



## Gender Issues

### Impact of Socialization Patterns Within the Workplace Workshop Outline

#### Introduction (5 minutes):

Introduce the topic. Make sure that the men and women understand that this is not a workshop that will create adversarial relationship. This program will help them understand the messages that men and women received when they were young. They will also discuss the implications those “scripts” have on their relationships.

#### Scripts (5 minutes):

Briefly cover the socialization scripts of boys and girls.

*Boy's Socialization Script* (Ask one male volunteer to read.) “Stand up straight, son. Be a man. Be proud. Be tough, but be cool. Don't let them know they're getting to you. You've got to stand up for what you believe in. Go after what you want. The best man wins. Big boys don't cry.”

*Girl's Socialization Script* (Ask one female volunteer to read.) “Always be nice. Smile. Don't talk too much. Don't be too loud or active. Ladies must suffer for beauty. Be feminine. Don't hurt anyone's feelings; don't let anyone be upset. Keep your knees together. Be polite.”

#### Implications (10 minutes):

Write both the men's and women's behaviors on two separate flip chart papers. Review each set (men's and women's socialization implications) and then have the facilitator lead a discussion using the discussion questions at the end of this outline.

##### *Therefore, Men Are Socialized:*

- To be aggressive, dynamic and forceful.
- To be outspoken and direct.
- To have a “mind of his own.”
- To be adventurous.
- To be ambitious and forceful, to go after whatever he wants.
- To initiate action.
- Sexual conquest is a sign of manhood.
- To respond “to their hormones.”
- Boys will be boys.
- To be in control, to be competent and look self-assured.

##### *Women Are Socialized:*

- To be cooperative and agreeable.
- To be flirtatious and manipulative.
- To be eager to please and non-critical.
- To be cautious or timid.
- To be gentle, tactful. To avoid hurting someone's feelings (i.e. to protect the male ego).
- To be passive sexually, but to be responsible for setting limits.
- To be responsible for relationships. To be responsible for how others respond to me.
- While a woman can be in control in the home, in the “real world” to look helpless, naive or dependent or to be under the wing of a mentor.



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### Impact of Socialization Patterns Within the Workplace Workshop Outline (continued)

#### Discussion Questions (20 minutes):

- What statements do you agree with?
- Disagree with?
- How have you seen these observations played out in the fraternity/sorority?
- How have you seen these observations played out in the workplace?
- What are your opinions on workplace romances?
- What questions do you have of the opposite sex to strengthen workplace relationships?

#### Personal Commitments (15 minutes):

Divide the men and women into two separate groups. Give them flip chart paper to write down their commitments to enhancing the work environment and understanding the opposite sex. One person should serve as the recorder and one should serve as the reporter for each group.

*What personal commitments will you make to enhance your environment and to understand the opposite sex?*

Have the men report out to the larger group.

Have the women report out to the larger group.

Pull closure to the workshop by answering any questions and wrapping up the program.

#### Notes: