Summary of Gender Differences by Professor Laura Kray

Gender differences fall under two general axes. The first axis concerns the drive for hierarchical differentiation (attainment of zero-sum resources, such as status, power, and money). The second axis concerns the drive for social integration (belonging, social connection, and taking care of others). The social integration axis corresponds most closely with the notion of “beyond yourself.”

Hierarchical differentiation

1. Confidence: Men > women
2. Entitlement: Men > women
3. Desire for competition and/or dominance: Men > women
4. Initiation of negotiation: Men > women
5. Volubility as a function of power: Men > women
6. Fear of backlash: Women > men
7. Vulnerable to stereotype threat: Women > men
8. Target of deception: Women > men
9. Emotional instability, anxiety and depression: Women > men

Summary of hierarchical differentiation findings:
In general, men outperform women on measures related to this fundamental motive. Additionally, women suffer more negative social consequences when they do assert themselves and more of the negative psychological consequences associated with low power and status.

Social integration

1. Relational self: Women > men
2. Ethical standards: Women > men
3. Moral outrage in face of ethical compromises: Women > men
4. Moral character: Women > men
5. Empathy: Women > men
6. Supernatural beliefs (belief in God, destiny): Women > men
7. Democratic leadership style: Women > men
8. Equality of participation in groups: Women > men
9. Social intelligence (decoding nonverbal cues): Women > men

Summary of social integration findings:
In general, women outperform men on measures related to this fundamental motive. Women define themselves in terms of their close relationships more so than men do and women’s relational definition of the self impacts their ethics, concern for others, willingness to share power with others, and openness to higher powers.
References


