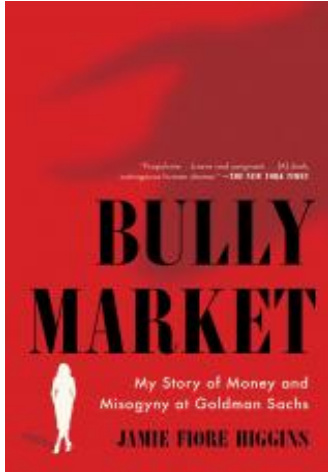

Bully Market: My Story of Money and Misogyny at Goldman Sachs

by Jamie Fiore Higgins



About the Book

A rare, riveting insider's account on Wall Street --- an updated LIAR'S POKER --- where greed coupled with misogyny and discrimination enforces a culture of exclusion in the upper echelons of Goldman Sachs.

Jamie Fiore Higgins became one of the few women at the highest ranks of Goldman Sachs. Spurred on by the obligation she felt to her working-class immigrant family, she rose through the ranks and saw it all: out-of-control, lavish parties flowing with never-ending drinks; affairs flouted in the office; rampant drug use; and, most pervasively, a discriminatory culture that seemed designed to hold back the few women and people of color employed at the company.

Despite Goldman Sachs having the right talking points and statistics, Fiore Higgins soon realized that these provided a veneer to cover up what she found to be an abusive culture. Her account is one filled with shocking stories of harassment and jaw-dropping tales of exclusionary behavior: when she was told she only got promoted because she is a woman; when her coworkers moaned at her after she pumped for her fourth child, defying the superior who had advised her not to breastfeed; or when a male boss used a racial epithet in front of her, other colleagues and clients without any repercussions.

BULLY MARKET sounds the alarm on the culture of finance and corporate America, while offering clear, actionable ideas for creating a fairer workplace. Both a revealing, extraordinary look at the industry and a top Wall Streeter's explosive personal story, BULLY MARKET is an essential account of one woman's experience in a flawed system that speaks to the challenge and urgency for change.

Discussion Guide

1. For the person who chose BULLY MARKET: What made you want to read it? What made you suggest it to the group

for discussion? Did it live up to your expectations? Why or why not?

2. What do you think motivated Jamie Fiore Higgins to share her life story? How did you respond to her ?voice??

3. Family obligation was a large theme of the book. What are your thoughts about the expectations of Jamie by her family of origin? Have you ever felt obligation to your family in a way that went against what you wanted?

4. What was your prevailing feeling while reading this book? Did that feeling ever change? If so, when? And why?

5. Were there any instances in which you felt the author was not being truthful? How did you react to these sections?

6. How was the overall style of the author?s writing? What moments were most vivid and memorable? What were your thoughts on the pace of the book?

7. A lot of the bad choices Jamie made were described as coping mechanisms, a way to escape. Have you ever made choices that you weren?t proud of in an attempt to cope with a difficult situation?

8. Do you think the author?s perspective about Wall Street would have been different if:

? she was single

? she had no children

? she reported to a female boss

? she lived on her own

? she had come from a life of privilege

? she was not the family breadwinner

? she worked in a different division

9. What scenes or parts of the book made the biggest impression? Were there any issues you felt were unresolved or unclear? What sections would you like to have delved into more?

10. Would circumstances have changed had the author been promoted to Managing Director in the first round? Were there any actions the author could have taken to change the outcome of her career? Would it have made any difference?

11. What new things did you learn as a result of reading this book? Did any new knowledge change your opinions or perceptions of corporate America? Of women in corporate America?

12. What characters were most relatable? Most detestable? Most intriguing? What characters would you like to have a deeper understanding of?

13. What were the drivers of the author?s motivation to succeed? Did you feel that these changed over time? Did they intensify or wane?

Author Bio

Jamie Fiore Higgins worked as a managing director at Goldman Sachs. One of just eight percent of Goldman employees to earn the managing director title, she was the highest-ranking woman in her department. An active member of the Women's Network Committee, Fiore Higgins spent her workdays running the trainee and internship programs, recruiting and managing top equity clients and \$96 billion in stock. Living in New Jersey with her husband and four children, she is a trained coach, working with teens to hone in on their leadership skills, high school and college graduates as they begin careers, professionals as they navigate the workforce and those in midlife looking to reinvent themselves. She is also a contributor for *Medium* and Thrive Global.

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Publication Date: May 2, 2023

Genres: Business, Economics, Memoir, Nonfiction, Sociology

Paperback: 336 pages

Publisher: Simon & Schuster

ISBN-10: 1668001039

ISBN-13: 9781668001035