



HOW DO YOU LISTEN?



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THE RELATIONSHIP BETWEEN HOW MEN LISTEN AND WOMEN'S POWER AND RESPECT IN THE U.S.

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What are listening types and how do they affect other people?

Are gender stereotypes true?

Do women benefit from the use of certain listening types?

INDEPENDENT VS INTERDEPENDENT LISTENING

Styles of Listening

Interdependent Listening

Example Behaviors

- Ask Questions
- Attend
- Attune

Orientation: Greater other-orientation

Gender Stereotype: Feminine

Mode of Agency: Adjusting

Result: Elevates voice of speaker

Independent Listening

Example Behaviors

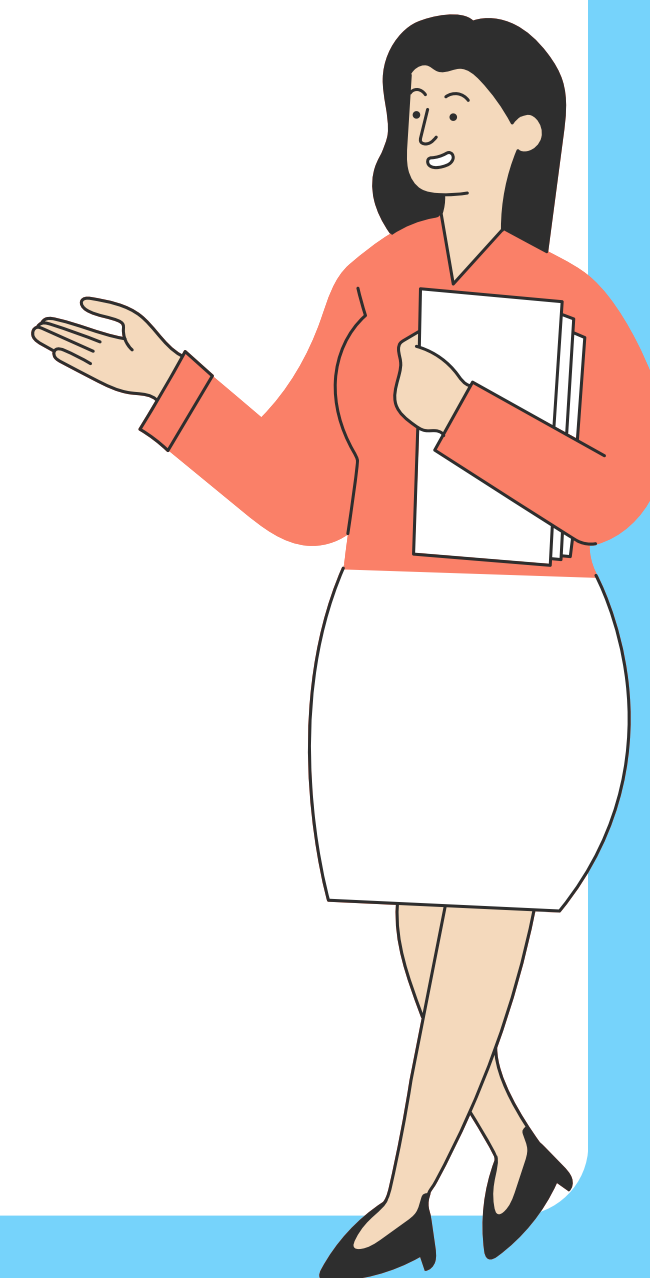
- Advise
- Analyze Problem
- Affirm

Orientation: Greater self-orientation

Gender Stereotype: Masculine

Mode of Agency: Influencing

Result: Elevates voice of listener



STUDY 1 - DO MEN AND WOMEN TEND TO LISTEN DIFFERENTLY DURING TROUBLES TALK?



