

HOW TO BE SUCCESSFUL WITHOUT HURTING MEN'S FEELINGS

"pilot"

written by

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COLD OPEN

1

INT. LUCID MUSE - ATRIUM - MORNING (D1)

1

CLOSE ON JOANNA (35, wry, conflict adverse, an apathetic feminist at best) smiling widely.

JOANNA (V.O.)

That's me. Yes, I smile a lot. As a people pleaser and a middle manager, smiling is pretty much my main job. Especially since I'm completely surrounded by--

WIDEN TO REVEAL Joanna is standing amid a SEA OF MEN. The 60 or so MOSTLY MALE EMPLOYEES of Lucid Muse are gathered in the large central atrium of this 2-story Google-wannabe office to celebrate the newly installed stainless steel tubular slide.

JOANNA (V.O.)

--Men. In every direction I look.

ON TJ (late 50s, super fit, boyishly handsome) grinning like a proud father and wielding a giant pair of scissors in front of a red ribbon that ANNIE (early 30s, TJ's assistant, frazzled), and ROCHELLE (45, head of HR, NARC vibes) hold up in front of the slide.

JOANNA (V.O.)

Above me, way above me, is our CEO, TJ. He made an app that makes apps.

ON SIMON (Joanna's report, openly gay, which makes him even more in the minority), fists raised in support of TJ.

JOANNA (V.O.)

Below me, my direct report Simon. He wants my job and isn't afraid to show it.

ON RAJ (Joanna's peer, Indian, gorgeous, British accent, shares her wry sense of humor) who is standing beside her.

JOANNA (V.O.)

And next to me, Raj. He's a middle manager like me, but unlike me, he was brought here by a head hunter. I was brought here by \$20,000 in credit card debt from my failed vintage boots website.

Reveal Joanna is, as usual, wearing vintage boots.

TJ

(to the group)

As many of you know, I've dreamt of putting a slide in this office since we completed work on the rooftop putting green. People said I couldn't do it.

JOANNA

(whispering to Raj)

No, they said he "shouldn't" do it.

Raj stifles a laugh.

TJ

Call it a childish fantasy but I don't think any of us should lose our childlike wonder...

JOANNA (V.O.)

My childlike wonder was wondering if a female CEO would get away with blowing \$50,000 on a slide.

TJ

Are you guys ready to change the way you go downstairs forever?!

All the employees, including Joanna and Raj, CHEER, but "The Bryans," are especially euphoric. IN SLO MO we see BRIAN (40, bro-ey executive), BRYAN (40, bro-ey executive) and RYAN (40, bro-ey executive), jump, clap, laugh, and high-five.

JOANNA (V.O.)

Those guys? They're the Bryans. Brian with an "i", Bryan with a "y," and Ryan with a Trust Fund. They're hard to tell apart, but they're rarely apart, so it's not a problem.

TJ

I give to you the Lucid Muse company slide!

TJ cuts the ribbon and all CHEER AGAIN.

JOANNA (V.O.)

So. Much. Testosterone. But it isn't all men.

ON DALE (early 50s, one of TJ's first hires, lives by WWSSD: What Would Sheryl Sandberg Do?).

JOANNA (V.O.)
There's my boss, Dale, the only
woman on the Leadership Team.

DALE
(fist bumps TJ and points)
You outdid yourself, my man.

JOANNA (V.O.)
Her key to success is being one of
the guys. She thinks that means
working twice as hard. I think it
means a lobotomy.

Dale looks at Joanna and mimes for her to CLAP MORE. Joanna
does, but her fake enthusiasm is no match for the ACTUAL
enthusiasm of ELYSE (27, idealistic and excited to be here).

JOANNA (V.O.)
And that's my new hire, Elyse. She
doesn't want to join the patriarchy
-- she wants to destroy it. Luckily
she seems to like slides?

ELYSE
(thrilled, to Joanna)
How sick is this?!

JOANNA (V.O.)
The three of us were about to form
an unlikely trio, a girls' club
within the boys' club. We just
didn't know it yet.

CLOSE ON TJ with more of a command than an invitation:

TJ
You gotta try it, Joanna!

ON JOANNA, at the top of the slide, as people around her
CHEER and she pushes off... THEN INSIDE THE SLIDE, we see her
descend, in a real time, anti-climactic swoosh. She gets
almost to the bottom and can't quite make it and she has to
scooch down slowly, finally emerging. She exits the slide and
turns to look up at TJ and the rest of the employees.

JOANNA
(giving a thumbs up)
So awesome!

TITLE: HOW TO BE SUCCESSFUL WITHOUT HURTING MEN'S FEELINGS

END OF COLD OPEN

ACT ONE

2 INT. CONFERENCE ROOM - LATER (D1)

2

Joanna is seated at the head of the table with Elyse, Simon and three other men seated around her. The meeting should've started a few minutes ago but for some reason Joanna's head is buried under the table.

JOANNA

I can't find my badge, does anyone see it?

Elyse, Simon, and the rest take a cursory glance around their immediate area but all come up empty.

JOANNA (CONT'D)

No? No one? Nothing?

(sees they're waiting)

I'll look later. So before we start, I want to try this thing where the manager doesn't always lead the meeting, a different person on the team leads each time--

ELYSE

(hand shoots up)

Oh, I'd love to do it!

SIMON

Wait, we're supposed to volunteer?

JOANNA

Well, I didn't mean we'd start today, we could start next time.

SIMON

Then can I lead next time?

ELYSE

But I volunteered first! It wouldn't be fair if he went first.

