Gender Differences in Personality

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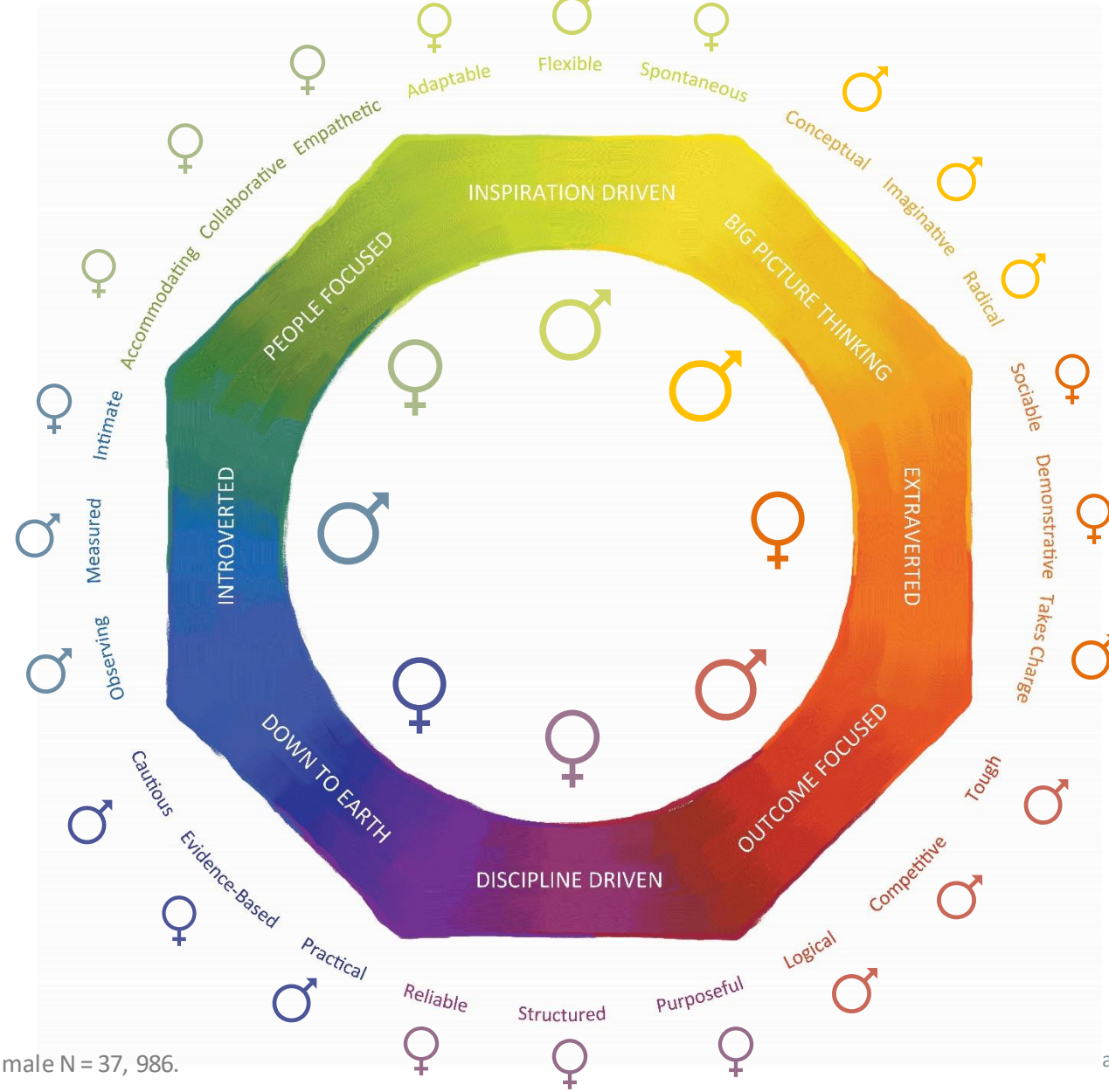
Are there Gender Differences in Personality?



Male N = 36, 026 Female N = 37, 986.

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Mean Gender Differences at the 8 Aspect Level
Global Sample

	Male	Female	Effect Size (Cohen's d)
Discipline Driven	63.15*	63.79*	-.09
People Focused	59.52*	61.50*	-.13
Extraverted	61.76	61.78	-.00
Big Picture Thinking	59.01*	57.02*	**.25**
Inspiration Driven	54.58*	54.28*	.04
Outcome Focused	60.43*	56.34*	**.45**
Introverted	51.59*	50.69*	.10
Down To Earth	55.71	55.77	-.01

Male N = 36, 026 Female N = 37, 986. * is significant $p < .001$. Effect size of .1 = small effect size, .5 = medium effect size, .9 = large effect size

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Mean Gender Differences at the 24 Quality Level

Global Sample

	Male	Female	Cohen's d
Structured	20.12	20.51	-.13
Purposeful	20.72	20.73	-.00
Reliable	22.31	22.55	-.08
Imaginative	20.39	19.88	.13
Conceptual	20.13	19.55	.21
Radical	18.49	17.59	.26
Empathetic	20.40	21.36	-.28
Collaborative	21.51	21.84	-.11
Accommodating	17.61	18.30	-.19
Takes Charge	20.49	19.70	.20
Demonstrative	21.29	21.69	-.11
Sociable	19.98	20.39	-.11
Flexible	17.68	16.95	.20
Adaptable	17.68	17.84	-.05
Spontaneous	19.23	19.49	-.01
Tough	19.92	18.74	.28
Competitive	19.26	17.52	.38
Logical	21.25	20.08	.36
Observing	16.40	16.29	.03
Measured	17.28	16.12	.32
Intimate	17.92	18.28	-.10
Evidence Based	19.50	19.91	-.11
Practical	20.34	20.12	.08
Cautious	15.87	15.74	.03

