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**ENGR 303 Gender and Engineering**

**Assignment 2C**

**Individual Scenario:**

In this writing, I recount one of the scenario that I have faced at my workplace where I was formerly working. I was working at a company XYZ in India which is a branch office of a renowned company in the United States. I would like to chronicle a situation where I had to face a lot of communication difficulties with a co-worker named Mr. A who was located in the US. Both of us were reporting to manager Mr. N, a relational person, who always wanted employees to build relationships to co-operate and work together to achieve higher productivity.

I was assigned a task that was to be completed in collaboration with Mr.A whom I presumed to be a relational person which took turns towards the end. Eventually, after the task was initiated, the flow of the task was like, there was a bit of subtask that had to be completed by Mr. A and my next task would be a follow up task of what Mr. A has developed. So, this had to be partnership project. When there were problems to be discussed, Mr. A turns out to have conflicting opinions and was not even open to set up meetings for discussions. He adopted to work his way with a different methodology and send it back to me which wasn’t the accurate solution to the task. Due to his behavior, I had to make a lot of modifications in my way of developing the task which led to furthermore errors since there was no sync in the methodology used. There was already a communication latency developed due to the time zones between both the workplace (India and US time zones) and on top that Mr. A was not open to take inputs from others and adapt to a mutual solution. I being a relational person, even after constant efforts could not join hands with Mr. A to arrive on a perfect solution. I was ready to change my way of working towards the task but Mr.A had no sync with the way of implementing the task. I observed that Mr. A was playing devil's advocate continuously. I being a fresher at that company without any remark till then, was disturbed because even after a lot of efforts form my side I was being not able to make progress to complete the task on time.

As a result, I had to involve our manager in the loop to reduce this communication bridge which was hindering the completion of the project. I and our manager Mr. N decided to schedule a meeting to clearly elaborate on the task and ideas of implementation to consider all possible executions (My methods as well as MR.A's) to ensure that we were on the same page on which methodology to work on. Finally, Mr. A changed his course of action and collaborated to work on a common platform only after his manager Mr. N insisted him firmly. Only after this change of workstyle in Mr. A, we were able to successfully complete the task and deploy it onto the project.

Over the course of time, I realized that my presumption about Mr. A being a relational person was wrong as he was more of an individualistic person than a relational person.

**Learnings from the class:**

Only after taking up this Gender and Engineering class, I got to know about gender differences between men and women in their behavioral pattern which is influenced by both nature and nurture. I was amazed by the information I got from the topic of Brain Science. It clearly depicted the thinking process between different persons. Initially, I was not aware about the individualistic and relational personalities. But after the class, I could relate these personality traits to the people with whom I was associated at my prior workplace. When this scenario was discussed among our group, everyone had the same solution to approach higher authority and make a note of this situation to them so that they could take some sort of action to curb the productivity loss.

The group also suggested on how Mr.A should be advised by the manager to mend ways to change his individualistic attitude into a collaborative mindset. And also how I could have changed my way of interaction with him in order to eradicate the communication barrier. One of the major input I received is that it would be a good practice to set up standards on how to complete a task even before starting up on the actual work. I was appreciated on how I reacted to the situation by politely dealing with it by the help of my manager rather than getting into head on head argument with Mr.A. This discussion in the class gave me a worldview of how I could relate my scenario to the learning from this class.

**Reflection:**

By the end of the class, I came to know that scenarios like this are more or less the same at every workplace and it is just the way of people have different perspectives over a situation. I learnt on how one must adapt and adopt depending upon the situation they are involved in. I also gained a lot of insights on how I can communicate and put forth my views without hurting the other persons unintentionally. I loved to interact with the group of diverse people and getting to know their situations and what role does gender intelligence play in their scenarios. I feel fortunate to have an opportunity to take such class which broadens my perspective about gender intelligence and on how I can take this forward in every aspect of my life and how I should conduct and convey with men and women with whom I will cross paths from now on. I am intrigued with this class and would love to explore more on the gender intelligence topic and pass on this information to people who are not aware about these gender differences which are prevalent in their day-to-day course of actions.