Objective: Investigate gender-linked behavioral differences in listening

1

20 items that reflect two dimensions of listening: 10 for interdependent listening and 10 for dependent listening

2

Neither style of listening is a priori inherently more effective, all items described positive and useful behaviors



Interdependent vs. Independent

- | | |
|--------------------|-------------------------|
| • asking questions | • advising |
| • attending | • analyzing the problem |
| • attuning | • affirming |

Listening Behaviors Used in Study 1

Item	Behavior
Interdependent Listening	
1	I asked how my friend was feeling and why.
2	I paid attention to what was not said and to my friend's body language.
3	I tried to show I had time to hear my friend talk about what was on their mind.
4	I limited how much I talked about myself.
5	I was careful not to interrupt my friend until the full story was told.
6	I tried to be "in tune" with my friend's mood and feelings.
7	I asked my friend clarifying questions about their problem.
8	I repeated back what my friend said to show I understood them.
9	I said things like "that's hard" or "sorry to hear that."
10	I tried to encourage my friend to keep talking by saying things like "mm-hmm" or "tell me more."
Independent Listening	
11	I tried to help my friend think about how to solve their problem or improve their situation.
12	I gave some advice or made a suggestion about what to do next after hearing about the problem.
13	I tried to identify what seemed to be at the heart of the problem.
14	I provided my own understanding of the problem.
15	I tried to help my friend find some silver lining in the situation.
16	I tried to help my friend be in a more positive mood.
17	I shared a similar problem or experience to show that other people also have this kind of problem.
18	I told my friend that their problem was common and their feelings were normal.
19	I encouraged my friend by saying things like "you've got this."
20	I told my friend I understood where they were coming from.





Participants: 201 women and 187 men




Procedure:

- 1** Identify about a recent time a woman friend came to them with a problem.
- 2** Write about how they responded.
- 3** Then indicate which of the 20 behaviours they did.
- 4** Finally, were asked several **exploratory questions** about their friend (e.g. self-construal, gender identity) and general feedback.





Results:

-  Did not find evidence for the simple effect that men were **more likely to do independent listening** than women.
-  Evidence found for the simple effect that women were **more likely to do interdependent listening** than men.
-  Post-hoc evidence that women were **more likely** than men to report doing **any listening behavior**.



Conclusions

Men do less listening overall, including interdependent listening.

Men and women report doing **both types of listening** with a **high frequency**, suggesting that both men and women find both types of listening **viable and valuable**.

STUDY 2 - CAN MEN BE ENCOURAGED TO ASK QUESTIONS?



Objective: Encourage men to do more interdependent listening

Participants: 131 chosen of 572 men

Procedure:

- 1 Participants were divided in 3 groups:
 - **Intervention** (reasons to do good listening + how to be a good listener)
 - **Active Control** (reasons to do good listening)
 - **Non-Active Control** (no content)

- 2 All participants listened to **Natasha** describing an **emotional personal experience** which referred to feelings and experiences after the death of her grandmother (9:34 minute **audio clip**)

- 3 Imagine they were in a situation where Natasha told you that story **in person** and write what they would say to her in **response**.

- 4 It was registered wheter or not participants **asked a question** or said they would ask Natasha a question

- 5 Participants were then asked seven multiple choice questions about the content they heard





