

Write down words that come to mind when you think of 'typical' gender styles for...

(communication, behavior, attitudes, etc.)

Women

Men

....and what is usually on their minds?



Discussion Questions (part 1)

- Who do you enjoy communicating with more - men or women? Why?
How do you communicate differently with a man or a woman?
- What puzzles you the most about the opposite gender?
What do you like the most about the opposite gender? What bothers you?
- In your experience, how do men and women approach these aspects of communication differently?
 - apologizing
 - giving compliments
 - interrupting
 - arguing
 - solving problems
 - eye contact

What are some other differences in how men and women communicate and behave?

Gender Discussion Questions (Part#2)

- Which do you prefer to have as bosses or coworkers - men or women? Why?
Who do you prefer to teach - boys or girls? Why?
- Did your parents treat their sons and daughters differently?
If you have children, do/will you treat your sons differently from your daughters? How so?
- Do you think there is a generational component to gender-based differences?
(e.g. Are your attitudes toward gender different than your parents or grandparents?)
- Have you noticed any culture based differences in gender communication and behaviors?
(e.g. Korean women vs. Western women, Busan men vs. Seoul men)
Have you observed any of these differences while traveling?
- How do you think men and women are treated differently in society, family, school, and work? Which do you think are fair or unfair? Which would you like to change?
- Why do you think Korea's gender equality statistics are so low? Do you think they will change much in the foreseeable future? Do you think gender 'equality' should be the goal?
- What role do you think the media plays (especially in Korea) in portraying and affecting gender roles?
- Are there certain jobs that you think men or women are better able to do?
- What are the best and worst parts of being your gender?
- In what ways are you typical and atypical of your gender?
- If you had the option of choosing your gender next time, which would you choose? Why?

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Gender-based differences in Communication Styles

According to Melissa Dittman Tracey, there are five main communication differences between the sexes:

1. **Women's brains are always "on."**

There is more neural activity in the female brain at any given time than in the male brain.

2. **Men just want the facts.**

Men usually ask fewer questions to stimulate conversation in their work relationships and often end conversations more abruptly than women.

3. **Women focus on friendship first.**

For female salespeople, they tend to build relationships when they sell. They don't tend to go into a transaction focused on the final outcome but wanting to build rapport and learn more about the client first.

4. **Men take it one task at a time.**

Men tend to like to focus on one task at a time, whereas women's brains are more geared to multitask.

5. **Women remember the little details.**

Females can generally remember more physical and relational details than men.

6. **Chatterbox**-Surprisingly in the long run men and women talk about the same amount. The differences are in the subject and goals of the discussions. Women talk more to family and close friends, exchanging support and experiences, while men's goal is to exchange information whether at work or in formal or social situations.

Meanwhile, Susan Sherwood, PhD, maintains that there are 10 specific areas within communication that the genders differ:

1. **Nonverbal** - Women are more demonstrative while men are more conservative.
2. **Arguments** -Men are more direct and less concerned about feelings, while women often approach issues in a more circuitous fashion.
3. **Apologies** -Women apologize more, hoping to create or sustain connections. Men view apologies as a loss of face.
4. **Compliments**-Women use these as a way of connecting with others, while men are more likely to offer evaluations and advice.
5. **Problem solving** -Men prefer action and desire immediate results; women discuss problems and feelings, and look for common experiences to share with others.
6. **Negotiation**-Women prefer discussion, their goal being agreement. Men feel that this is manipulation. They are more direct and want speedy results.
7. **Interrupting**-Women interrupt to demonstrate concern. Men interrupt to try to control the conversation.

Men are better at detecting infidelity

Men appear to be better at reading subtle vocal, visual, scent and other cues indicating their partner's fidelity, concludes a study published in the journal Human Nature. The downside, said co-author Paul Andrews of Virginia Commonwealth University, is that these cues aren't always accurate, and men are more likely than women to falsely suspect cheating.

Yet another study on cheating, published in the Journal of Marital and Family Therapy, found that men are more upset by sexual infidelity, and while women are more upset by emotional infidelity. Women, it should be mentioned, outperform men when identifying emotions, according to a study in the journal Neuropsychologia.

