregiving roles make you feel? What can we learn from her experience? How can you help support someone who has stepped into the caregiver role?
2. How might retirement look different for a man than for a woman?
3. Unexpected hardship can come in many forms. How did the chapter make you feel? Which story broadened your perspective or resonated with you the most?
4. Do you feel financially prepared and know where to access important documents? Does your partner?

Chapter 13

1. Does the idea of reaching a magic retirement number create more anxiety or help you focus toward a target?
2. Do you agree that retirement myths cannot be held as enduring financial advice? Which myths do you agree/disagree with?
3. Does the section on Social Security encourage you to optimize your benefits? How could Social Security benefits and planning opportunities be better communicated to the masses?



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Chapter 14

1. What does leaving a legacy mean to you?
2. Evelyn called a family meeting to talk to her adult children about her wishes for end-of-life care, personal finances, and to give them a point of contact to guide them through the process. If this was your parent, what would you want to know? Have you had these conversations with the generation above or below you? What is a good way to bring up the idea of a family meeting to your loved ones?
3. In what ways has your cultural upbringing influenced the financial expectations in your family?
4. How can we educate and empower our families to be financially successful so that wealth passes from one generation to the next?

Chapter 15

1. In what ways do you elevate and support other's accomplishments?
2. Describe a time when you took a risk to advance your career or an opportunity. How did you handle being uncomfortable with the unknown future impact of your decision?



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Chapter 16

1. Many people believe that their future selves and situation will look a lot like yourself today, only older. But in reflection, notice how much life has changed over the past 5, 10 or 20+ years. How do you envision your life changing from one decade to the next? Where will you live? What will you be doing? Describe your ideal day.
2. What social circles do you currently belong to? How will you continue to stay engaged and involved with your community, friends, network, and family when you separate from the workforce?

Chapter 17

1. How will you continue to fuel your passions and live your life with purpose, fulfillment, and joy?
2. What does living financially free mean to you? If you had all the money you needed, the projects were done, and your kids were grown, how would you spend your time? What passions would you pursue?



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TAKE ACTION!

Secondary Activities

Aside from discussing the book you've read, you can take your club to the next level by brainstorming a way to pair your discussion with an activity that ties to the book.

FINANCIAL LITERACY

Consider creating a Money Party for your group that focuses on financial education, learning about a financial topic, bring in a speaker to engage the group in a workshop, take a money personality quiz, discuss early money memories among the group, or share stories of how you've taught financial literacy to your kids. Have each member share the same exercise at home or with a friend and discuss at the next club meeting. The goal is to normalize the conversation and get more comfortable having talks with family, friends, colleagues, and our children about financial matters.

WOMEN'S WEALTH

How can you support women and mothers in the workplace? Does your organization evaluate any potential issues with gender wage gaps? How can it improve paid leave policies and offer more support systems? Where can your company provide greater flexibility in the workplace? What other women's wealth events can the company sponsor? Does your employer offer a robust retirement plan and have financial planners available to answer questions? Is there a woman in your network that you can sponsor or mentor to elevate her career?

FINANCIAL FREEDOM & A JOYFUL LIFE

Discuss what a joyful life means to each member and challenge one another to take a step in the direction towards achieving that goal. Close your eyes and describe a life that is richly fulfilling, stress free and financially free. Where are you? What does your day look like? Who is a part of your rich and fulfilling day? How are you finding joy? Discuss ways that the group can support one another on their path to designing their best life.

By taking what you learn and discussing ways to put the concepts into action, you can grow as a group, and as individuals. Your book club will be more than just a social event, but a learning opportunity and a force for positivity and change in your community!

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power to design your
life.

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