

## Building Trust &amp; Strengthening Relationships

**@ Work GENDER INTELLIGENCE***An Essential Guide To Helping You Appreciate  
Each Others' Differences In The Workplace*

The following quiz is designed to highlight the most common gender intelligence issues commonly experienced in the workplace, and help you create greater synergy between the sexes at work.

**Does Gender Intelligence matter?** Answer the following questions to find out why.

1. Gender Intelligence means men and women are both equal and identical. T/F
2. Men have more gray matter in their brains (information processing centres) than women. T/F
3. Women commonly ask questions in meetings less than men, and if they do, it is with the sole purpose of information gathering. T/F
4. Both men and women want to be equally recognized for their efforts in achieving results. T/F
5. Women's brains at rest, are just as active as men's brains when they are at work. T/F
6. Men are more capable of integrating and assimilating information than women. T/F
7. Women and men use the same words and language style to create bonds in communication. T/F
8. Men and women approach and manage negotiation with the same objectives. T/F
9. Women show more emotions at work than men and cannot show logic while being emotional. T/F

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#### Answers:

- 1. False** Gender Intelligence is the understanding that men's and women's brains are in fact differently structured and wired, and each gender use their brains and intelligence in different ways, especially within communication. Being Gender Intelligent means having the ability to recognize and appreciate the differences in both sexes and framing your communication to clearly hear and understand either sex. It also means understanding that the approach to problem solve and make decisions is different for both sexes, and both are equally valuable.
- 2. True** Studies show that men have approximately 6.5 times more gray matter related to general intelligence than women. This explains why men typically do better in activities which use central processing such as math and providing spatial solutions typically requiring less interconnectivity within the brain.
- 3. False** Women typically ask questions for clarity and fact finding, and also to create an atmosphere of sharing and consensus building. Men, on the other hand, will often stay silent if they feel they have the information they need. They do not consciously feel the need to overly share or build consensus.
- 4. False** 82% of women prefer to be recognized for the effort they put into achieving results, compared to 89% of men who want to be recognized for the results only.
- 5. True** The female brain has 15-20% more blood flow than a man's brain which causes their brain to be more active than their male counterpart's active brain, even when in a resting state.
- 6. False** Women have more white matter in their brains. White matter represents the nerve fibres that connect the information processing centres and this natural interconnectivity helps women excel at the integration and assimilation of the information collected in the gray matter.
- 7. False** Men commonly share precise facts and statistics in a clear and direct manner to connect with others. Women, on the other hand, share experiences and observations commonly sharing ideas and suggestions expressively. Women tend to communicate in a more connective and consequential way to problem solve. Men are much more linear and to the point.
- 8. False** In negotiation, men are clear that their primary objective is closure, resolution, going for the close. They value the end result. Women, on the other hand, are very focused on the relationship and will often engage in more dialogue to gain more information and even willingly forgo closure to continue building the relationship. Women trust closure will happen at a later date based on their relationship building strategy.
- 9. True and False** Both men and women are emotional; the difference is we tend to manage and express our emotions differently. Women typically have a larger limbic system in the brain which controls the functions of emotion and motivation. During stress women can have eight times the blood flow to this part of the brain. Coupled with a woman's ability to interconnect memories and experiences, this causes a chain reaction to want to connect and express. Despite the high emotional state, it's now shown that women can connect and use both parts of their brains at the same time, and that women can be just as logical in the emotional experience.

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