Male N = 36, 026 Female N = 37, 986. All differences were significant $p < .001$, except for in Purposeful which was not significant. Effect size of .1 = small effect size, .5 = medium effect size, .9 = large effect size

Mean Gender Differences on Overextensions: **Global Sample**

	Male OP	Female OP	Cohen's d
Rigid Planning	5.16	5.19	-.02
Goal Fixated	5.84	5.80	.03
Hesitant	6.55	6.59	-.03
Fantasist	4.72	4.65	.04
Unfeasible	4.97	5.08	-.07
Change for sake of Change	5.20	5.08	.07
Emotionally Stretched	5.45	5.67	-.12
Consensus Obsessed	5.84	6.00	-.09
Acquiescing	5.28	5.40	-.07
Controlling	5.66	5.37	.17
Overbearing	5.78	5.67	.06
Can't be Alone	5.13	5.15	-.01
Chaotic	4.87	4.49	.20
Unfocused	4.78	4.83	-.03
Impulsive	5.89	5.97	-.04
Seeks Conflict	5.57	5.25	.16
Win at all costs	5.41	4.67	.37
Argumentative	5.53	5.01	.31
Detached & Aloof	4.56	4.51	.03
Serious & Withdrawn	4.70	4.27	.24
Passive	4.98	5.09	-.07
Lost in the Details	5.15	5.17	-.01
Narrow sighted	5.01	4.97	.02
Change resistant	4.82	4.76	.04

Male N = 36, 026 Female N = 37, 986. All differences were significant $p < .001$, except for in Evidence Based and Sociable which were not significant.
Effect size of .1 = small effect size, .5 = medium effect size, .9 = large effect size

Gender Differences in Personality

- More agreeable
- More open to feelings
- More risk averse
- More trait level neuroticism (anxiety, self-consciousness, guilt)
- Higher warmth

- More assertive
- More competitive
- More risk taking
- Higher self-esteem/confidence

Costa, Paul, Jr.; Terracciano, Antonio; McCrae, Robert R. (2001). "Gender differences in personality traits across cultures: Robust and surprising findings". *Journal of Personality and Social Psychology*. **81** (2): 322–31

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How big are these differences?

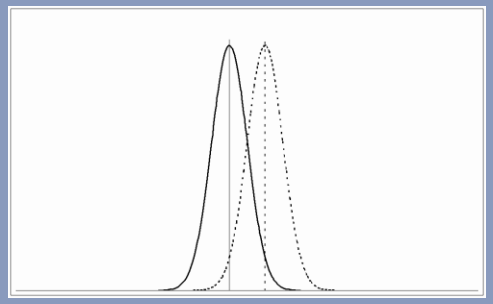
Understanding effect size:

- Effect size (using Cohen's d) measures the strength of the difference between two groups. Unlike statistical significance, it is not affected by sample size. In large samples, even minor differences between means can be considered 'statistically significant'.

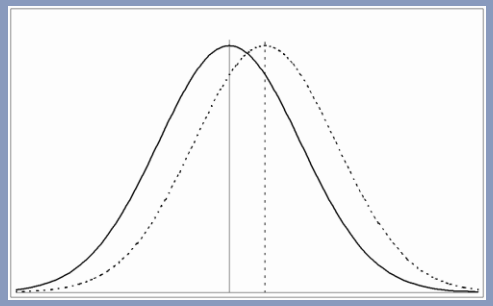
- Cohen's d suggests that if the standard deviations of two groups do not differ by more than .20 then the differences between the 2 groups is trivial.

- Personality differences between genders are generally small (0.1 0.4) and far less than the differences we find *within* genders.

Visualising Effect Size



Graph (a) = large effect size



Graph (b) = small effect size

- To measure effect size two variables are considered: the *means* and *standard deviations* (spread of scores) of the two groups.
- This effectively tells us how *overlapping* the two groups are and the probability that someone belongs to a certain group based on their score.
- For example, graph (a) reflects a strong effect size (the two groups hardly overlap) while in graph (b) reflects a small effect size with the two groups overlapping quite a bit.

Interpreting effect size of Gender Differences

Effect Size	Percentage of the gender who would be below average in the opposite gender group.	Probability that you could guess which gender a person was from their 'score'.
0.0	50%	.50
0.1	54%	.52
0.2	**58%**	**.54**
0.3	**62%**	**.56**
0.4	**66%**	**.58**
0.5	69%	.60
0.6	73%	.62
0.7	76%	.64
0.8	79%	.66
0.9	82%	.67
1.0	84%	.69
2.0	98%	.84
3.0	99.9%	.93

Gender Differences: Impact on Income, Performance and Leadership

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Do nice guys (and gals) finish last?

A seminal study was carried out to examine the relationship between the trait of Agreeableness (e.g. trust, compliance, altruism), gender and the impact on income.

Key Questions of the Study:

- Do agreeable workers earn less than disagreeable workers?
- Does the levels of agreeableness or disagreeableness a worker shows affect wage differently based on their gender?
- Are the differences in wages between agreeable and disagreeable workers wider for men or for women?

Judge, T.A., Livingston, B.A., & Hurst, C. (2012). Do nice guys-and gals-really finish last? The joint effects of sex and agreeableness on income. Journal of Personality and Social Psychology, 102, 390-407.

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Do nice guys (and gals) finish last?