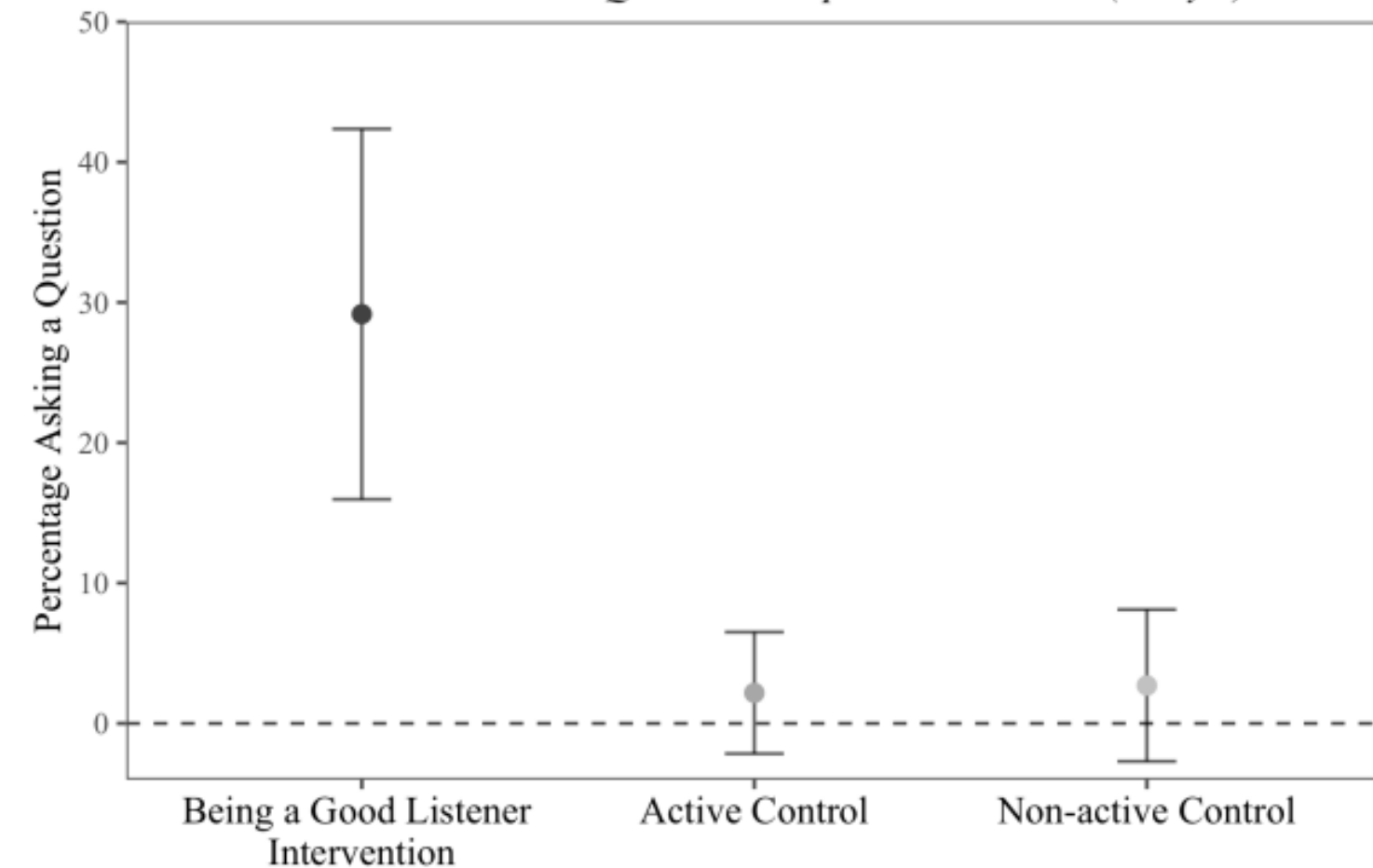
Results:

✓ Men in the Being Good Listener intervention were more likely to ask a question (29.2%) than men in the active control condition (2.2%) or in the non-active control condition (2.7%)

✗ Did not find evidence for a difference in the number of questions answered correctly by participants in the intervention condition and the two control conditions

Figure 2

Intervention Led More Men to Ask a Question Compared to Controls (Study 2)



Conclusions

Successfully encouraged some men to ask questions, one form of interdependent listening behavior.