JOANNA

(regretting this)

Elyse, why don't you lead today, and Simon, you can lead next week.

Just then, Dale enters.

JOANNA (CONT'D)

Oh, hey Dale.

DALE

Don't mind me, just observing.

Dale sits in the back of the room. Everyone's on edge now.

ELYSE

(laughs)

Maybe the person who's newest on the team shouldn't have volunteered to go first.

JOANNA

Just run through the projects and have everyone give their updates.

ELYSE

Okay. Let's start with Ad Rollout, who has an update on that?

CUT TO:

The meeting is ending and Joanna's team is piling out of the conference room. Dale remains seated.

DALE

Joanna, do you have a second?

JOANNA

Sure.

Dale waits until they're alone.

DALE

I know some of the other teams have rotating meeting leads, but you're a new manager, so I think it's best for now if you lead the meetings.

JOANNA

Yeah, I was just giving it a try--

DALE

Your team needs to know who's in charge before you start playing musical leadership chairs. Don't make me regret promoting you over Simon.

JOANNA

(nervously smiling)

Okay. Thanks, Dale.

Joanna leaves the room, a people pleaser painfully aware her boss is not pleased.

3

INT. LUCID MUSE KITCHEN/LOUNGE - LATER (D1)

3

Brian, Bryan, and Ryan are huddled around a computer in the lounge part of the upstairs kitchen ignoring Joanna, who is searching for her badge, pulling out chairs, looking on the counters.

THE BRYANS

I love this part./Me too./So good.

Raj, making his morning coffee, watches Joanna, amused.

RAJ

If you're looking for the last Donut Shop K-cup, I don't know anything about it.

JOANNA

I can't find my badge.

RAJ

Well... obviously it was stolen and sold on the black market since word got out we have a slide.

JOANNA

(amused)

You think random people are going to start pretending to work here for the forced fun?

RAJ

(re: the Bryans)

Oh, it's already happening. No way those guys are real VPs.

Joanna stifles a laugh as Raj exits with his coffee.

JOANNA

(to the Bryans)

Hey, have you guys seen my--

BRIAN

Shh... it's The Big Lebowski.

RYAN

Greatest film of all time.

JOANNA (V.O.)

Aside from orgasms, the number one thing women fake for men is an interest in The Big Lebowski.

JOANNA

Oh wait, is this the movie where
the Dude abides?

They all finally look at her, thrilled.

THE BRYANS

YES!

Ryan gives her a high five; she hides the pain.

JOANNA

Classic. Anyhoo, have you guys seen
my badge? It might have flown off
when I went down the slide, but I
was in here earlier...

THE BRYANS

Nah, sorry./Haven't seen it.

BRIAN

(since he sees her now)
Oh, Joanna, Elyse reports to you
right?

JOANNA

Yep, have you met her?

RYAN

She joined the summit planning
committee. Dude, she's intense.

JOANNA

I wouldn't say she's intense. I
think she's just really excited
about the summit. She used to work
in event planning.

BRIAN

Trust me, we know. She shows up to
every meeting yelling and
dominating every conversation...

BRYAN

Psycho.

RYAN

Her emails are rude too, like, look
at this one...

(pulls it up on his phone)
"Ryan: Can you send me that info we
discussed. Thanks, Elyse." It's
like, yikes.

(MORE)

RYAN (CONT'D)
(under his breath)
At least use a smiley face.

BRIAN
She's been here a month and she's
already acting like a VP.

BRYAN
(pointedly)
Can you imagine acting like a VP
after only being here a month?

BRIAN
Hey, we don't pick our dads.

Just then, Dale walks over to grab The Bryans.

DALE
If you were actually "acting like
VPs" you'd be in the L-team meeting
which started 10 minutes ago.

RYAN
Thanks, Mom! I knew I was
forgetting something.

The Bryans quickly put away The Big Lebowski to follow Dale.

BRIAN
(to Joanna)
Anyway, can you talk to her?

JOANNA
Sure, but... what am I telling her
exactly? Use more emojis?

DALE
What's this about?

BRIAN
You know, that new girl Elyse. The
super intense one.

DALE
Oh yes, she does have a lot of
energy.

RYAN
Maybe you should talk to her, Dale?

DALE
No, Joanna is her manager and I'm
confident she can handle it.

BRIAN

(to Joanna)

Just tell her we love her
enthusiasm, she just needs to be a
little less -- I don't want to say
"aggressive" -- but, you know, in
your face.

Joanna watches Dale walk away with The Bryans.

JOANNA (V.O.)

As a working woman, I can't think
of anything worse than being called
aggressive. Oh yeah. Being called
Mom.

4

INT. LUCID MUSE - SECURITY OFFICE - AFTERNOON (D1)

4

We are in a small windowless room with a table off to the
side covered in badges. Joanna stands in front of a green
screen and BADGE GUY (45, very excited to have a visitor)
prepares to take her picture.

JOANNA

Sorry to create extra work for you--

BADGE GUY

--Are you kidding? This is great!
I'm so bored down here.

JOANNA

I've never lost my badge. Been here
5 years, never needed a
replacement, not once!

BADGE GUY

I saw that when I looked you up in
the system! That's like a record!

JOANNA

Really? Maybe I should wait one
more day in case it turns up.

BADGE GUY

No, you don't even look like your
old picture. Time for a new one.
Okay, smile!

JOANNA

(smiling but spiraling)

You mean because I was younger?
More hopeful?

