



# LOVE MADE VISIBLE

## EXPLORATION GUIDE

*The W* with Tracy Mathews & Rev. Charisse Jones  
by Rev. Charisse Jones

# 1

*Love Made Visible* starts with Esther telling her story of the struggle and pain of not being able to get a job after college or graduate school. She explains that she had good grades, extra-curricular involvement and a Wharton Business School degree. Esther thought this pedigree would easily land her a job. But, she was met with disappointment and felt demoralized in not being hired.

**How do you define success in your work? What may have been the disconnect between Esther and the meaningful work she desired? Have you faced similar challenges in getting a job? What lessons about ourselves and our callings can we learn when faced with rejection?**

# 2

In the film, Esther transitions from a place of deep pain when not being hired for work, to a place of deep flourishing when she landed a job at LinkedIn.

**What about this job and/or about Esther made such a difference? How do Esther's core values of what she prioritized in work (something she was passionate about, where she could help people and make an impact) play a role in her job at LinkedIn? Is there a correlation between your core values and the type of work you do?**

# 3

Esther says that not seeing people like her in higher ranks — few Asians and few women in executive leadership — was/is discouraging. She states that this is a reason she is passionate about helping people achieve their full potential at any level.

**How does having people with different life experiences and perspectives add value to a business or workplace? What role do you or does your business/organization play in achieving representation and recognizing the value of people beyond the labor and skills they bring to the table?**

# 4

Esther says that she chose to work for LinkedIn because she believed in their mission of creating economic opportunity for every member of the global workforce. In the film, we see her move into a place of deep joy and love as she talks about her work and the people with whom she interacts as a Senior Product Marketing Manager. For Esther, "love made visible" is helping others reach their potential and not go through the same pain she experienced in her job searches.

**Do you believe in the mission and vision of your employer? If so, what aspects resonate with you? How is "love made visible" in your work? Are there pain points in your work that you try to help others not to experience? If so, how do you coach, mentor and inspire them?**