Contrary to prediction, we did not find evidence that men differed in their recall of content of the audio clip

Most men need even stronger encouragement to ask questions than provided by the intervention



STUDY 3.A - DO WOMEN ANTICIPATE FEELING MORE POWERFUL AND RESPECTED WHEN MEN DO INTERDEPENDENT LISTENING VS INDEPENDENT LISTENING



Objective: Investigate how women anticipate feeling when men do the different types of listening



Participants: 198 women:

- 97 interdependent listening
- 101 independent listening

Interdependent Listening Condition	Independent Listening Condition
Personal Problem (Studies 3a, 3b, and 3c)	
Now imagine that a few days after the breakup, you meet up at a coffee shop with Ryan, a new friend of yours. After the two of you chat for a bit, you mention to Ryan that your partner recently broke up with you. Ryan says he's sorry and asks what happened.	Now imagine that a few days after the breakup, you meet up at a coffee shop with Ryan, a new friend of yours. After the two of you chat for a bit, you mention to Ryan that your partner recently broke up with you.
You tell your story. As you describe what happened, Ryan doesn't interrupt and nods his head. A few times when you pause, Ryan asks a few questions. Mostly, though, he waits for you to continue talking.	You tell a bit of your story. Ryan says he gets how you're feeling. He describes his own breakup and how he was really upset and felt so bad. He says breakups are really tough on everybody but that he has found that eventually things get better.
When you finish telling your story, Ryan tells you what he thinks he understood, and then asks if you could tell him more about the relationship.	When you finish telling your story, you talk about how you have been feeling since the breakup. Ryan makes a joke, and it seems like he's trying to cheer you up. He suggests that you look on the bright side of things, as there might be a silver lining.
Later in the conversation, Ryan asks about how you've been doing since the breakup. Ryan says that while he can't really know how you're feeling, it seems really hard. After you describe how you've been doing, Ryan asks what, if anything, you've been doing to cope and feel better. Ryan doesn't talk about his own problems, and never checks his phone.	Later in the conversation, Ryan tells you what he says he thinks was at the heart of the breakup. He also offers some advice on how to cope with the situation.
At the end of the conversation, Ryan says he will check in on you in a few days, and asks what else he can do to help.	At the end of the conversation, Ryan says he has to leave, but that he is going to get some mutual friends together soon and to let him know if you need some help.





Procedure:

- 1** Women participants **imagined** that their romantic partner **breaks up** with them and then **wrote** about how they would **feel**
- 2** Read a **vignette** describing a **troubles talk** interaction, in which **their friend Ryan** did **interdependent** or **independent** listening
- 3** Then, they **wrote** how they would **feel** after talking with Ryan as well as some **measures** of how they would feel (powerful, respected, understood, trust, etc)





Results:

- ✓ Evidence found that women who imagined Ryan doing interdependent listening felt more powerful
- ✗ Did not find evidence for **respect** or feeling understood



Conclusions

Women who thought about a man friend doing interdependent listening when sharing a personal problem would feel more powerful

Both types of listening can be **empathic and efficient** and because of that, for some measures, there were **no difference** on how women would feel

STUDY 3.B - DO WOMEN ANTICIPATE FEELING MORE POWERFUL AND RESPECTED WHEN MEN DO INTERDEPENDENT LISTENING VS INDEPENDENT LISTENING



Objective: Investigate if the results obtained in the previous study was due to the type of problem (personal or professional)



Participants: 781 women

	Independent	Interdependent
Professional	211	189
Personal	174	207



Problems:

Professional: Her boss says she is not on track to being promoted

Personal: Her romantic partner suddenly breaks up their relationship





Procedure:

- 1** Women were asked to **wrote** how they would **feel** after receiving the news (personal or professional)
- 2** Read the correspondent **vignette** describing their friend Ryan doing interdependent or independent listening
- 3** Then **wrote** how they would **feel** after talking with Ryan as well as the same **measures** of the previous study (powerful, respected, understood, trust, etc)





Results:



Evidence found that women who imagined Ryan doing interdependent listening felt more powerful, respected and understood



Did not find evidence that the effect of interdependent (vs independent) listening was moderated by problem type




Conclusions


As in the previous study, women that were listened to by a male friend doing **interdependent listening** felt more powerful and all that.

