



# University of Scholars

## Assignment

### Organizational Behaviors

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**1. What are some other situations where having a stereotypically male communication style may be advantageous? What about situations where having a stereotypically female communication style may be more advantageous?**

A: Many of us have had conversations with others about how different the “other” gender communicates. Male communication and Female communication styles differ according to situations or behavioural patterns. Even with differences in backgrounds, the stereotypical communication style still provides us with definite flexibility in many stages of communicative process.

There exist major differences in Male and Female speech delivery depending on the situation where they need stereotypical communication method. Men and women’s use of language differs even though they live in the same speech community. It has been observed that women have some common terminologies that they use in communication which is well understood by the men counterparts but the men would not be caught dead using those terms in day-to-day communication. Similarly, men also have some common terms that they use that are well understood by the women although the women would become a laughing stock if they attempted to use them in conversation. This fact has led to a form of stereotype in which the males and the females are talking the same language yet it appears they are talking in two different languages altogether.

A stereotypical masculine communication style tends to be focused on instrumental tasks.

When the goal is independence, members of this speech community are likely to communicate in ways that exhibit knowledge, refrain from personal disclosure, are abstract, are focused on instrumentality, demonstrate conversational command, are direct and assertive, and are less responsive. Showing knowledge in conversation gives speakers the opportunity to present themselves as competent and capable. If someone has a problem at work one might respond, “You should do this ...” or “The best way to deal with that is ...” This strategy is sometimes referred to as a “communication tool box.” While some may interpret this as bossy, responding in a manner that tries to fix a

problem for someone you care about makes a lot of sense. Men use fewer of the thousands of available facial expressions than women do. That includes smiling less.

The Advantages of Stereotypical Male Communication style-

1. Commanding physical presence.
2. Direct and to-the-point interactions.
3. Effective display of power.
4. Accuracy of information at a certain level
5. Understanding of complex matters
6. Convincing way of speech
7. Proper Question answering ability.

Females have a tendency to emphasize with any situation emotionally. They understand what the person before them is feeling. They depend on emotional supportive solve than logical. Yet they have excellent knowledge of how to support and fix problems. Having them in an environment where emotional support is needed, can be very useful. The advantages of female presence can change a stormy situation to a calmer one. Hence they are very helpful when it's a medical emergency as well.

Stereotypical Male and Female Communication styles are absolutely advantageous in many situations starting from Medical emergencies, Business experience, Educational information provider ETC

## **2. How might male and female communication styles differ across cultures?**

A: Starting in childhood, girls and boys are generally socialized to belong to distinct cultures based on their gender and thus speak in ways particular to their own gender's rules. This pattern of gendered socialization continues throughout our lives. As a result, men and women often interpret the same conversation differently. Culturally diverse ways of speaking based on gender can cause miscommunication between members of each culture or speech community. These cultural differences are seen in the simple purpose of communication.

Traditional gender roles also influence how women are heard, as Tannen alluded to above. The Oxford Handbook of Leadership and Organization notes that the historical marginalization of women is still in practice today, with media coverage of women leaders often focusing on fashion sensibility rather than on the strength of their leadership. There is a "Catch-22" for women: "to be 'too feminine' is to risk being perceived as weak and emotional or as manipulative and devious when exercising leadership; to be 'insufficiently feminine' generally results in being labelled as masculine, abrasive or pushy."

Thus, gender not only impacts the language we use but the language used to describe us.

Although changing demographics and social trends have begun to erode the base of white male privilege, there are still strong cultural norms that resist this change in the status quo. Additionally, the composition of executive leadership still remains predominantly white male, and organizational culture and communications are largely designed to support that dominance.

'For men and women, communication can be a very long drive, using different roads most probably to get to the same place.' Having said that, it would be appropriate to first give a definition of the word communication followed by

what gender is all about. Therefore, communication is known as a two-way process involving individuals trying to seek mutual understanding. Initially, it does not involve only the process of exchanging information's, ideas and feelings but also helps to develop and share meaning. It generally connects people or places in society. Communication is an essential key function for the management of individual, be it in the society, in an organisation or at home. Intriguingly, nothing can operate effectively if communication does not prevail as it should. As planned, we have to give a definition of the word gender which is an important factor that creates a gap between males and females. Gender refers to the attitudes, feelings and behaviour that a given culture associates with one's biological sex. We also find it important to delineate culture which is the behaviour and belief of people depending on their particular social, ethnic or age group. Men and women are somehow being introduced to their particular gender roles at a very tender age.

Most women are conditioned by culture to maintain harmonious relationships with others. That condition is revealed in softened demands, constrained statement and generally more tentative or lack confidence speech. Both men and women differ in the way they manage people and give orders. Many well-known studies have featured the fact that women have the tendency to soften their demands and statements, as compared to men who tend to be more direct.

### **3. Do you feel like your communication style corresponds with your gender? Why or why not?**

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as it should. As planned, we have to give a definition of the word gender which is an important factor that creates a gap between males and females. Gender refers to the attitudes, feelings and behaviour that a given culture associates with one's biological sex. We also find it important to delineate culture which is the behaviour and belief of people depending on their particular social, ethnic or age group. Men and women are somehow being introduced to their particular gender roles at a very tender age. For example:

“Little girls talk more indirectly; little boys talk directly. Little girls talk more with words; little boys use more actions.”

Also, the differences can clearly be seen among teenagers in college and further at the workplace whereby women have the tendency to ask loads of questions before even starting the work as compared to men who are more prone to simply roll up their sleeves and get on with the work and assume that ladies are somehow worthless. As a matter of fact, these differences reflect in the:

Unique combination of influences on cognitive behavior

According to researches, it can be said that men and women communicate differently by adopting distinct speech skills in regards to the situation they are facing, the purposes and the roles they play in society or at work. All these are consequently derived from gender differences emerged from both social and professional settings. Furthermore, gender can also be redefined as a paramount factor affecting communication within an organisation. In point of fact, gender differences are in one way or the other revealed during conflict or even serve as a cataclysm for conflicts while communicating. Generally speaking, women are famous to 'read between the lines' while men communicate to build up status. It is unfortunate that most of the times, girls use words to express their feelings, associate themselves emotionally or build rapport whereas men often contribute facts and figures as in a report.

Gender can definitely vary while we communicate. I consider my communication style to be very straightforward and collective. I tend to make sure it's all logical when I communicate. Hence it is highly possible, as a male, my gender might vary to how my personality enroles.