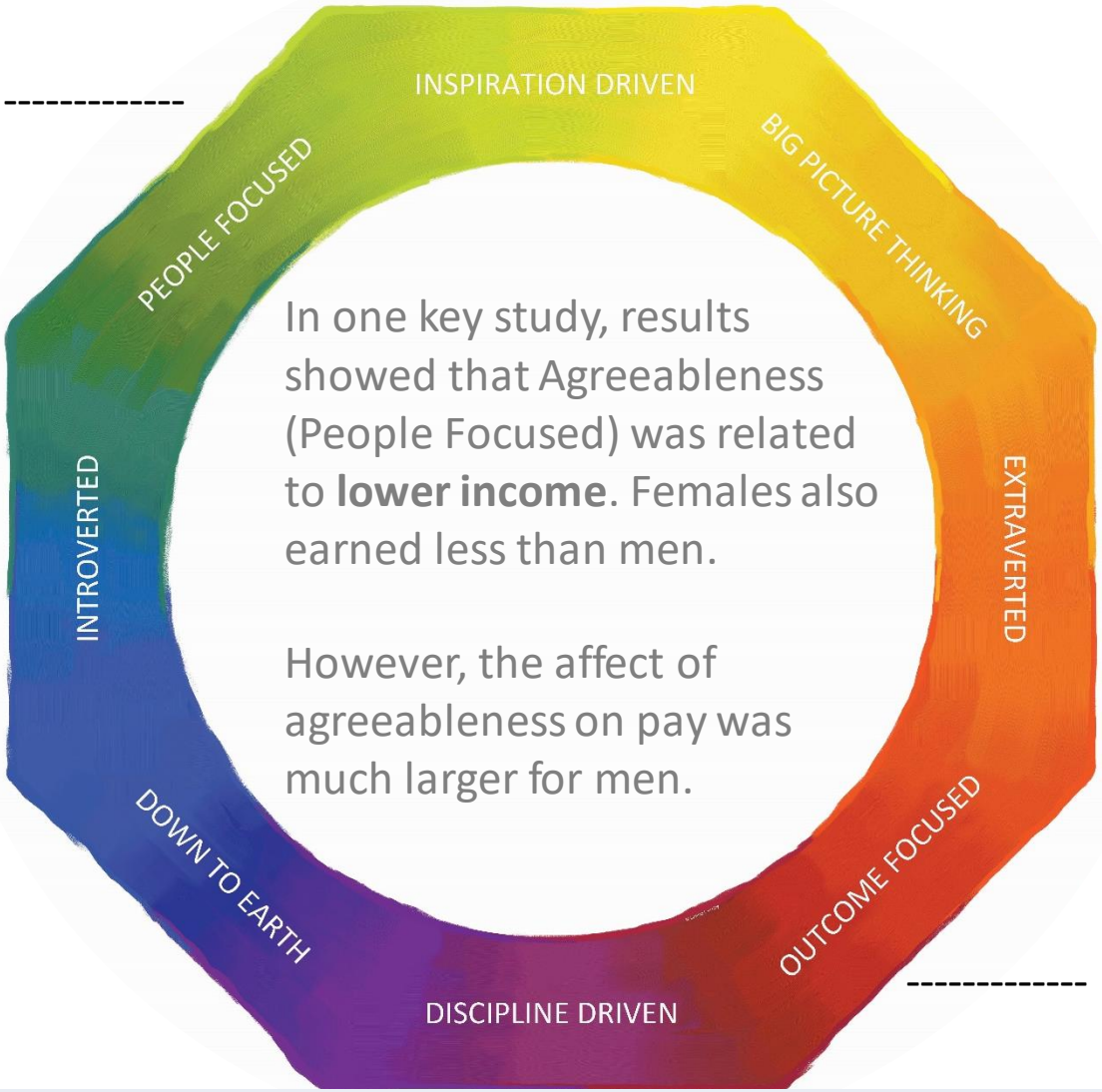
Based on longitudinal data collected 1997-2008

$38,851

$70,774

Possible reasons:

- Being 'nice' can undermine perceptions of competence
- Altruistic behaviours not necessarily rewarded
- Less motivated by self-interest



Possible reasons:

- Can be perceived as more competent by virtue of lack of warmth
- Greater sense of entitlement
- Less willing to compromise in negotiations

$42,093

$90,241

Participants in Study 3 were enrolled between 57-93. M= 1157. F= 534. in the Wisconsin Longitudinal Study (WLS). Survey participants were required to be working outside of their homes, not enrolled in college full-time, and be working a minimum of 1,000 hours per year to participate at each time point when data was collected. All other personality traits were controlled as was job responsibility and job status.

Do nice guys (and gals) finish last?

