

PHOENIX RISING | LESSON 2

The Masks We Wear

Script Excavation Journal

A guided journal for excavating inherited cultural scripts, examining the masks we wear, and rewriting survival strategies into liberation practices.



PHOENIX RISING

Anti-Racism Leadership Programme

oxytocin-anti-racism-training.com

"My grandmother never raised her voice in public. Not once."

About This Journal

This journal accompanies Lesson 2: The Masks We Wear. It guides you through the process of excavating the cultural scripts—the inherited rules, beliefs, and survival strategies—that shape how you show up in professional settings.

Scripts are not weaknesses. They were often survival strategies. This work is about recognising them, understanding their origins, and choosing which ones still serve liberation.

Part 1: Identifying Your Scripts

A 'script' is an unwritten rule you follow without questioning. It might sound like: 'Don't make waves,' 'Be twice as good,' 'Keep your head down.' List the scripts you carry.

The Script	Where did it come from?	How does it show up at work?	Does it still serve you?
1.			
2.			
3.			
4.			
5.			

Part 2: The Mask Inventory

We all wear masks. Some protect us. Some imprison us. For each mask below, reflect on when you wear it and what it costs you.

The Mask: The Professional

When do you wear this mask? What does it protect you from?

What does wearing this mask cost you?

The Mask: The Peacekeeper

When do you wear this mask? What does it protect you from?

What does wearing this mask cost you?

The Mask: The Strong One

When do you wear this mask? What does it protect you from?

What does wearing this mask cost you?

The Mask: The Invisible One

When do you wear this mask? What does it protect you from?

What does wearing this mask cost you?

The Mask: The Performer

When do you wear this mask? What does it protect you from?

What does wearing this mask cost you?

Part 3: Rewriting the Script

For each script you identified, write a new version—one that serves liberation rather than survival.

Old Script	New Script	One action to practise it

"The script you inherited was survival. The script you choose is liberation."