BADGE GUY

It's not good if you're talking.
Big wide smile! Oh I like that! Now
show your bottom teeth! Raise your
eyebrows, more, a little more, now
big eyes, BIG EYES...

Joanna does every single thing he asks, her face contorting
in unrecognizable ways.

The camera FLASHES.

5 INT. LUCID MUSE - CUBICLES - AFTERNOON (D1)

5

Joanna shows Elyse her hideous new badge.

ELYSE

What happened to your face?

JOANNA

Badge Guy. That's what happened.

ELYSE

You look like you're in pain.

JOANNA

Well, I couldn't tell if he was
complimenting or insulting me, and
then he kept telling me what to do
and now my badge looks like a cry
for help.

Elyse stares blankly at Joanna.

ELYSE

Is that why you wanted to talk to
me?

JOANNA

(face twisted with agony)
No. Uhm, hm. How should I put this?

ELYSE

Did I do something wrong? You're
starting to look like your badge.

JOANNA

No, it's just, I ran into the
Bryans this morning and they
mentioned your involvement on the
summit planning committee.

ELYSE

Oh! It's not taking time away from my design work if that's what you're worried about.

JOANNA

No, I love that you volunteered. It's just that they feel like you're being kind of... I don't want to say aggressive -- and they didn't either -- but sometimes it's good to be more of an observer.

ELYSE

(surprised)

An observer? Are you for real?

JOANNA

I am for real, I really am.

ELYSE

When you hired me you said you were excited to see me shake things up.

JOANNA

And I am, but... I've been here awhile, and I've learned that:

6

INT. WHITE VOID

6

We are back in the white void with a desk in the center. A BUSINESSWOMAN sits at the desk and A BUSINESSMAN sits in front of her, on the edge of the desk.

JOANNA (V.O.)

If a guy says...

BUSINESSMAN

I want to make some changes, do things a little different.

JOANNA (V.O.)

He's seen as a disruptor.

The word "Disruptor" appears over the businessman's head and he gives a thumbs up.

JOANNA (V.O.)

But if a woman says it.

BUSINESSWOMAN

I want to make some changes. Do things a little different.

JOANNA (V.O.)
She's not a disruptor. She's
disruptive.

The words "Disruptive" appear over the businesswoman's head
and she frowns.

7 INT. LUCID MUSE - CUBICLES - CONTINUOUS (D1)

7

ELYSE
Wait, so because I know more about
event planning than they do I need
to take a step back so I don't hurt
any egos?

JOANNA
I am so glad you said that so I
didn't have to.

ELYSE
That's completely sexist bullshit!

JOANNA
(comically holds fists up)
I know! So anyway, just tone it
down a little.

ELYSE
(bewildered)
Joanna. This is wrong. And I don't
know how to feel about the fact
that you, my manager, the person
who's supposed to support and
encourage me, is telling me to not
to share my ideas. I mean why did
you even hire me?

JOANNA
I hired you because you're awesome.

ELYSE
Then why are you telling me to be
less awesome? What am I supposed to
do, bite my tongue and just go
along with whatever stupid thing is
being said.

JOANNA
Hey, how do you think I got this
sweet outer cubicle?
(changing tacks)
(MORE)

JOANNA (CONT'D)

You just have to pick your battles,
and when you say less, what you say
means more. So don't think of
biting your tongue as bad, think of
it as exercising control.

ELYSE

(gently, re: her badge)
No offense, but you don't even have
control of your own face.

JOANNA

Excuse me?

ELYSE

Sorry. It's just that... I'd like
to have a manager who supports me.
Is this something I should chat
with Dale about?

JOANNA

(seeming nonchalant)
Sure. Please do.

8 INT. HALLWAY - MOMENTS LATER (D1)

8

Joanna, still smiling, run-walks toward Dale's office.

JOANNA (V.O.)

Although it would've been truly
comical to see Elyse try to make
Dale care about sexism, I couldn't
take the risk that she'd be making
me look bad.

9 INT. LUCID MUSE - DALE'S OFFICE - LATER (D1)

9

Joanna now sits across from Dale in Dale's glass office.

JOANNA

So, just wanted to give you a quick
heads up, I told Elyse to tone it
down a little, like The Bryans
asked, and she like, attacked me.
And she said this was a boys' club,
and the feedback was sexist. And
then she said she was going to come
talk to you.

DALE

(sighs, then)

This is what men are afraid we're doing, huddling together talking about how everything's sexist. It's not sexist, she's new, that's all.

JOANNA

Exactly. So do you think you could schedule a one-on-one with her and explain that?

DALE

Do you think you could grow a pair and explain it yourself? Joanna, I told you when I promoted you: the more you want people to like you, the less effective you're going to be as a manager.

JOANNA

(coy)

But you're my manager and I like you?

DALE

But I don't NEED you to like me. I need you to respect me. I'm not your friend, Joanna. And neither is Elyse. So tell her she has a lot to learn and she can't learn if she doesn't listen, and she can't listen if she's always talking. It's true for women, it's true for men, it's true for everyone.

JOANNA

Got it. And if she was a new male employee we'd be saying the same thing?

DALE

Yes. Probably. It hasn't come up.

JOANNA

Because it's a boys' club.
(off Dale's stern look)
But I won't say that part.

DALE

A boys' club. Please.

She putts a golf ball in, and we see she's playing TJ on the crowded rooftop putting green. She's the only woman there.

TJ

Is she "HR upset"?

DALE

I don't think so. It's a microaggression. By definition that's small. Almost imperceptible.

TJ

Because I can't have that right now. Rochelle is already on the warpath saying the scooter waiver doesn't cover the slide, and I said it did, and now I need to find the scooter waiver to see if I'm right.

