

Assignment #1

Pre Course Reading and Response Paper

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1. What in the two readings is important to you and why is it meaningful to you ?

After finishing the readings, my initial impression was mind-blowing. While I learned how differently men and women think about the same situations when they are dealing with them, as well as how much brain science research is being done, I was shocked. And the only way to solve this problem is to figure out how to take use of these variations without degrading any of the individuals just on the basis of their gender. We are expected to be receptive to all points of view and to regard them equally.

My main finding was that there is a mismatch between men and women in terms of gender prejudice due to biological and cultural variations that are modified by environment and IQ level. Another aspect of this reading that caught my interest was the idea that an organization's culture is the only factor in determining the amount of gender intelligence that is maintained there. I came across a lot of instances in the book that illustrate the idea that productivity in a company is not affected by the number of employees, unless and until everyone knows how to interact with individuals of the same gender and work cooperatively in a group. Less time has to be spent analyzing other people's perspectives. I firmly believe that the primary concept that has to be used in the workplace to improve the working conditions for both men and women is "Equality and Equity." The analogy Michael Gurian used with the lighthouse and the ship to illustrate the significance of maintaining the balance between gender roles and gender differences along with establishing the fact that attention should be paid to the nurture and nature of different people is another insightful idea that I took away from the reading.

At my former workplace, I encountered similar circumstances where it was assumed that males are better at getting things done fast because they have fewer responsibilities to their families. Women, on the other hand, often have several things competing for their attention at the same time as their employment, yet they are nevertheless able to complete tasks just as swiftly as males.

2. What questions do you have about what you have read?

The questions that have raised in my mind after these readings are:

- Despite the fact that women have the same qualifications as men, they are required to accept inferior jobs while males are given such high priority. Why are males overwhelmingly represented in the workforce?
- Do people think they are stronger than the opposite gender?

- Why are women assumed to be less capable than men at the workplace while making crucial decisions?

3. Have you already taken any action or changed your behavior, based on your new understanding? Have you had a conversation or taught anyone else what you are learning?

As a consequence of these readings, I was able to develop a perspective that allows me to consider people's opinions outside of their gender roles and differences. After reading these works, the notion of gender differences that had been ingrained in my mind had acquired a completely new meaning. I saw how much emphasis was placed on the necessity of collaboration and teamwork between men and women in order to enhance the value of each person's thoughts and advance the interests of the organization as a whole. I'll now do all in my power to eliminate the gender gap in our culture.

4. Write a sentence or two on “What I would like to get out of the class”.

I'm interested in learning more in detail about the gender disparities that exist in modern society. Moreover, on how to deal with them in both personal and corporate life without disturbing the sentiments of others.