However, the **problem type** did not seem to influence how women felt with the different listening styles

STUDY 3.C- DO WOMEN ANTICIPATE FEELING MORE POWERFUL AND RESPECTED WHEN MEN DO INTERDEPENDENT LISTENING VS INDEPENDENT LISTENING



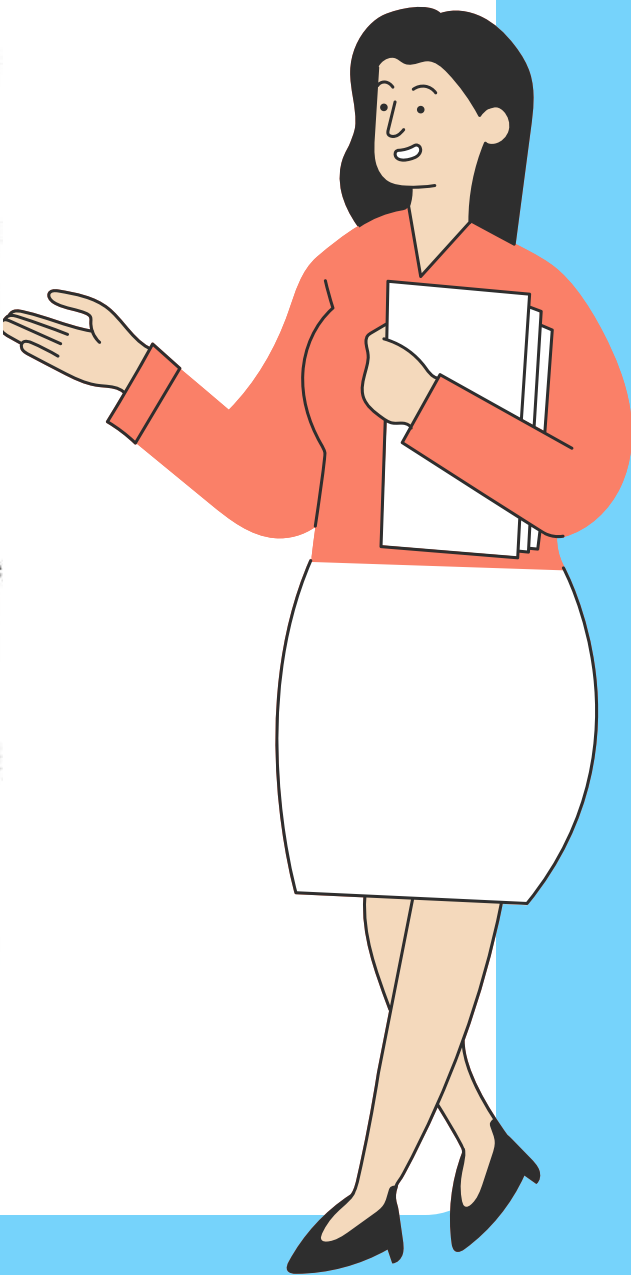
Objective: Investigate if the way in which women perceive traditional gender roles has any impact on the previous studies



Participants: 404 women:

- 199 interdependent listening
- 205 independent listening

Interdependent Listening Condition	Independent Listening Condition
Personal Problem (Studies 3a, 3b, and 3c)	
Now imagine that a few days after the breakup, you meet up at a coffee shop with Ryan, a new friend of yours. After the two of you chat for a bit, you mention to Ryan that your partner recently broke up with you. Ryan says he's sorry and asks what happened.	Now imagine that a few days after the breakup, you meet up at a coffee shop with Ryan, a new friend of yours. After the two of you chat for a bit, you mention to Ryan that your partner recently broke up with you.
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When you finish telling your story, Ryan tells you what he thinks he understood, and then asks if you could tell him more about the relationship.	When you finish telling your story, you talk about how you have been feeling since the breakup. Ryan makes a joke, and it seems like he's trying to cheer you up. He suggests that you look on the bright side of things, as there might be a silver lining.
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At the end of the conversation, Ryan says he will check in on you in a few days, and asks what else he can do to help.	At the end of the conversation, Ryan says he has to leave, but that he is going to get some mutual friends together soon and to let him know if you need some help.