DALE

TJ, just ask her for it.

TJ

I can't, because then she'll know I didn't look before I answered her.

DALE

Are we ever going to fire Rochelle?

TJ

(whispers)

There's no way to fire the head of HR. We shouldn't even be talking about this.

(then)

You know, a lot of the top tech companies have been accused of being boys' clubs.

DALE

I can't tell if you're worried or proud right now.

TJ

Maybe we should put together a task force. That's how we solved our diversity problem.

Dale can't help but notice all the WHITE MEN around them.

DALE

Okay, so you're going to form a task force.

TJ

No, you are. Be a champion for the women at the company. Haven't you always wanted to do that?

DALE

Yes, by being someone they look up to, not someone they talk to.

TJ

Have all the women meet, maybe once a week, air out their grievances, feel seen, feel heard, bada bing bada boom -- feminism.

DALE

I don't think the women in this office are going to want to take time out of their very busy days to meet and talk about their feelings.

TJ

Good point. Make it mandatory. And male employees should be strongly encouraged to attend.

DALE

(so he can hear himself)
It's a task force to address sexism but it's not mandatory for men.

TJ

(trying his best)
Unless they identify as women. Yes, let's be progressive and inclusive.

ANNIE

(calling from the doorway)
Hey TJ, Ryan's going down the slide head first and I'm not sure it's safe and I can't find Rochelle--

Everyone starts to pour off the putting green through the door to see Ryan. TJ worriedly follows them.

TJ

No, no, no, don't tell Rochelle!

Dale is left bewildered. Close on her face as we hear:

RYAN (O.S.)

AHHHHHHHHHH! Ow!

MATCH CUT TO:

11 INT. LUCID MUSE - WORKSHOP - NEXT AFTERNOON (D2) 11

Dale, annoyed, stands at the front of the room holding a stack of Sheryl Sanders' book, "Lean In"...

DALE
(begrudgingly)
Welcome to the Women's Task Force.

Sitting in the "workshop" (which looks like a playroom) are Elyse, Joanna, Annie, Raj, Simon, and several other women.

Elyse looks at Joanna.

ELYSE
So when you said you brought my concerns to her attention...

JOANNA
You're welcome?

END OF ACT ONE

ACT TWO

12 INT. LUCID MUSE - WORKSHOP - NEXT AFTERNOON (D2) 12

Dale starts to hand out the books and it's awkward with the tall stack she has. Simon stands, then hesitates.

SIMON

I want to help you, but I'm not sure if that's sexist.

DALE

Just don't hug me.

SIMON

(laughs, then)

Should I... You want me to take the whole stack or just pull books off the top while--

DALE

Take the stack! Please.

SIMON

That was my instinct.

Simon takes the books and tries to hand one to Joanna.

JOANNA

I already have a copy.

Simon then tries to hand it to Elyse.

ELYSE

I already burned my copy.

Joanna gives Elyse a look. Simon walks away, handing the books out to other women in the room including Annie.

ANNIE

(to Simon)

Can I get one for TJ, too?

(to the group)

He wanted me to make sure to mention that he is a feminist.

DALE

Noted. Again, welcome to the first Women's Task Force meeting. For those of you who don't know me, I am Dale Gardner, Senior VP, and I'm hoping the WTF will be a place for--

JOANNA
(giggling, looks at Raj
who is equally amused)
The WTF?

DALE
I know, it's not a good name.

SIMON
I think WTF is the perfect name.
WTF is wrong with the men in this
company, am I right?

DALE
This isn't really about blame, but
thank you for your support, Simon.

Simon smiles smugly at Joanna, happy he's being recognized.
She shrugs (her not caring is like a super power).

DALE (CONT'D)
And I'm open to coming up with a
better name. What should we call
this?

JOANNA
You Go, Girl? Feminist Friday?

RAJ
(riffing with Joanna)
NDA - No Dicks Allowed?

Joanna and Raj snicker until they see Dale looking at them.

RAJ (CONT'D)
The email said this was a safe
space.

DALE
Yes, but not a "get outta jail
free" space. Keep it clean.

ELYSE
How about we call it "How to
Pretend You're Not Smart So Men Can
Feel Better About Themselves?"

RAJ
I think "NDA" is catchier... but
maybe I'm just saying that to feel
better about myself.

DALE

Elyse, that's not what this is about. It's about women feeling empowered.

ELYSE

But not actually being empowered.

DALE

No. Feeling and being empowered. If you feel empowered then you are empowered. That's the whole point of Lean In.

ELYSE

I think you can feel empowered and actually you're not at all empowered.

DALE

(dismissive)

Well, that's obviously defeatist.

ELYSE

(amused)

You realize you're mansplaining what empowerment is, right?

SIMON

Except she's a woman, so she's not capable of mansplaining.

ELYSE

I thought women could do everything men could do.

JOANNA

(interjecting)

I think this is a fascinating debate, but I was just wondering, how long this meeting is gonna go?

RAJ

Hot date tonight?

JOANNA

Yes, actually, my boyfriend has lobsters in the sink.

(to Dale)

We finally saw Annie Hall last night.

(quickly, to Elyse)

I know we're not supposed to like--

ELYSE
Who's Annie Hall?

Dale and Joanna are temporarily stunned silent by the generational difference, then:

DALE
Okay, let's go around the room and introduce ourselves. Who wants to go first?

SIMON
I'll go. My name is Simon and I'm in product design...

ANNIE
My name is Annie, I'm TJ's executive assistant...