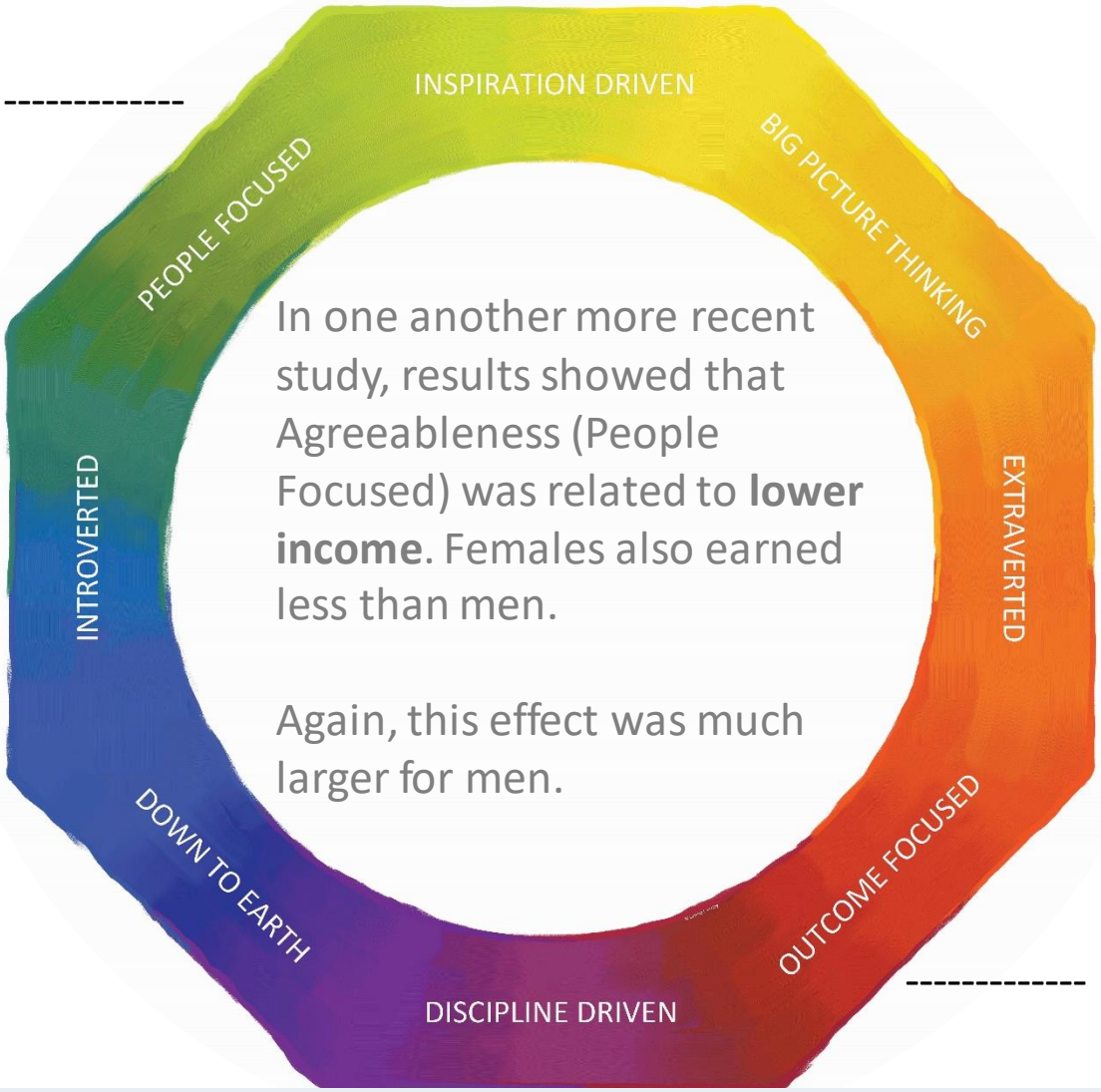
Based on longitudinal data collected 1957-1993

$26,505

$38,246

Possible reasons:

- Being 'nice' can undermine perceptions of competence
- Altruistic behaviours not necessarily rewarded
- Less motivated by self-interest



In one another more recent study, results showed that Agreeableness (People Focused) was related to **lower income**. Females also earned less than men.

Again, this effect was much larger for men.

Possible reasons:

- Can be perceived as more competent by virtue of lack of warmth
- Greater sense of entitlement
- Less willing to compromise in negotiations

$28,831

$47,514

Participants in Study 1 were individuals enrolled in the National Longitudinal Surveys of Youth (NLSY97) at the University of Chicago. Consists of a nationally representative sample of approximately 9,000 youths who were aged 12–16 years at the initiation of the study in 1997. Data period was 97-2008. Variables controlled for: extraversion, neuroticism, education, marital status, hours worked, and work history.

Why? The impact of deviation from ‘gender norms’

The anti gender stereotype backlash

- Numerous studies have found that women who have been successful at traditionally masculine jobs, or display more ‘masculine’ traits are penalised* for a lack of interpersonal warmth (Heilman & Okimoto, 2007; Heilman et al., 2004; Parks-Stamm et al., 2008).

- Rudman (1998) found that self-promoting women and self-effacing men were considered less socially attractive and less qualified than self-effacing women and self-promoting men, respectively. Women were harder on self-promoting women than men.

*in ratings of likability, interpersonal hostility, and boss desirability

“

Nice guys do not necessarily finish last, but they do finish a distant second in terms of earnings.

From a humanistic perspective, it seems remarkably unfair that men who are amiable would be so heavily penalized for not conforming to gender norms. Yet, seen from the perspective of gender equity, even the nice guys seem to be making out quite well relative to either agreeable or disagreeable women.

Thus, exhortations for women *not* to be nice (Pfeffer, 2010) might be overblown. Nice girls might not get rich, but "mean" girls do not do much better. (pg. 39)"

Judge, T.A., Livingston, B.A., & Hurst, C. (2012). Do nice guys-and gals-really finish last? The joint effects of sex and agreeableness on income. Journal of Personality and Social Psychology, 102, 390-407.

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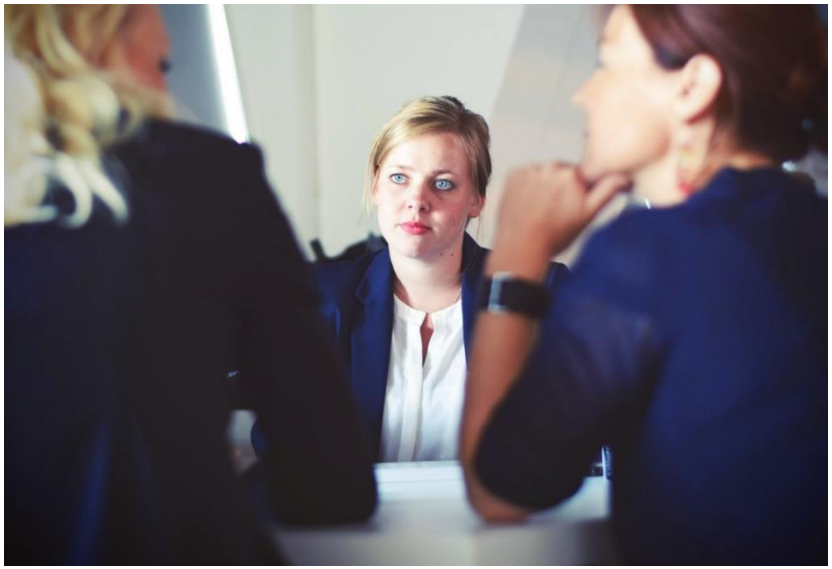


In another study, ‘agreeable’ candidates were less likely to be recommended for fast track to management.