Procedure:

- 1 Same approach as the previous studies
- 2 Added additional measures: on the previous quizzes: "I feel like I was taken seriously", "I did not feel on equal footing with Ryan" and "I did not feel like I was able to confide in Ryan".
- 3 After, the women were asked to take the **Ambivalent Sexism Inventory** questionnaire . This consisted of 22 items: 11 items that make up the **hostile sexism** scale and 11 items that make up the **benevolent sexism scale**, the latter of which can be decomposed into three subscales.





Results:

- ✓ Evidence found that the less women endorsed benevolent sexism, the more respected, powerful and understood they felt in the interdependent (vs. independent) condition



Conclusions

As in the previous studies, women that were listened to by a male friend doing interdependent listening felt more powerful and all that.

However we also found that the more women stop adhering to traditional gender roles, the more this impact will be felt.

STUDY 4 - DO WOMEN FEEL MORE POWERFUL AND RESPECTED WHEN MEN ARE ENCOURAGED TO ASK QUESTIONS



Objective: Investigate how women feel with man asking questions vs free conversation

Participants: 302 women: 148 question asking
+ 154 free conversation

Procedure:

1

Women(Speakers) were told to talk about their problems and to listen

2

Men(Listeners) were divided into:

- **Question-asking:** read from tips and were told to ask follow-up questions
- **Free conversation:** were asked to reflect on a time a friend came to them and talk freely

3

Then, they wrote how they would feel after talking with their partner as well has some measures of how they would feel like in the last study

Study 4 Men Participant Instructions

Question-Asking Treatment	Conversation Control
<p>Instructions: Before you enter your conversation, we wanted to provide some tips from the research on what seems to work for people trying to be good listeners.</p> <p>Research shows that good listeners don't form a response right away or talk about their own experiences. Instead, good listeners ask questions. They ask questions to figure out how the other person is feeling. They ask follow-up questions to better understand the problem. Sometimes good listeners ask questions to simply let the other person vent.</p> <p>Rather than give advice, good listeners ask open-ended questions to get the person talking. Rather than talk about themselves, good listeners try to find out more about the other person and wait to give a suggestion.</p> <p>We want you to use these tips to be a good listener, but we want the focus of the conversation to be about your partner's problem, and so it'll best not to talk about these tips during the conversation.</p> <p>Free Response Question: Please describe in your own words why it might be important for you to ask questions while listening to your partner talk about her problem. 100 character minimum.</p>	<p>Instructions: To get you in the mindset of having a conversation with your partner about her problem, please think back to a recent time when you had a conversation with someone about a problem they had.</p> <p>Free Response Question: Please describe what the other person's problem was. 100 character minimum</p>



Results:

- ✓ Treatment **did** encourage men to do more independent listening
- ✓ Positive correlation between **trust** and number of questions asked
- ✗ Did **not** find difference for **respect** or feeling understood in women
- ✗ Did not find difference for how **assertive** or **confident** women rated men




Conclusions

Men did ask more questions but there was **no difference** on the women. Which indicates that asking **questions** is not associated with **respect** and **power**

This corroborates the theory that independent listening can be **effective**

STUDY 5 - DO WOMEN FEEL MORE POWERFUL AND RESPECTED WHEN MEN ASK QUESTIONS VS GIVE ADVICE IN A SCRIPTED CONVERSATION

 **Objective:** Investigate how women feel with man asking questions vs give advice

Participants: 432 women: 225 question asking + 207 advice

Procedure:

- 1 All participants read some paragraphs designed to normalize talking with a stranger about a problem
- 2 Women(Speakers) were told to talk about their problems related to COVID-19
- 3 Men participants were told they were to either provide advice or ask questions and were provided instructions on what to say
- 4 Then, they wrote how they would feel after talking with their partner as well has some measures of how they would feel like in the last study