As people continue introducing themselves, Elyse decides this is a complete waste of time and gets out her PHONE and starts looking at Tinder.

She gets a swipe right from a familiar face - Raj.

ELYSE
Double U. Tee. Efff.

DALE
What is it now, Elyse?

ELYSE
(holding up her phone)
I'm getting sexually harassed at a Women's Task Force Meeting.

RAJ
(sincerely)
I did it as a joke! Because we were both on!

Joanna takes Elyse's phone and starts swiping through Raj's profile, enjoying the pictures.

DALE
Why are you both on Tinder during work hours?

Elyse and Raj look at each other silently.

ELYSE
(grabbing back her phone from Joanna)
Sorry.

DALE

Alright, maybe that's enough for today. Joanna has created an internal WTF chat group so we can keep a running list of issues we want to discuss at our next meeting.

JOANNA

(to the group)

You've all been added to the group.

Simon is now jealous he wasn't asked to do anything.

SIMON

Should we read the book before the next meeting?

DALE

(after a beat)

Sure. Unless you already have. But it couldn't hurt to read it again.

ELYSE

Couldn't it?

13

EXT. LOCAL BAR - NIGHT (N2)

13

Elyse is on a Tinder date with TOUGH MUDDER GUY (30, former high school football star, current construction worker). They talk in the outdoor patio part of a local bar.

TOUGH MUDDER GUY

...and the reality is all firemen are volunteers. All of them.

ELYSE

That's not true, it's about 70%.

TOUGH MUDDER GUY

(taking off his jacket)

I'm pretty sure it's true.

ELYSE

(getting out her phone)

No, it's not, I can show you...

Tough Mudder Guy sighs and starts looking around. Elyse notices he's put off.

JOANNA (V.O.)

Although I was starting to think
Elyse was right -- women shouldn't
have to smile and nod at everything
a man says...

His muscles flex as he gulps down his beer. Elyse puts her
phone away.

JOANNA (V.O.)

Elyse decided a little smiling and
nodding wouldn't kill her.

ELYSE

Wow, do you live at the gym?

TOUGH MUDDER GUY

I'm training for Tough Mudder. Ever
done it?

ELYSE

(full-on girly listening
mode)

No, I've never even heard of that,
sounds fascinating.

TOUGH MUDDER GUY

It's awesome. It's an endurance
event series, and the obstacles
play on common human fears, such as
fire, water--

ELYSE

--disappointing your father...

(off his look)

My fear, not yours. Sorry, go on.

Elyse goes back to smiling, nodding, and acting her ass off.

TOUGH MUDDER GUY

It's great. The best obstacles in
life are covered in mud.

ELYSE

(fake fascinated)

That's so true.

Was it true? Elyse did not care.

FRED (35, wide eyes, a few tattoos, confident but sensitive)
holds two live lobsters.

FRED

You want to drop yours in?

Reveal Joanna, drinking wine, sitting at the kitchen bar.

JOANNA

No, I've had enough of being the bad guy this week.

FRED

Hey, if Elyse doesn't care about her career, that's not your fault.

JOANNA

(realizing)

That's what it is! She doesn't have the career preservation gene yet. She can't tell a lie, and I can barely tell the truth.

As he is about to drop the lobsters into the pot...

JOANNA (CONT'D)

Wait! Should we take them down to the pool for one last swim?

FRED

No, the chlorine would kill them.

JOANNA

You're about to boil them alive.

FRED

That's instantaneous!

(to the lobsters)

Don't worry. I'm in med school -- we take a Hippocratic Oath, I won't let her torture you.

JOANNA

Don't listen to him! I wanted your last moments to be filled with joy! He's the bad guy. I'm the nice one!

As the lobsters try to pinch at them, and they both laugh...

JOANNA (V.O.)

Meanwhile, Dale was spending her evening as many successful women do...

15 INT. THERAPIST'S OFFICE - NIGHT (N2)

15

JOANNA (V.O.)
...in couples' therapy.

Dale rushes in to join her husband, MARCUS, 50, on the couch across from their buxom therapist, MADELINE, in a tasteful but generic office. Marcus is a handsome, gregarious Peter Pan-type.

DALE
Sorry!

MARCUS
I work as hard as you do, but I got here on time.

DALE
(smiles, keeping it light)
Well, nobody grabs you at the last minute and puts you in charge of a task force when you work from home.

JOANNA (V.O.)
The good news is that women are now able to be the main breadwinner. The bad news is nobody explained this to the male ego.

DALE
Should we start?

MADLINE
(re: this argument)
I think we have.
(then)
How are the kids?

MARCUS
They're fine.

DALE
They're not fine. Jackson is failing out of college.

MARCUS
He'll get it together.

DALE
When was the last time you talked to him?

MARCUS
I talk to him more than you do.

MADELINE

It's not a competition.

DALE

I know that better than he does,
obviously.

16 INT. ELYSE'S APARTMENT - LATER (N2)

16

A tipsy Elyse leads an even tipsier Tough Mudder Guy into her small, definitely first apartment.

TOUGH MUDDER GUY

But I like construction, I like
anything physical really.

ELYSE

That sounds promising.

Elyse pushes Tough Mudder Guy up against the door and kisses him. He looks at her, then:

TOUGH MUDDER GUY

I love an aggressive woman.

ELYSE

(mid-kiss)

There are some Bryans at work I
wish you could talk to.

TOUGH MUDDER GUY

What?

ELYSE

Forget it, just kiss me.