Different Brains: Different Abilities

The difference between the male and female brain is not evidence of superiority or inferiority, but of specialization. The research showed that on average, female brains are highly connected across the left and right hemispheres, and connections in male brains are typically stronger between the front and back regions. Men's brains tend to perform tasks predominantly on the left-side, which is the logical/rational side of the brain. Women, on the other hand, use both sides of their brains because a woman's brain has a larger Corpus Callosum, which means women can transfer data between the right and left hemispheres faster than men.

- **Social Context:** Women are better at social thinking & interactions than men, while men are more abstract and task-orientated. This is why women are normally better at communication while men more often prefer relying on themselves to get things done.
- **Language:** Women are more attuned to words and sounds and are normally better at learning languages. This is also why men tend to have a harder time expressing emotions verbally.
- **Memory:** Women generally have better memory than men. They have greater activity in the brain's hippocampus, which is part of the brain that helps store memories. Studies have shown women are generally better at recalling words, names, faces, pictures, objects, and events.
- **Risks & Rewards:** Men has a brain wired for risk-taking more than women. Male brains get a bigger burst of endorphins, sensation of pleasure, when faced with a risky or challenging situation. And the bigger the reward is, the more likely a man will take a risk.
- **Senses & Sex:** Men focus more on their visual sense, among other senses of perception; while women tend to use multiple senses. In terms of sexual activity, men are prevalently turned on by what they see, whereas women are turned on by multiple sources: ambience, touch, scent, as well as visual perception.
- Women have four times as many brain cells (neurons) connecting the right and left side of their brain (This latter finding provides physical evidence that supports the observation that **men** rely more heavily on their left brain to solve **one problem one step at a time**).

Women are better at worrying

Women produce only about half as much serotonin -- a neurotransmitter linked to depression -- as men do and they have fewer transporters to recycle it, according to Karolinska Institute research. As a result, women tend to worry more. That's not always a bad thing, as women might then possess an enhanced ability to foresee problems and plan how to handle them.

Men handle lack of sleep better than women do

A Duke University study found that men could tolerate sleep deprivation more than women could. This is either good or bad news for men, as sleep is involved in brain repair, when the brain sorts out memories and other information acquired throughout the day.

Women are better at locating specific items

Men often may have better spatial awareness than women do, but women are "better at remembering where things are," Halpern said. As a result, women are more likely to navigate using landmarks. While both men and women can therefore find their way to places with about equal skill, women might have an edge, since they could likely find things like missing car keys and maps first.

Assorted Differences between men and women

Pain Tolerance

Women have more nerve receptors, which cause them to feel pain more intensely than men. Women average 34 nerve fibers per square centimeter of facial skin, while men only average 17 nerve fibers. They are sensitive, yet tolerant to pain. They have more coping mechanisms than men do to deal with pain and can therefore get through much more arduous parts of life, such as childbirth.

Time. In a 2001 study participants were asked to judge how much time had passed at an interval of 1, 3, 7 or 20 seconds. The results showed that men regularly overshoot the interval while women undershot. This could possibly mean that men feel time go by faster while women feel it goes by slower. Women perceive time by using landmarks or milestones in time to identify other points in time (i.e. that was shortly after my mother died or that was during lunchtime) while men were more likely to state the year, date, or time something happened.

Arguments Women often try to get their point across by asking many types of questions. The questions are designed to present an opposition or gather data. Men's contributions to arguments are often simple and direct. They're so straightforward, in contrast to women's questions, that men might not even realize that a conflict is occurring. Men are concerned with being right and finding a mutual agreement. This perceived lack of compassion upsets women. Men dislike questions, interpreting them as being challenged and react by closing down emotionally. This pattern leads women to become increasingly frustrated.

Body Orientation

If a man won't make eye contact or face his female conversational partner, she (believing conversation is important to relationships) may interpret this as a lack of interest. He may become annoyed that she is rejecting his efforts; to him, his relaxed body position is actually helping him concentrate.

Interrupting

Most people dislike being interrupted, but most people do it at one time or another. Women interrupt to show concern, but they think men disrupt the discussion by shifting the subject. Men do try to control the conversation by disrupting it. They also believe a woman's supportive interjections (for example, "go on") are interruptions.

Giving Compliments

From a young age, females learn to give compliments; it's almost reflexive. Compliments are a way of reaching out to one another, an offer of affirmation and inclusion. Men are more likely to volunteer evaluations instead of hand out compliments. Similarly, they will not seek out compliments because they want to avoid being critiqued themselves. If a woman asks a question with the hope of being praised or flattered, a man may well see it as a way to offer advice.

