



Do men and women lead differently?

Exploring leadership differences between men and women

Do women lead differently than men in the workplace? It seems the answer is “yes.” It also seems that men and women tend to agree on the exact behaviors that are different for women leaders and men leaders.

The Innis Company (www.inniscompany.com), experts in career advancement and career transition solutions recently conducted a survey of both men and women leaders to determine how the sexes match up on specific areas of leadership. The ultimate question being – Do men and women lead differently?

97% of women and 79% of men believe men and women focus their behavior differently as leaders.

- Specifically, 88% of surveyed women believe men lead by “promoting themselves and their abilities.” It seems many men believe this as well. 60.9% of men believe men work harder than women at “promoting themselves and their abilities”,
- 70.8% women believe women focus on “seeking input from all concerned sources”; 68.2% of men agree that women are focused on this behavior.

It seems a large portion of respondents agree that men tend to focus more on the end game, while women focus more on how to get there.

According to the survey, leadership behaviors between the sexes differ in these ways:

-*women* concentrate on relationships with others by seeking input, organizing, and managing a team; while

-*men* hone in on the final outcome and promoting their professional abilities.

Although this study suggests there are differences in the way the sexes lead, 23% of both sexes agree that the most important characteristic of a leader in the 21st century is *integrity*. Inspiration (11.7%) and flexibility (11.7%) tied for the second most important characteristic according to men. For women, having a vision (14%) was the second most important characteristic, closely followed by flexibility, people skills and adaptability to change (all tied at 13%).

Yes, both men and women think the other gender leads differently; this can lead to misunderstandings and does lead to tension in the workplace. As advisors to senior executives, The Innis Company knows that men and women can benefit from executive coaching to become more effective in their role as a leader. The experts at The Innis Company created and utilize the Behavioral GAP Analysis Approach[®] as a way to help corporations create more effective leaders and to bridge the gap between whom the leader is and whom he or she needs to be to succeed.



To learn more about executive coaching or to receive a monthly newsletter from The Innis Company, contact 972.702.9484, email info@inniscompany.com or visit www.inniscompany.com.

DATA EXCERPT FROM THE JUNE 2007 LEADERSHIP STUDY

Take a look at the percentage of men and women who agree with the statements below:

| Do <u>women</u> work harder than men at any of the following? | | |
|--|------------------|--------------------|
| | Men agree | Women agree |
| Organizing and doing the work | 13.6% | 61.1% |
| Doing things right | 27.3% | 61.1% |
| Managing data or information | 9.1% | 33.3% |
| Managing the employees or team | 45.5% | 65.3% |
| Meeting deadlines or getting to the end game | 0% | 40.3% |
| Seeking input from all concerned sources | 68.2% | 70.8% |
| Managing expectations of people about the work | 40.9% | 61.1% |
| Keeping management informed | 22.7% | 52.8% |
| Promoting themselves and their abilities | 22.7% | 27.8% |
| Other | 13.6% | 11.1% |

We also turned the tables and posed the same question about men. Here are the results of those responses:

| Do <u>men</u> work harder than women at any of the following? | | |
|--|------------------|--------------------|
| | Men agree | Women agree |
| Organizing and doing the work | 0% | 7.4% |
| Doing things right | 8.7% | 11.8% |
| Managing data or information | 21.7% | 25% |
| Managing the employees or team | 4.4% | 8.8% |
| Meeting deadlines or getting to the end game | 34.8% | 33.8% |
| Seeking input from all concerned sources | 8.7% | 11.8% |
| Managing expectations of people about the work | 4.4% | 8.8% |
| Keeping management informed | 26.1% | 17.6% |
| Promoting themselves and their abilities | 60.9% | 88.6% |
| Other | 17.4% | 11.8% |

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 For more information about this study or ideas on how to implement solutions to career limiting leadership behaviors at your company, contact us at The Innis Company, 972.702.9484 or info@inniscompany.com.