He kisses Elyse back -- he's a surprisingly great kisser -- and then he picks Elyse up and carries her to her single bed. As she SCREAMS with delight...

17 INT. JOANNA'S APARTMENT - BEDROOM - SAME TIME (N2)

17

FRED

That wasn't a scream.

-- we land on another bed, Joanna and Fred's, where they are laughing about the night.

JOANNA

It was definitely a scream.

FRED

The air escapes when you boil them.

JOANNA

Fred, I heard words.

FRED

(playing along)

What were the words?

JOANNA

"Are you sure you don't want
pizzaaaaa?!"

Fred laughs hard at her joke. Then he looks at her.

FRED

(completely sincere)

I think you're my soulmate.

She laughs, then sees he's serious. She's flattered and touched.

JOANNA

Wow. I think you might be my
soulmate, too.

They kiss... then...

JOANNA (CONT'D)

Do you think we each get one
soulmate or several?

FRED

Well, we each have one soul, so we
each get one soulmate.

JOANNA

Aw.

(can't help herself)

Although wouldn't that be a
terrible system? What if your
soulmate lives on the other side of
the world, or is agoraphobic, or
gets hit by a bus before you meet?
That's it for you? You die alone?

FRED

Yeah, and that would suck. How did
I get so lucky?

He pulls her on top of him and they kiss more, softly at first, then more deeply, getting into it. He kisses her neck. Suddenly she's laughing.

JOANNA
(giggling)
NDA... No Dicks Allowed.

FRED
What?

Oh no, why was she thinking about Raj now?

JOANNA
(downplaying)
Nothing... a work thing.
(then)
I think I'm too full from lobster.

FRED
Awwwwwww....
(then admitting)
I am, too. I just didn't want to be
the one to call it.

JOANNA
Morning sex?

FRED
Obviously.
(off her laugh)
See? Soulmates.

As he puts out his arm and she nestles in, him looking
content, her a little less so...

18 INT. DALE'S HOUSE - BEDROOM - SAME TIME (N2)

18

Marcus and Dale are getting ready for bed.

DALE
Did our therapist get new boobs?

MARCUS
I was wondering the same thing!

The tension is broken and they both laugh...

MARCUS (CONT'D)
I thought she took time off because
we wore her out!

DALE
I don't know if I want a therapist
who would get a boob job. I mean,
isn't she supposed to be about
fixing people on the inside?

MARCUS

Maybe she did it to make her husband happy, like TJ's wife did.

DALE

Cheryl is TJ's THIRD wife, and she already had nice boobs, and now she can't even run anymore. She loved running. She should not have done that.

MARCUS

You can't understand doing something just because your husband would appreciate it?

DALE

Are you saying you want me to get a boob job?

MARCUS

No, but... maybe that surgery to fix your snoring.

DALE

(not this again)

Marcus, I do a lot of things for you. I gave up my home office so you could have a recording studio for a podcast you never started--

MARCUS

--yet.

DALE

--I draw the line at elective surgery.

MARCUS

I think Cheryl got that boob job for TJ out of love.

DALE

Well, Cheryl doesn't work, and TJ just bought their fourth home.

MARCUS

Ah! So because you make more money--

DALE

--I'm saying--

MARCUS

--Yeah. I know what you're saying.

Marcus takes his pillow, and LEAVES to sleep in the other room. Dale SIGHS, knowing she should go talk to him like she always does, but also... she's starting to get tired of trying to be successful without hurting his feelings.

Then her phone PINGS with a text.

It's a message in the group text for the Women's Task Force... from Elyse: "Just had the best sex ever, home safe!"

As Dale reacts...

19 INT. ELYSE'S APARTMENT - A MOMENT LATER (N2) 19

Elyse is alone in bed, scrolling her phone. Suddenly she gets a private message from Joanna that says: "DID YOU MEAN TO SEND THAT TO THE WTF GROUP??"

ELYSE

Oh sh--

20 INT. JOANNA'S APARTMENT - MOMENTS LATER (N2) 20

Joanna gets a call from Elyse.

ELYSE

NO! How do I get rid of it??? Do you think Dale saw it?

But before Joanna can respond, DALE IS CALLING HER.

JOANNA

(voice an octave higher)

I think she might have.

Joanna takes a big gulp and accepts Dale's call...

JOANNA (CONT'D)

Hi, Dale.

DALE

I need you to delete the entire WTF chat group immediately. This CAN NOT get back to Rochelle.

21 INT. LUCID MUSE - TJ'S OFFICE - MONDAY MORNING (D3) 21

Dale, Annie, and Rochelle are in TJ's office but Rochelle is running the meeting. Annie is taking notes for TJ.

ROCHELLE

How are there TWO "unsafe work environment" reports coming out of ONE women's task force meeting?

TJ

I wasn't there, Rochelle, so I can't speak to this.

ROCHELLE

(referring to her notes)
A discussion of "dicks" and an incident of group sexting.

TJ

What?

DALE

There was no sexting.

TJ

Good.

(then)

Were there photos?

DALE

No! An individual mentioned sex, but then clarified in a follow up text that it was an accident.

ROCHELLE

"It was an accident" has not been a successful defense in our previous harassment claims.

TJ

True dat. So who reported it?

ANNIE

(guilty)

That's confidential. Because... the meeting was a safe space, right?

DALE

Honestly TJ, I don't think the task force is a good idea, I don't know what the women are getting out of it and the men aren't even required to go.

TJ

I hear you.

Dale looks relieved until:

TJ (CONT'D)

I'll come to today's meeting.