Women were also less likely to be recommended for advancement than men, but this connection was not as significant as the association between agreeableness and advancement.

Source: Judge, T.A., Livingston, B.A., & Hurst, C. (2012). Do nice guys-and gals-really finish last? The joint effects of sex and agreeableness on income. Journal of Personality and Social Psychology, 102, 390-407.

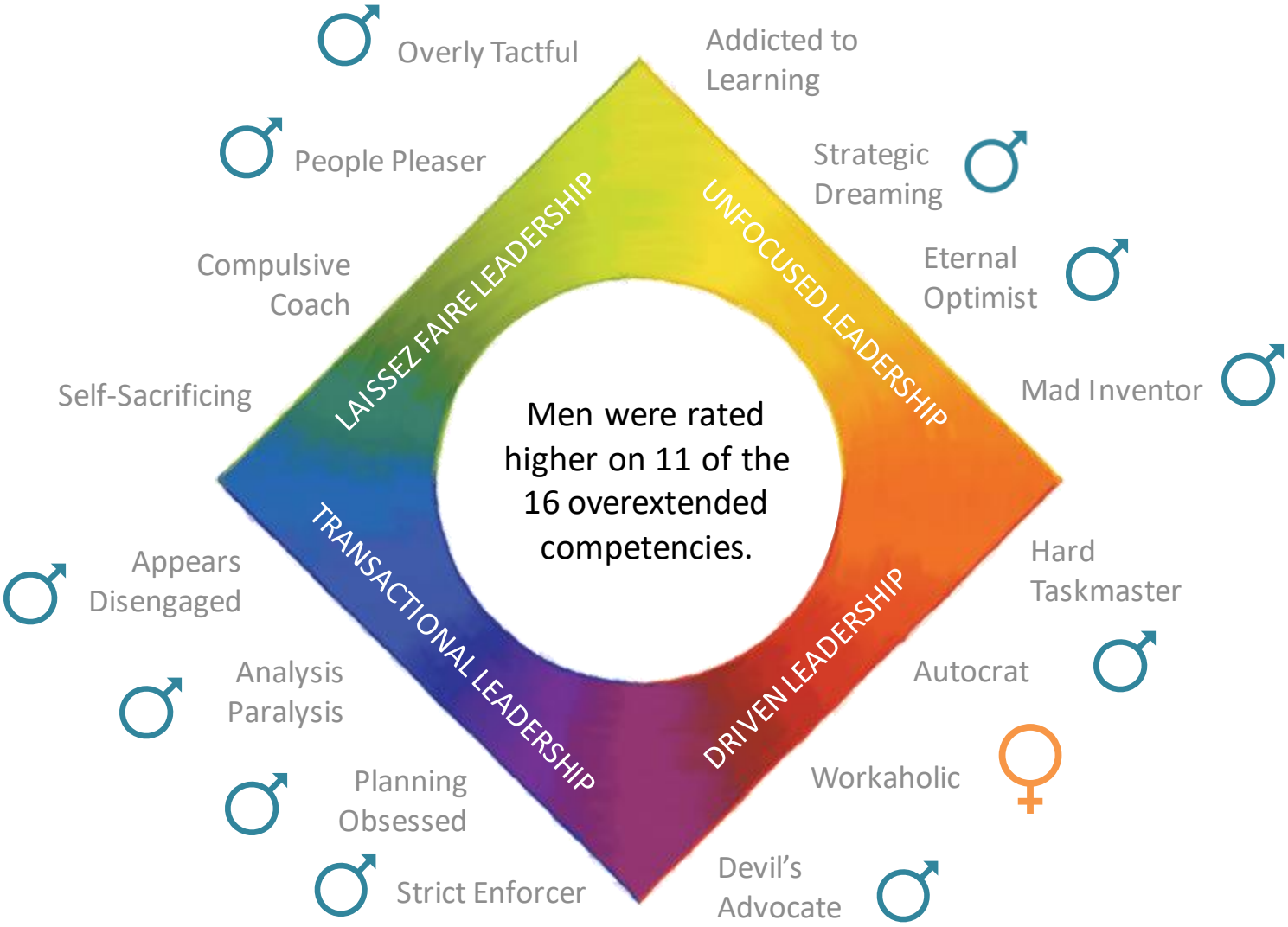
About the study: Four hundred sixty undergraduate students in a large business management class at a Southeastern university participated in this study for extra credit. About half of the participants were female (48%), and the average age was 21.74 years.