Study 5 Instructions for Men Listeners

Interdependent Listening Condition	Independent Listening Condition
Start of Conversation: When you sign on, we would like you to say hi and to introduce yourself by first name (if you feel comfortable doing so). Please say: <i>Hi, my name is _____.</i>	Start of Conversation: When you sign on, we would like you to say hi and to introduce yourself by first name (if you feel comfortable doing so) by saying: <i>Hi, my name is _____.</i>
Question #1: We've asked your partner to say how she's feeling. After she does, we'd like you to ask her what she's stressed out about. Please say: <i>I'm sorry you're feeling stressed. I'm interested in knowing more about what's going on. What's stressing you out most these days?</i>	Piece of Advice #1: We've asked your partner to say how she's feeling. After she shares how she is feeling, we'd like you to give her advice to take breaks from the news. Please say: <i>You're probably feeling stressed because of the news and social media. You should take breaks from watching or listening to news stories.</i>
Question #2: After your partner responds to this question, we would like you to ask her how she's dealing with everything. Please say: <i>Yeah, that makes sense. I can see why you're feeling stressed. How have you been dealing with everything?</i>	Piece of Advice #2: After your partner responds to this piece of advice, we'd like you to give her advice about unwinding. Please say: <i>To feel less stressed, my advice is to definitely make some time to unwind and do the things at home you usually enjoy doing.</i>
Question #3: After your partner responds to this question, we would like you to ask her what she thinks the next few weeks look like. Please say: <i>Thanks for sharing. What do you think the next few weeks will look like for you?</i>	Piece of Advice #3: After your partner responds to this piece of advice, we'd like you to give her advice to social distance. Please say: <i>I would also suggest that you practice social distancing as much as you can to keep safe and reduce the spread of the virus.</i>
End of Conversation: You can leave the conversation after you ask these three questions. To signal to your partner that you can both leave, please say: <i>I was told that we're supposed to stop the conversation after we've each written a few lines, so I think I have to get off now. Goodbye.</i>	End of Conversation: You can leave the conversation after you give her these three pieces of advice. To signal to your partner that you can both leave, please say: <i>I was told that we're supposed to stop the conversation after we've each written a few lines, so I think I have to get off now. Goodbye.</i>