DALE

No-- That's-- We don't even have a meeting today.

TJ

--See you there.

ROCHELLE

I'll come as well.

DALE/TJ

That's okay!

22

INT. LUCID MUSE - WORKSHOP - A SHORT TIME LATER (D3)

22

TJ starts the meeting (now attended by all the Bryans, including Ryan who is in a neck brace from the slide).

TJ

I screwed up. I asked Dale to create a Women's Task Force, but it's not the woman's task alone to tackle issues of sexism.

DALE

Thank you, TJ. That's an important--

TJ

(cutting her off)

There are five ways men can be an ally to women in the workplace according to a very highly rated Ted Talk. Number One: Amplify!

(to Elyse, who is sitting up front)

Can you write these words on the white board, hon?

ELYSE

("hon?")

Uh, sure.

Elyse writes "AMPLIFY" on the board.

TJ

(realizing)

Sorry, what's your name?

ELYSE

Elyse.

TJ
(loudly)
ELYSE DOES NOT WANT TO BE CALLED
"HON." SHE HAS A NAME. IT'S ELYSE.
(covering)
That's the point I was making.
(eager to move on)
Number Two: Mentor.

Elyse writes "MENTOR" on the board.

TJ (CONT'D)
(to the guys)
Let's say Joanna wants a mentor.
Who wants to be Joanna's mentor?

RAJ
I will.

JOANNA
I've been here longer than you.

TJ
(to the guys)
Can't help someone who doesn't want
help. Number Three: Call It Out!

Elyse writes "CALL IT OUT" on the board, getting annoyed.

TJ (CONT'D)
Call it out when you see sexism!

Elyse looks at Joanna as she underlines "Call it out." Joanna finally decides to speak up on behalf of Elyse.

JOANNA
(meekly)
Actually, TJ, I have a small
question. If it's always a woman
who gets asked to write on the
board, could that be considered
sexist?

Elyse gives Joanna a little smile, appreciating her support.

TJ
That's a great question, Joanna. In
this case I think Elyse volunteered
but--

DALE
(as all the women shake
their heads)
No, she didn't.

TJ

Oh, well then, my bad. Do any of the men think it should be a man writing on the board?

BRYAN

I don't know. She has really nice handwriting.

RYAN

She does. Very legible.

BRIAN

Like an architect.

SIMON

I'll write on the board if the women don't want to.

JOANNA

It's not that we don't want to, it's just, why is it never--

TJ

Number Four: Listen!

TJ nods to Elyse, who starts to write "LISTEN".

TJ (CONT'D)

Listening is key to being an ally.

Dale, who has become increasingly horrified despite her residual annoyance at Elyse for the text, decides to intervene as TJ takes a moment to reconfigure his notes.

DALE

Why don't we have one of the men write for the rest of the meeting?

Everyone in the room is slightly stunned. Joanna and Elyse smile at Dale.

TJ

(confused)

You know I was just going to suggest that. Bryan get up here!

Both Bryans get up, but then Brian lets Bryan go up to the board. Elyse hands the marker to him as she sits down.

TJ (CONT'D)

Excellent! Progress! And a great segue to Number Five: Advocate. Like we're doing right now.

Bryan writes "ADVOCATE" on the board, very poorly.

BRIAN

Now, his handwriting is more like a doctor.

ANGLE ON: Simon, who whispers to Brian...

SIMON

Maybe we should start an LGBTQ group.

BRIAN

(lying)

I'm not... why would you... I don't even know what that stands for.

Brian refocuses on the presentation, clearly uncomfortable.

TJ

Advocating makes you an ally. So I want you to know, women -- or persons who identify as women -- you are not alone. You have allies.

He indicates the men.

TJ (CONT'D)

We are here for you.

He takes a moment to survey the room, then LEAVES. The men (including Simon) FOLLOW HIM OUT, leaving Dale dumbfounded and annoyed. She gets up to address the room.

DALE

You know what, we don't need to be sitting in here for an hour while they're out there getting our promotions. I'm cancelling the Women's Task Force. But I'll leave the hour blocked on your calendar so you can go out there and kick some butt!

It's Dale's first real attempt to be "inspirational" and it is awkward.

23

INT. LUCID MUSE - KITCHEN/LOUNGE - LATER (D3)

23

Raj approaches Joanna as she gets a soda from the kitchen/lounge.

RAJ

I would just like to say for the record, I'm embarrassed to be a man, and would you be my mentor?

JOANNA

As long as I don't have to be your "partner in crime."

RAJ

I was gonna change that, but don't mess with success.

JOANNA

You realize 50 percent of the men on Tinder say the same thing.

RAJ

Doesn't seem to be affecting my numbers.

JOANNA

So then, you're looking for "partners" in crime.

RAJ

Sometimes you need multiple partners. Until you meet your...

JOANNA

Multiple soulmates?

Raj laughs.

RAJ

I'm in sales. I don't have a soul.

JOANNA

Well, it's false advertising with that scuba diving pic. You've only been once, and you freaked out and had to surface.

RAJ

I only admitted that after too many drinks at a company retreat making it inadmissible as evidence.

(then, grabbing her badge)
And maybe you shouldn't be handing out advice on profile pics.

JOANNA
(pulling it out of his
hand)
That's temporary.

RAJ
Good, because I liked your other
one better.

He pulls her lost badge out of his back pocket, grinning.

RAJ (CONT'D)
(re: the old badge)
See? That's a nice picture.

JOANNA
(laughing)
You jerk! You had that all along?!