Gender Differences Effective Competencies RATER DATA

Males N = 841
Females N = 591

Only differences statistically significant at p <0.05 are shown

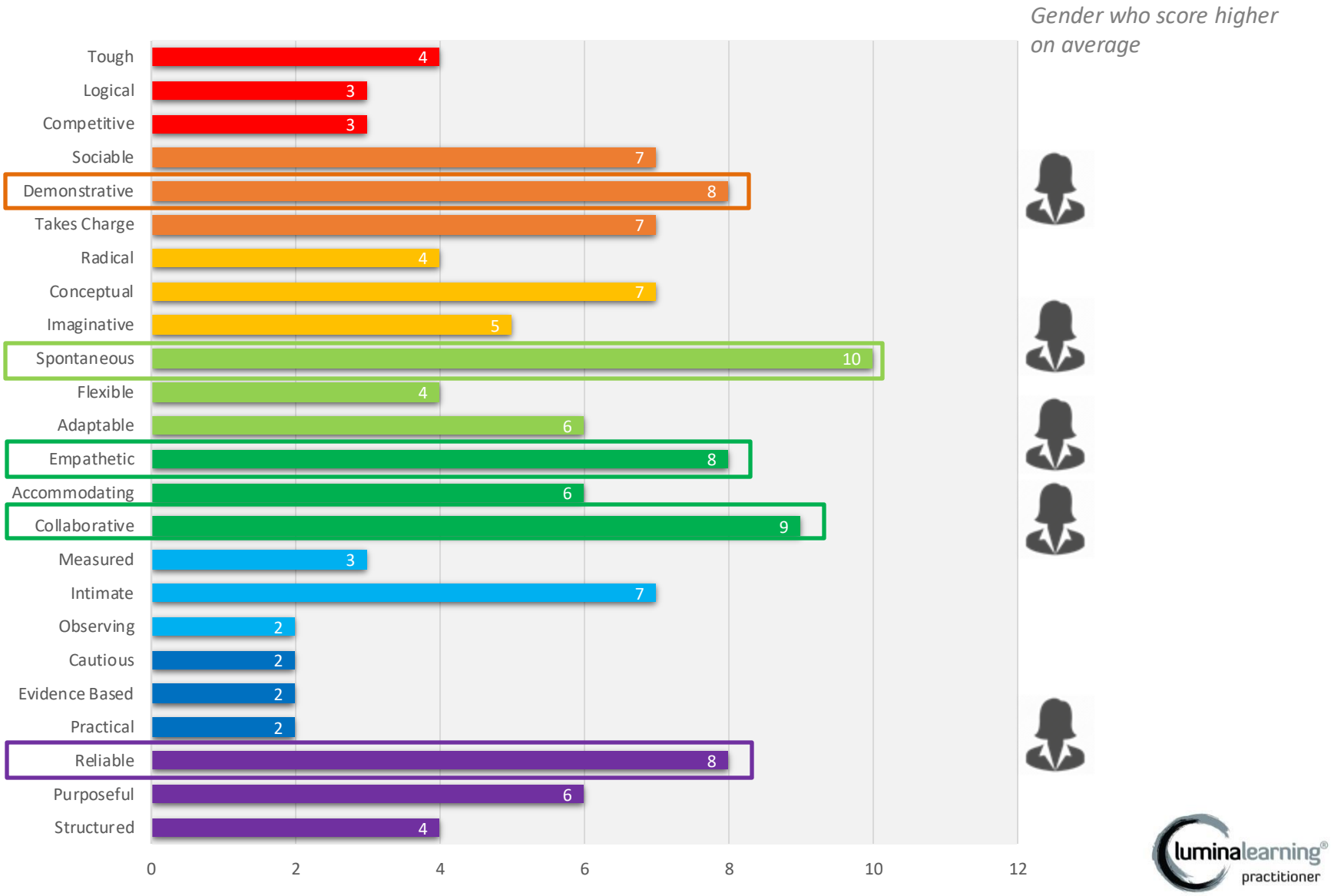
Gender Differences Overextended Competencies RATER DATA



Males N = 841
Females N = 591

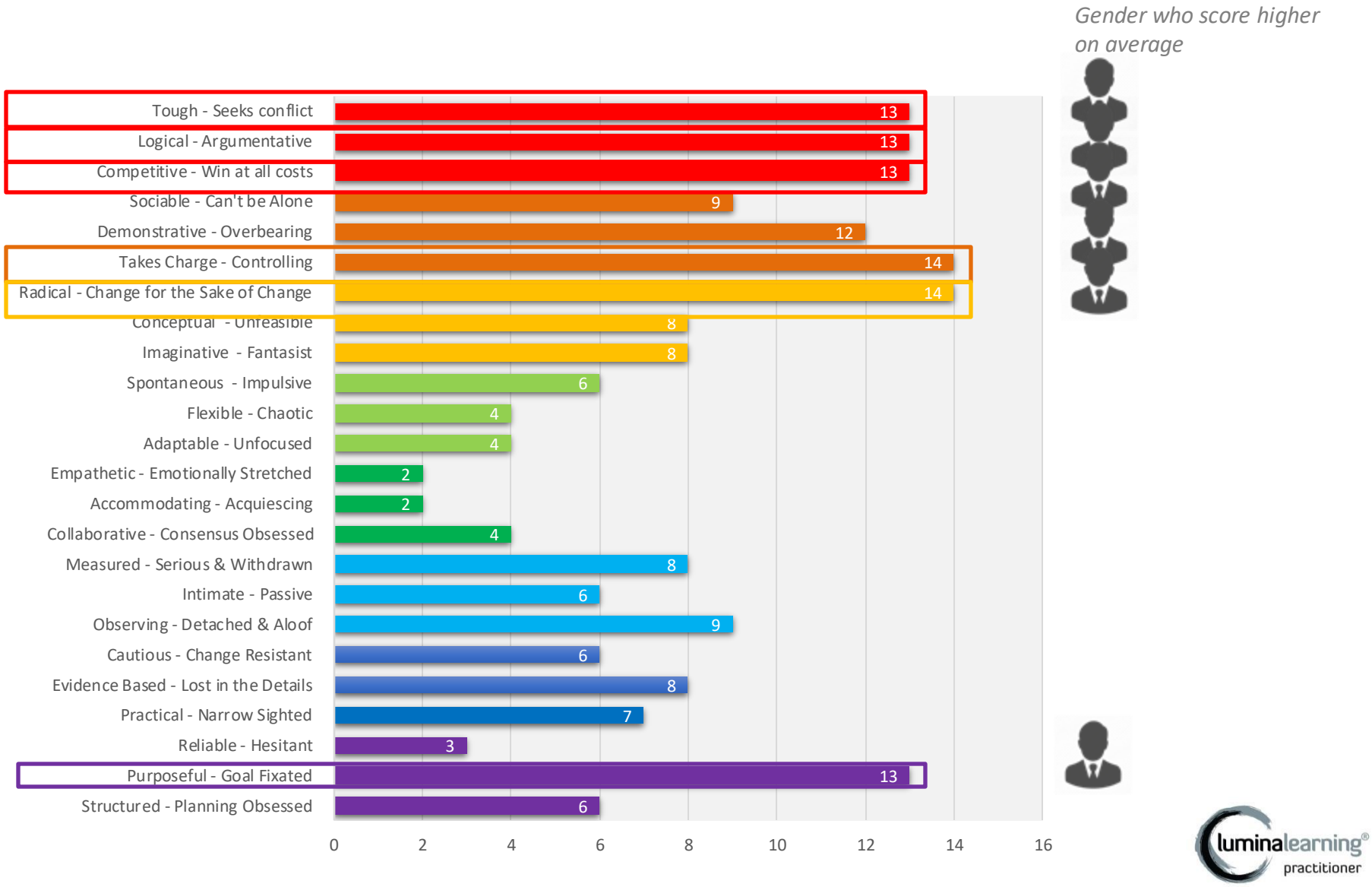
Only differences statistically significant at p <0.05 are shown