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Physical Differences between men and women

Men and women differ in countless ways, many of which they aren't even conscious of. Here are just a few of those differences:

- Men have a higher incidence of death from almost every disease except three: benign tumors, disorders related to female reproduction, and breast cancer.
- The sexes differ in skeletal structure, women having a shorter head, broader face, less protruding chin, shorter legs, and longer trunk.
- The first finger of a woman's hand is usually longer than the third; with men the reverse is true. Boys' teeth last longer than do those of girls.
- Women's blood contains more water (20 percent fewer red cells). Since red cells supply oxygen to the body, she tires more easily and is more prone to faint.
- Women's hearts beat more rapidly than those of men (80 versus 72 beats per minute).
- Women can withstand high temperatures better than men because their metabolism slows down less.
- On average- girls begin **puberty** approximately two years before boys.
- Women are more **sensitive** to sound than men
- The lung capacity of men is 25 to 30 percent greater than that of women. This gives men still another advantage in the processing of oxygen and in doing aerobic work.
- Women have a larger stomach, kidneys, liver and appendix, and smaller lungs than men.
- Men have thicker **skin**, (Men's skin has more collagen and sebum, which makes it more thicker and oilier than women's skin).
- Men have better distance vision and depth perception, and usually better vision in lighted environments.
- Women generally have a greater body fat percentage than men. Women carry about 10 percentage points more body fat than do men of the same age.
- Men accumulate fat primarily in the **back, chest, and abdomen**
- Women gain fat in the **buttocks, arms, and thighs**.
- A man's skull is almost always thicker and stronger than a women's

Women detect colors better than men do

Women can detect subtle variations in color that men fail to identify, such as noting certain off-white colors versus white, Israel Abramov of CUNY's Brooklyn College, determined a few months ago. It could be that women -- acting as gatherers -- developed improved color detection while searching for edibles. Abramov suspects that sex hormones are behind the differences, given that male sex hormones can alter development in the visual cortex.

Ways Men and Women Communicate Differently *by Richard Drobnick.*

1. Why Talk?

He believes communication should have a clear purpose. Behind every conversation is a problem that needs solving or a point that needs to be made. *She* uses communication to discover how she is feeling and what it is she wants to say. She sees conversation as an act of sharing and an opportunity to increase intimacy with her partner. By sharing, she releases negative feelings and solidifies her bond with the man she loves.

2. How Much Should You Say?

When he tells a story he has already sorted through the facts in his own head, and shares only those details that he thinks are essential to the point of the story.

She uses communication to explore and organize her thoughts — to discover the point of the story. She may not know what information is necessary or excessive until the words come spilling out. But a woman isn't necessarily searching for a solution when she initiates a conversation. She's looking for someone to listen and understand what she's feeling.

3. What Does It Mean To Listen?

He is conditioned to listen actively. When a woman initiates conversation he assumes she is seeking his advice or assistance. He engages with the woman, filtering everything she's saying through the lens of, "What can we actually do about this?" Learning to listen patiently doesn't come easily to him. *She* sees conversation as a productive end in and of itself. If she feels heard or understood she may not need to take further action to resolve a problem."

4. When *She* Is Feeling Down ...

He will want to tackle her problems head on, like a fireman. He feels impatient to put the fire out as quickly as possible. For him, the quickest way to put the fire out is by giving solutions. *She* values support and nurture, and is most fulfilled by sharing, cooperation and community. When he shows interest in her by asking caring questions or expressing heartfelt concerns she feels loved and cared for. He is fulfilling her first primary love need.

5. When *He* Is Feeling Down ...

He will often withdraw into his "cave" (becoming quiet and withdrawn) when he's upset or stressed. A man's "cave time" is like a short vacation: he reduces stress by forgetting about his problems and focusing on other things like watching television, reading the newspaper, or playing video games. He might avoid communication with his spouse during times of stress. If she persists with questions or criticism, he withdraws even further, fearing that his partner doesn't respect him. *She* might interpret her spouse's silence as a sign that she is failing him or that she's losing him.

6. Communication Breaks Down When ...

He feels like he's being told what to do. The most important thing to a man is doing a good job. When his competence is questioned he'll not only feel hurt, but he'll throw up a wall of resistance, and communication begins to breakdown.. He thrives in an environment where he's the expert. Rather than being told, "You should do X" he is likely to respond better to, "What do you think of X?"