RAJ
I swiped it as a joke, but then you
were so quick to replace it--

JOANNA
(angry, but amused)
I had a record!

24 INT. LUCID MUSE - CONFERENCE ROOM - LATER (D3)

24

TJ, Dale, and the Bryans are finishing up a Leadership Team meeting.

BRYAN
I want you all to notice that I am
the one writing on the white board.
I didn't ask Dale to do it.

DALE
Jesus.

Bryan writes "It's Ryan's birthday!"

BRIAN
It's Ryan's birthday!

BRYAN
Which means...

RYAN
(still in his neck brace,
he tries to high five
Brian and fails)
We're going to Scorecard!

BRIAN
(overdoing the enthusiasm)
Yeah, baby!

TJ
Who wants to drive?

DALE
I love skeet ball, boobs, and
burgers as much as the next gal,
but I'm gonna pass today.

TJ
Come on, Dale, you always go. Is
this because of the task force?

DALE
(yes)
No, I just want to start on my
presentation for the summit.

RYAN
Dude, stop trying so hard, you're
making the rest of us look bad.

JOANNA (V.O.)
That's when it clicked. Dale
realized maybe there was a boys'
club, and maybe she didn't want to
be part of it.

DALE
(to the Bryans)
I'm pretty sure you looking bad is
your own problem, "dude." And I
think you should listen to Elyse's
ideas. She probably has some good
ones. Have a good lunch.

Dale swiftly walks out.

25 INT. LUCID MUSE - CAFE - LATER (D3)

25

Joanna is sitting alone, eating a sandwich. Dale is getting
food from the buffet. Across from the buffet, Elyse is
grabbing soup. Dale and Elyse approach Joanna at the same
time, without realizing it.

ELYSE
Hey Joanna, I'm sorry for--

DALE
Hey Joanna, thanks for--

Dale and Elyse look at each other and Joanna stops eating.

JOANNA

Sorry for sending that chat to the
WTF and thanks for deleting it?
You're forgiven and you're welcome.

DALE

I still don't understand how it got
to Rochelle.

ELYSE

(a little too loud)
It got to Rochelle?

DALE / JOANNA

Shhh!

Elyse sits down. Dale remains standing and awkwardly frozen.

ELYSE

I am mortified. I'm really sorry.
What a rookie mistake.

DALE

Didn't sound like a mistake, sounds
like you enjoyed it.

Dale does awkward finger guns *ping ping ping*. Elyse and
Joanna laugh, surprised Dale made that joke.

DALE (CONT'D)

(sitting)
Actually, I'm sorry... for the
finger guns, and for that meeting
today... that was...

JOANNA

Aggressive?

DALE

(laughing)
I was gonna say... WTF.

Joanne and Elyse laugh in agreement...

DALE (CONT'D)

I guess leaning in isn't always
what it's cracked up to be.

ELYSE

Oh my god, that book is so
problematic, she's coming from such
a privileged place--

DALE

Which she earned. And she paved the way--

ELYSE

--for other privileged women--

JOANNA

--Hey, hey, can we at least all agree that the slide looks like a robot penis.

They all stare at the slide in the distance.

ELYSE

I don't think so. It's more like a birth canal, isn't it?

A male employee comes out of the slide, and another one comes right behind and barrels into him, and they both end up on the floor.

DALE

Twins!

Joanna, Elyse and Dale all crack up, then..

JOANNA

So what's gonna happen to the WTF?

DALE

(looks at the two of them,
then grins)
I think we're it.

ELYSE

In that case... first order of business: what are we going to do about The Bryans?

As the camera pulls UP and UP, and we see Dale, Joanna, and Elyse enjoying lunch together for the first time...

JOANNA (V.O.)

It turned out the world did not need another task force, but maybe the three of us needed each other...

END OF ACT TWO

TAG

28 INT. LUCID MUSE - SECURITY OFFICE - AFTERNOON (D4) 28

Joanna is back at the Security Office.

JOANNA

So I found my old badge, and I really like this picture better, so I was wondering if I could just swap them?

BADGE GUY

Sorry, I already voided that one, but we can take another.

JOANNA

No, I don't want to trouble you--

She stops herself... gets in front of the camera.

JOANNA (CONT'D)

Yes, let's do it. I'm ready.

BADGE GUY

Okay! Big big smile!

Joanna smiles. Then she stops.

JOANNA

Actually I'm just going to do what I want to do with my face, if that's okay?

BADGE GUY

(disappointed)

Oh, sure.

(under his breath)

Psycho.

Joanna grimaces, the light FLASHES, and we see...

29 INT. LUCID MUSE - WORKSHOP - LATER THAT DAY (D4) 29

...Joanna's badge picture, which is now truly terrible.

ELYSE

Somehow that's worse than before.

Reveal Joanna is showing her badge to Dale and Elyse. This is a WTF meeting, but it's now just them.

JOANNA

He kept telling me to smile--

ELYSE

Men always do that to women.

JOANNA

And it was pissing me off, and now
I look--

DALE

Kinda bitchy?

ELYSE

No, kinda bitchy is what you want--
(to Dale)
Like this.

Elyse shows them her badge. She is stone-faced.

DALE

That's what you wanted?

ELYSE

(gauntlet thrown)
Let's see yours.

Dale shows her badge picture. Somehow it is the perfect blend
of warmth and strength. Joanna and Elyse are in awe.

ELYSE (CONT'D)

Where is the security office again?

JOANNA

I'll show you.

Elyse and Joanna leave Dale, smiling and pleased with
herself. She's an inspiration after all.

END OF EPISODE