



## Understanding the Gender Dominated Fields

- 1) Lessons/Topic Covered: Understanding that gender dominance exists in the workplace and that there are techniques and resources to build confidence for success to overcome adversity.
- 2) Mentee Objective covered:
  - a) Assist mentee in achieving a healthier and more accurate understanding of femininity and masculinity in professional setting to allow them to be confident in voicing their thoughts.
- 3) Goals/Objectives of this Lesson:
  - a) Accept there is not one kind of leadership style and be aware of how leadership styles between men and women differ.
  - b) Understanding that both men and women can and do embody both types of qualities in different measures.
  - c) Understand that as a minority in a gender dominated space, it is of utmost importance to participate.
  - d) Seek a work environment which appreciates and rewards both male and feminine leadership qualities equally.
- 4) Sources
  - a) Daley, Tyana. "Why Men Should Consider Joining the Nursing Field" Minority Nurse. Blog, Men in Nursing. Web 23 April 2013. <http://minoritynurse.com/why-men-should-consider-joining-the-nursing-field/> \*\*
  - b) Green Carmichael, Sarah, et al. "Make Yourself Heard." Harvard Business Review, 24 Jan. 2018, <https://hbr.org/podcast/2018/01/make-yourself-heard>
  - c) Hull, Dr. Mimi. "Men versus Women Leadership Styles" The Corporate Couch. Web 13 January 2016. <http://www.hullonline.com/2013/01/16/male-vs-female-leadership-styles/>
  - d) Morin, Amy. "7 Ways Women can Thrive in a Male Dominated Workplaces" Forbes. Web 4 August 2016. <https://www.forbes.com/sites/amymorin/2016/08/04/7-ways-women-can-thrive-in-a-male-dominated-workplace/#3be8324c5140>
  - e) Sandberg, Sheryl. (2015). *Lean In*. New York: Alfred A. Knopf. \*
    - i) Sandberg, Sheryl. (2015). Chapter 2: Sit at the Table. In A. editor, *Lean In* (pp. 27-38). New York: Alfred A. Knopf.
    - ii) Sandberg, Sheryl. (2015). Chapter 3: Success and Likeability. In A. editor, *Lean In* (pp. 39-51). New York: Alfred A. Knopf.
- 5) Read Ahead/Homework Assignment
  - Utilize the sources above to increase topic conversation between mentor and mentee.
- 6) Lesson Notes
  - a) Discussion of Femininity and Masculinity
    - i) Provide insight into workplace cultures in male (ex. IT) or female (ex. Nursing) dominant fields in which were built to serve their gender and not particularly observant of the other.



- ii) Develop an understanding about the ways in which the mentee understands femininity and masculinity.
    - iii) Provide insight into why and how gender differences in leadership improve communication and productivity.
  - b) Discussion of differences in the way men and women discuss items in the workplace to make sure awareness is there.
    - i) Talking about success.
      - (1) Men tend to talk about success in credit to themselves and their skills
      - (2) Women tend to credit external factors like hard work and others who helped get them to their position
    - ii) Talking about failure
      - (1) When a man fails he tends to talk about “not studying enough” or being “uninterested in subject material”
      - (2) When a woman fails she is more likely to attribute it to lack of ability
    - iii) Being a part of the conversation
      - (1) Men are likely to speak up even if it is not their area of expertise
      - (2) Women are less likely to raise their hand in the first place, let alone keep their hand up, especially if it is out of their area of expertise
      - (3) Encourage equality in perspectives in meetings
    - iv) The Heidi/Howard Study
      - (1) Heidi is viewed as less likeable – female stereotype is caregivers, sensitive, communal
      - (2) Howard – is viewed as more likeable – male stereotype is driven, provider, decisive
      - (3) Violation of stereotypes makes people uncomfortable (Expectancy Violations Theory)
      - (4) Success and likeability are positively correlated for men and negatively correlated for women
  - c) Share stories of individuals that work in gender dominate fields and what they have done to achieve success despite the adversity. (Ex. Sheryl Sandberg\* and/or Men in Nursing)
    - i) Open discussion about these stories with mentor and mentee.
    - ii) At the end of the day, every business will need a masculine and feminine approach for success.
- 7) Post Lesson Assignments
  - a) Based on your experiences in your field so far, reflect and decide if it is gender dominated. Let's pinpoint good or bad practices.
  - b) Based on our discussions, try to think of 2-3 experiences you have had that have been stereotypical to gender norms. Reflect on how you handled the situation.
    - i) How could you have handled it differently to make sure you were creating an environment where male and female leadership are both considered.
  - c) Based on your reflecting, let's pinpoint different podcasts, books or other resources to make you more socially aware and able to ensure you're making a positive impact in any dominated workplace you enter. Being aware is the key to making a difference.
- 8) Lesson(s) Learned Feedback
  - a) Include any lessons learned from this module. Can be transferred to bi-monthly report.