She hears from her spouse that her problems aren't as real and urgent as they seem in that very moment.

Women with management experience

Over the last 20 years women have been filling the ranks of management particularly at middle and even senior management levels (see Table 4 below).

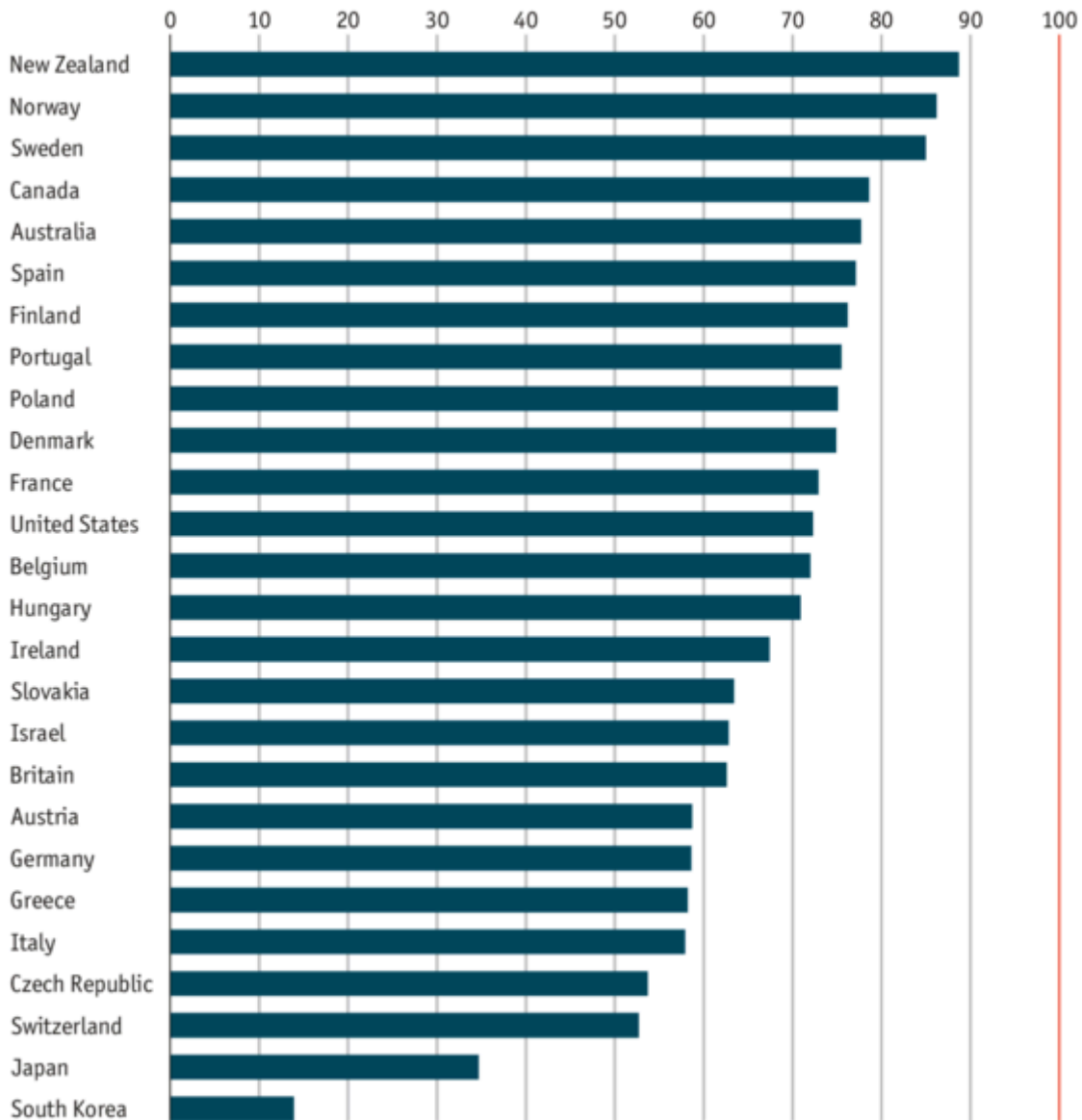
Table 4: Women's percentage share of all managers, ILO, Latest years until 2012