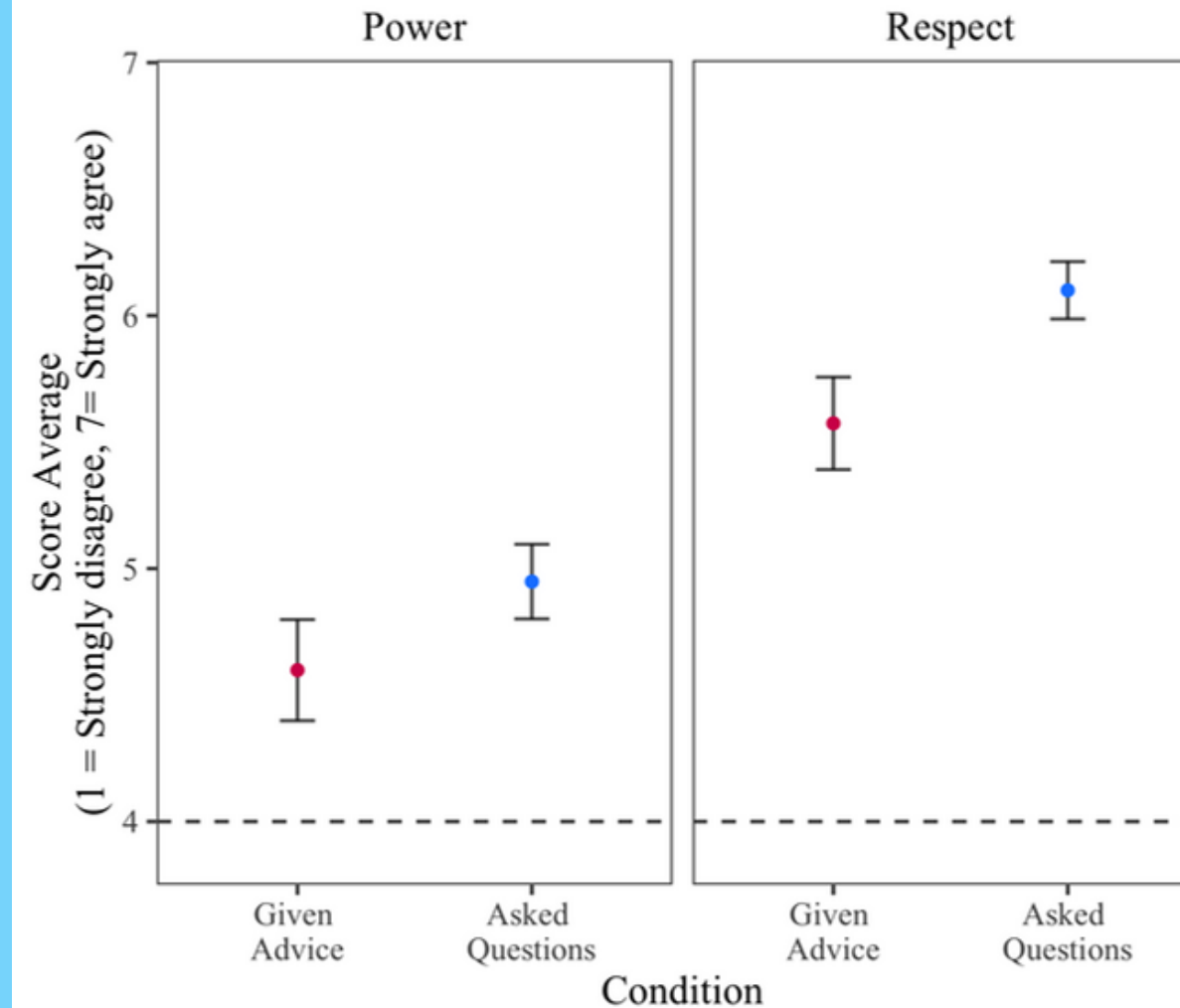


Results:

- ✓ Found evidence of women feeling more powerful, respected or understood when asked questions
- ✓ Found evidence of women felt their partner was more accomodating and adjusting when asked questions
- ✗ Did **not** find evidence that benevolent sexism moderated the effect of listening type of feeling powerful

Figure 5

Women Felt More Powerful and Respected When Asked Questions (vs. Given Advice) by Men Listeners (Study 5)



Conclusions

These results suggest that the advice-giving condition was a good analog of the common complaint from women that men are **not listening** to them

We did not find womens' view on **gender roles** moderated the effects of receiving questions. One potential reason for this is men in this advice that was **prescriptive** and even **obvious**

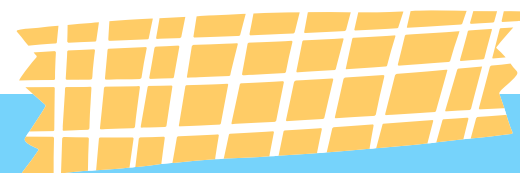


Conclusion

Limitations:

- X Our conclusions are based on self-reports
- X The conversations are being made via text chat
- X The studies don't answer when interdependent listening is more empowering than independent

- Inspired in the experience of many women that say man don't listen
- Hypothesis: is not whether men listen or not is **how** they listen
- **Interdependent Listening:** more effort on paying attention and try to understand the other
- **Independent Listening:** more effort on influencing others with your opinion



WHICH LISTENING STYLE DO YOU IDENTIFY WITH?



Direct
Poll

Kahoot!