Spark Qualities most related to **positive ratings on Leadership Effectiveness**



The number indicates how many significant (positive) correlations were found between the quality and the 16 effective Leader competencies. N=664

Overextended Spark Qualities **most related to ratings on Overextended Leadership**



The number indicates how many significant (positive) correlations were found between the overextended quality and the 16 Overextended Leader competencies. N=664

Gender Differences in the 'Dark Triad'

Most studies measuring Dark Triad personality traits have found significant gender differences with men scoring higher on:

- **Machiavellianism** *d*= .27 (manipulates, deceives, and exploits others in their own interests)
- **Narcissism** *d = .16* (lack of empathy, inflated self-importance, a need for admiration)
- **Psychopathy** *d =.67 (lack of remorse, dishonesty, superficial charm, impulsiveness, lacks accountability for actions)*

Schmitt, D.P., Alcalay, L., Allik, J., Alves, I.C.B., Anderson, C.A., Angelini, A.L., … Youn, G. (2016). Psychological sex differences across cultures: Findings from the International Sexuality Description Project-2.

Women in Leadership – vital statistics

- Women earn 60% of all undergraduate and masters degrees in the United Sates (Corley, 2017).
- Our evidence suggests that female leaders are rated more effective as leaders.

And yet…

- In the S&P 500 Companies, women represent 25% of executive and senior level, hold only 20% of board seats, and are only 6% CEO's (despite being 44% of the labour force). (Catalyst, 2017).
- More men called John run the FTSE 100 than women.

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Gender Differences Cross Culturally

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Where are gender differences in personality most pronounced?

Zimbabwe

United States

Japan

Where are gender differences in personality most pronounced?

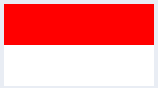
France

South Africa

India

Where are gender differences in personality most pronounced?