Rank	Country	Year	%	Rank	Country	Year	%	Rank	Country	Year	%
1	Jamaica	2008	59.3	36	Canada	2012	36.2	69	Czech Rep.	2012	26.2
2	Colombia	2010	53.1	37	Namibia	2004	36.0	70	Italy	2012	25.8
3	Saint Lucia	2004	52.3	38	Sweden	2012	35.5	71	Greece	2012	25.1
4	Philippines	2012	47.6	39	Bolivia	2009	35.1	72	Guinea	2010	23.9
5	Panama	2012	47.4	40	Portugal	2012	34.6	73	Chile	2012	23.6
6	Belarus	2009	46.2	41	Azerbaijan	2012	34.2	74	Mauritius	2012	23.4
7	Latvia	2012	45.7	41	U.K.	2012	34.2	75	Macedonia	2012	23.1
8	Guatemala	2012	44.8	42	Georgia	2007	34.0	76	Viet Nam	2009	23.0
9	Bahamas	2009	44.4	42	Rwanda	2012	34.0	77	Albania	2009	22.5
10	Moldova	2012	44.1	43	Venezuela	2012	33.4	78	Ethiopia	2012	22.1
11	Uruguay	2011	43.9	44	H.K., China	2012	33.2	79	Malaysia	2012	21.5
12	Bermuda	2010	43.5	44	Switzerland	2012	33.2	80	Liberia	2010	21.4
13	Barbados	2004	43.4	45	Slovakia	2012	33.1	81	Indonesia	2010	21.2
14	Trinidad & Tob.	2010	43.1	46	Estonia	2012	32.8	82	Zimbabwe	2011	20.6
15	United States	2008	42.7	47	Ireland	2012	32.6	83	Uganda	2009	20.2
16	Cayman Is.	2012	42.4	48	Belgium	2012	32.4	84	Cambodia	2010	18.0
17	Mongolia	2012	41.9	49	Kyrgyzstan	2012	32.3	84	Luxembourg	2012	18.0
18	Belize	2005	41.3	49	Paraguay	2012	32.3	85	China	2005	16.8
19	Aruba	2010	41.0	50	Norway	2012	32.2	86	Tanzania	2006	16.5
19	Nicaragua	2006	41.0	51	Mexico	2012	32.1	87	Cyprus	2012	15.8
20	Seychelles	2011	40.8	52	Israel	2012	31.8	88	Yemen	2010	15.2
21	New Zealand	2008	40.0	53	Macau, China	2012	31.4	89	Kosovo	2012	14.8
22	Iceland	2012	39.9	53	Romania	2012	31.4	89	Tunisia	2012	14.8
22	Ukraine	2012	39.9	53	Singapore	2008	31.4	90	Iran, Is. Rep.	2010	14.6
23	Ecuador	2012	39.7	54	South Africa	2012	31.3	91	Palestine	2012	14.4
24	France	2012	39.4	55	Germany	2012	31.1	92	Kuwait	2005	13.9
25	Russian Fed.	2012	39.1	56	Argentina	2012	31.0	93	Maldives	2010	13.4
26	Ghana	2010	39.0	57	Austria	2012	30.0	94	Morocco	2008	12.8
26	Slovenia	2012	39.0	57	Spain	2012	30.0	95	Turkey	2012	12.2
27	Lithuania	2012	38.8	58	Finland	2012	29.7	96	Japan	2012	11.1
28	Botswana	2010	38.6	59	Peru	2012	29.3	97	Korea, Rep. of	2012	11.0
28	Domin. Rep.	2012	38.6	60	Serbia	2012	29.1	98	Syria	2007	10.2
28	Hungary	2012	38.6	61	Netherlands	2012	29.0	99	U.A.E.	2008	10.0
29	Cuba	2010	38.1	62	Vanuatu	2009	28.5	100	Egypt	2012	9.7
30	Poland	2012	37.8	63	Denmark	2012	28.4	101	Oman	2000	9.3
31	Brazil	2012	37.3	63	Sri Lanka	2012	28.4	102	Lebanon	2007	8.4
32	Kazakhstan	2010	37.2	64	Thailand	2012	28.2	103	Saudi Arabia	2008	7.1
33	El Salvador	2012	37.1	65	Costa Rica	2012	27.9	104	Qatar	2007	6.8
34	Madagascar	2010	36.6	66	Bhutan	2012	27.6	105	Bangladesh	2011	5.4
35	Bulgaria	2012	36.4	66	Croatia	2012	27.6	106	Jordan	2004	5.1
35	Kiribati	2010	36.4	67	Montenegro	2012	27.3	107	Algeria	2004	4.9
36	Australia	2012	36.2	68	Malta	2012	27.0	108	Pakistan	2008	3.0

Glass-ceiling index

Weighted average of five indicators*, 2011 or latest, 100=best for working women

Out of the following 26 countries

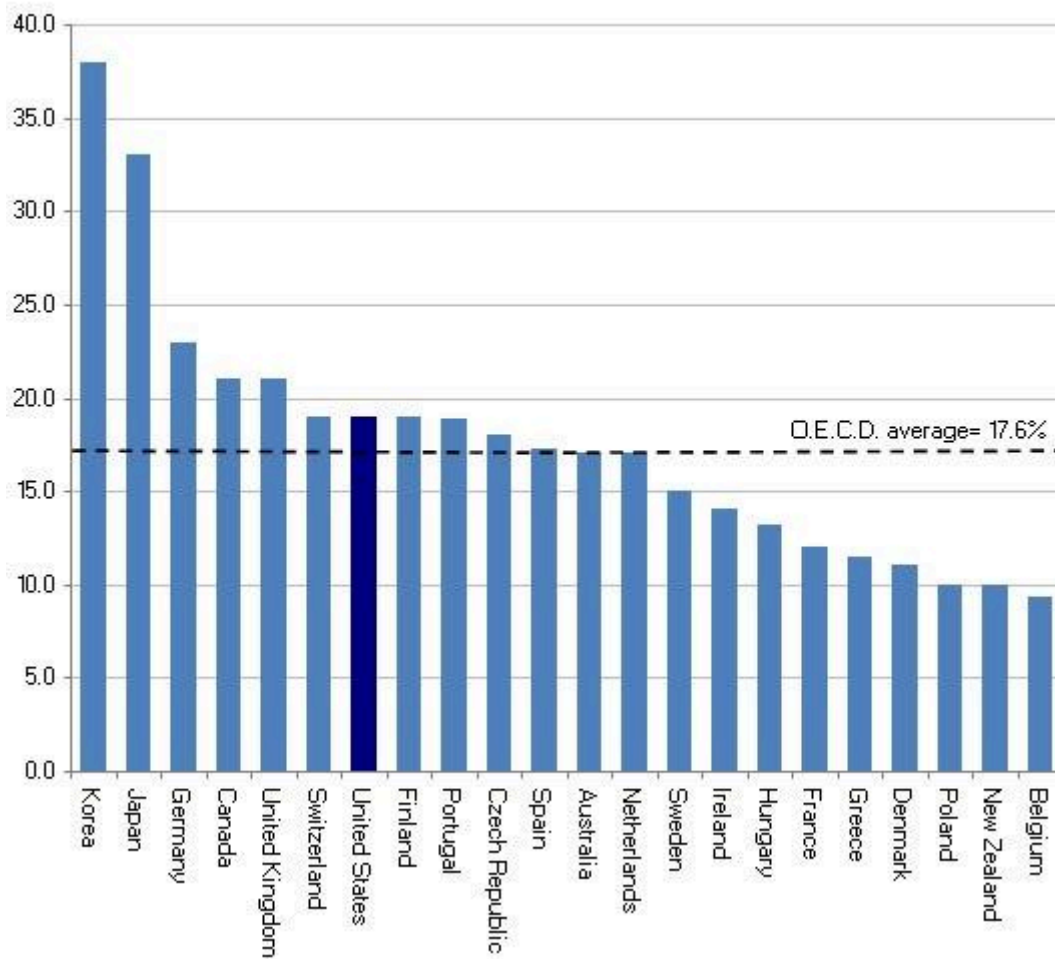


*Weighting of 23% for: difference between female and male population with tertiary education;
female labour-force participation; difference between female and male median earnings
of full-time employees; women in senior management as % of total.
Weighting of 8% for: net child-care costs as % of average wage