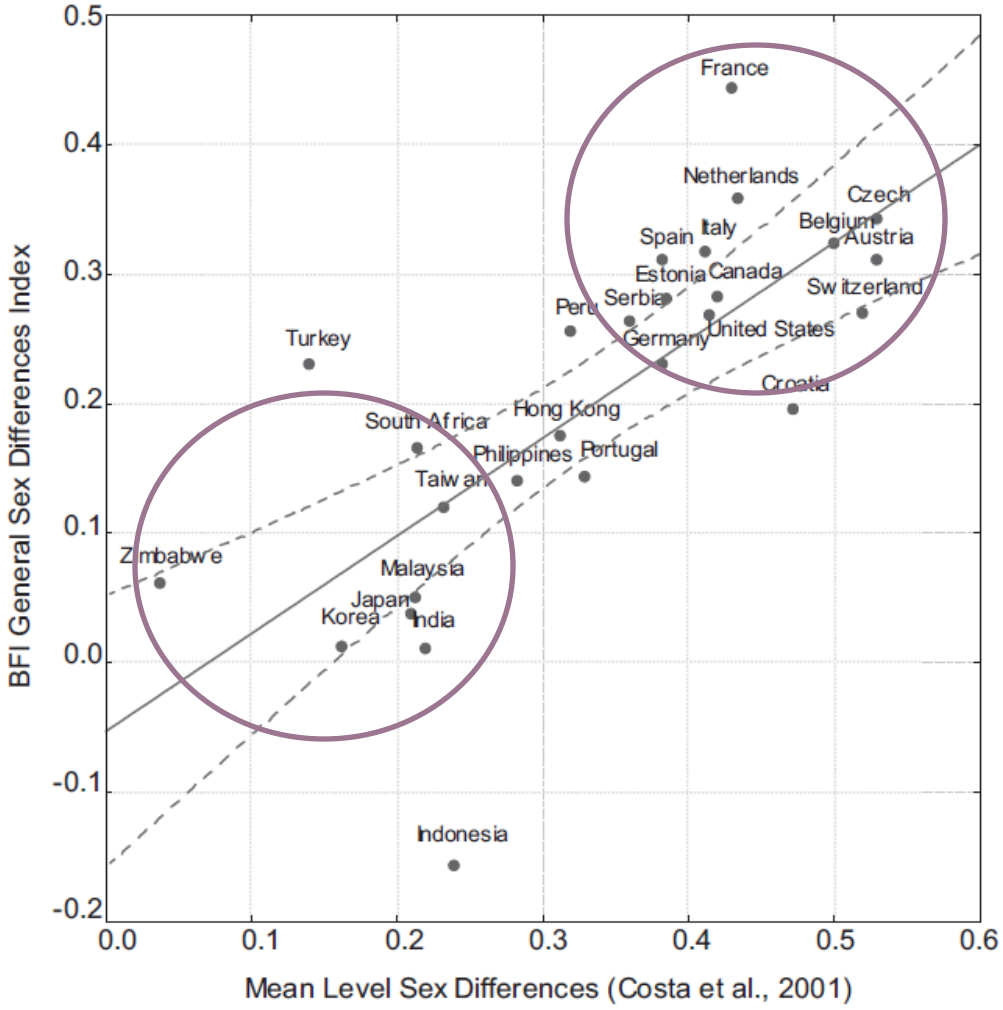
Indonesia



Congo

Netherlands

Levels of gender differences cross culturally



Mean Gender Differences at the 24 Quality Level – East and West Sample

	Eastern Countries			Western Countries		
	Female	Male	Effect Size (Cohen's d)	Female	Male	Effect Size (Cohen's d)
Structured	19.73	19.52	-0.2	20.27*	19.57*	-0.2
Purposeful	20.29	19.99	-0.1	20.07*	20.22*	0.1
Reliable	21.94	21.76	-0.1	22.56	22.34	-0.1
Imaginative	18.45	18.23	-0.1	19.20*	20.20*	0.3
Conceptual	18.45	18.62	0.1	19.52*	20.49*	0.4
Radical	19.36	19.50	0.0	16.83*	18.13*	0.4
Empathetic	21.43*	20.91*	-0.2	21.77*	20.61*	-0.3
Collaborative	20.84*	20.33*	-0.3	22.28*	21.79*	-0.2
Accommodating	20.43	20.19	-0.1	18.34*	17.16*	-0.3
Takes Charge	18.70	19.15	0.1	19.02*	20.27*	0.3
Demonstrative	20.38*	19.01*	-0.4	20.93	20.65	-0.1
Sociable	19.82*	18.85*	-0.2	19.56	19.14	-0.1
Flexible	19.20	19.26	0.0	16.48	17.35	0.3
Adaptable	18.21*	17.70*	-0.2	17.55	17.36	-0.1
Spontaneous	19.53*	18.80*	-0.2	18.78	18.78	0.0
Tough	18.68	18.85	0.0	17.99*	19.60*	0.4
Competitive	16.92*	17.55*	0.2	16.04*	18.41*	0.6
Logical	19.04*	19.82*	0.2	19.75	21.22	0.5
Observing	16.69	16.97	0.1	16.14	16.22	0.0
Measured	17.51*	17.96*	0.1	15.50*	16.81*	0.4
Intimate	18.38*	17.84*	-0.2	18.24*	17.71*	-0.2
Evidence Based	18.40	18.25	0.0	19.59*	19.12*	-0.1
Practical	20.54	20.50	0.0	20.00	20.06	0.0
Cautious	16.34	16.69	0.1	15.03	14.95	0.0

Blue Squares Represent gender group with largest mean irrespective of Country. Highlighted effect sizes are Strong and * equals significant at $p < .001$. Effect size of .1 = small effect size, .5 = medium effect size, .9 = large effect size

The ‘Western’ gender paradox

- Research shows that the more Western a culture is the greater the gender differences.

- Somewhat paradoxically, **countries and cultures with more egalitarian gender roles, gender socialization, and socio-political gender equity tend to show more ‘gender stereotypical’ personality differences.**

- This casts doubt on the ‘social role’ theory which posits that gender differences are a result of socio-political and cultural factors alone.

Explaining the Western Paradox - Other hypotheses

Use of gender specific reference groups when responding

- Some explanations consider that in more traditional, less egalitarian cultures, women may compare themselves to other women they know and interact with more frequently, rather than consider how they compare to men, and vice versa.

- However, this would suggest that the greater differences we see in more egalitarian countries are 'true' as men and women are comparing themselves in the context of both genders.

Heine, S. J., Lehman, D. R., Peng, K., & Greenholtz, J. (2002). What's wrong with cross-cultural comparisons of subjective Likert scales? The reference-group effect. Journal of Personality and Social Psychology, 82, 903–918.

Explaining the Western Paradox - Other hypotheses

When given greater freedom, men and women choose to behave more in line with gender stereotypes.

- This theory suggests that there are biological tendencies that underpin gender differences.

- These differences may have evolved as psychological adaptations that support gender specific experiences and roles (e.g. agreeableness and nursing an infant).

Schmitt, D.P., Long, A., E., McPhearson, A., O'Brien, K., Remmert, B., & Shah S., H. (2017). Personality and gender differences in global perspective. International Journal of Psychology. Vol. 52, No. S1, 45–56

Summary

- There are persistent gender differences in personality, although these are still small to moderate in size compared to those we find within gender.
- Gender differences are more pronounced in more gender egalitarian countries.
- Evidence suggests some 'feminine' traits can have a negative impact on pay and career progression, but these differences are far greater for men.
- However, 'feminine' traits and females themselves are shown to increase ratings on Leadership effectiveness. Thus there may be a 'feminine advantage'.
- Organisations may not be rewarding (at least financially) the very traits that result in positive leadership.