Sources: OECD; ILO; Catalyst; *The Economist*

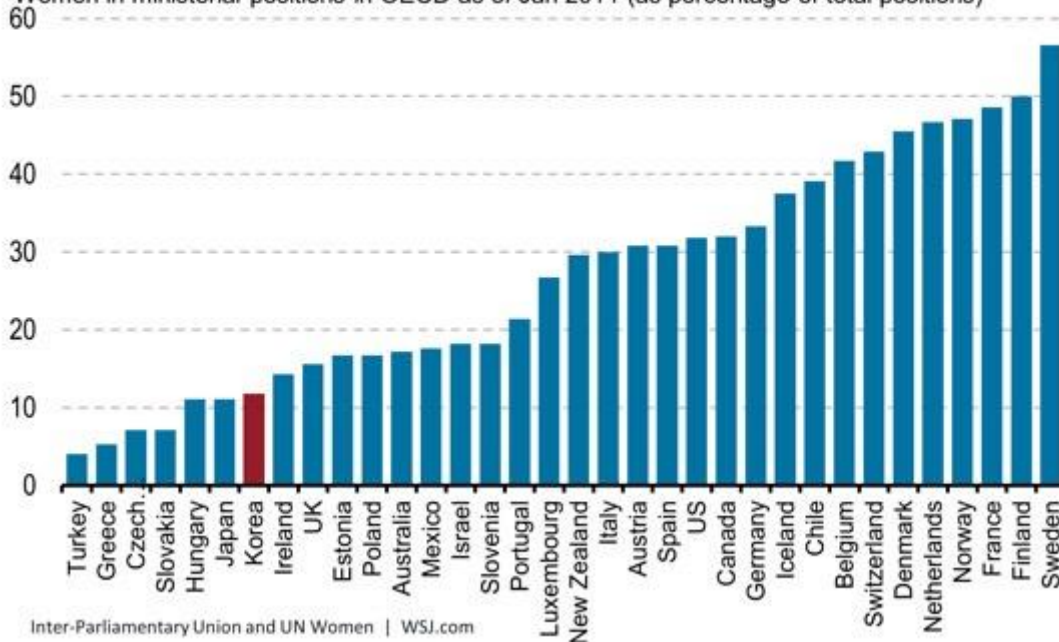
Economist.com/graphicdetail

**Percentage Gap Between Median Men's and Women's Wages,
for All Full-Time Workers (2006 or Latest Year Available)**

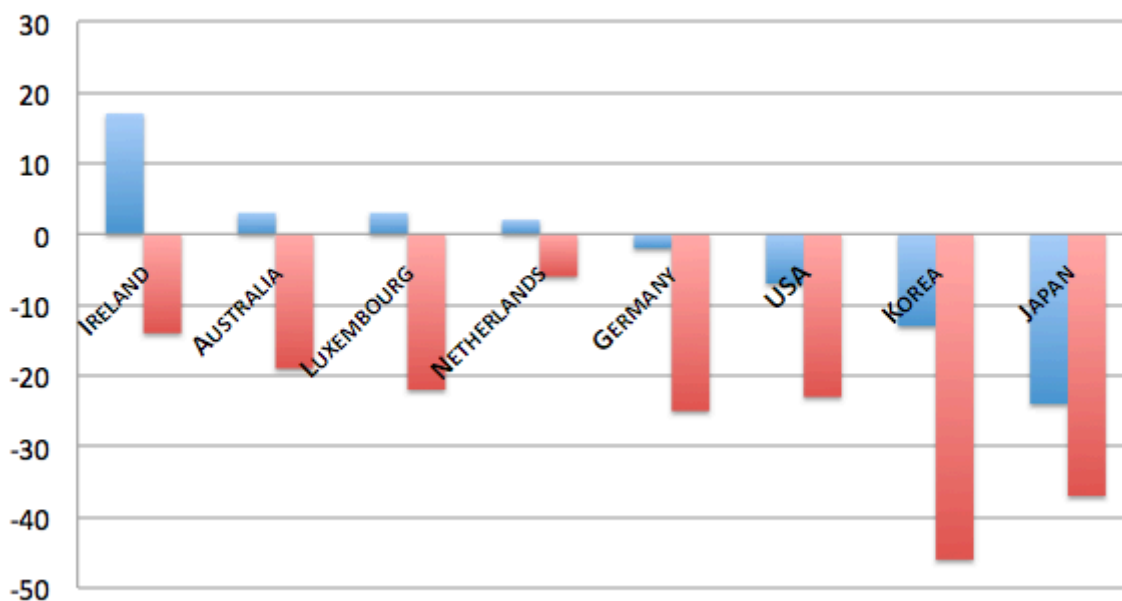


Gender Politics

Women in ministerial positions in OECD as of Jan 2014 (as percentage of total positions)



Gender Pay Gap: Men vs. Women No Children (BLUE) and With Children (RED)

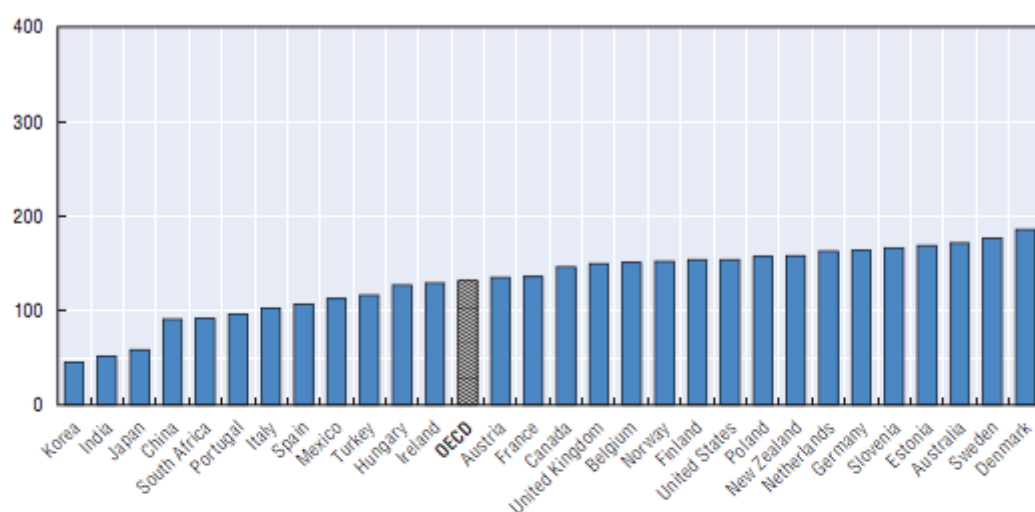


Labor Participation <http://thegrandnarrative.com/2009/02/05/for-every-birth-a-korean-career-dies/>

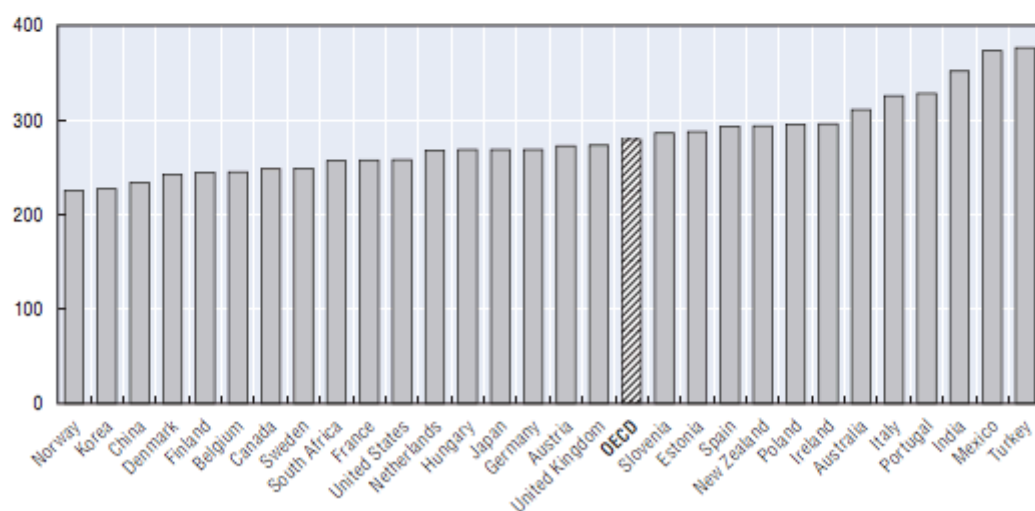
Figure 1.5. **Asian men spend the least hours in unpaid work, Mexican and Turkish women the most**

Minutes of unpaid work per day

Panel A. Men




Panel B. Women



Note: See Figure 1.1 for country-specific notes.

Source: OECD's Secretariat estimates based on national time-use surveys (see Miranda, 2011).

StatLink  <http://dx.doi.org/10.1787/888932381513>

<https://gllitterkid.wordpress.com/2014/06/26/a-disturbing-guide-for-watching-korean-drama/>