

## The Glass Ceiling

We all know there are differences in personality between men and women. So, it's no surprise we find them as well regarding to the professional personality.

One of the biggest issues on this matter is the fact that only few women climb up to the top of an organization. Another hot topic here is the fact that women earn less than men do for the same job.

How is this possible when 'equal rights between the sexes' is already more than half a century a noble goal?

First of all, you must keep in mind that almost all the known 'workplaces' are male inventions. School, justice, army, police, government, religion and almost all kind of profit and non-profit organizations, were once set up by men. This means, they are organized and ruled by male standards and even more important, if you want to climb up in these organisations, you have to use male weapons.

So it seems to be more a question of

**'How is it possible that some women do succeed to reach the top in this men's world' than 'why there are so few leading ladies'?**

### Facts & Figures

#### **Educational Effect**

Not so long ago, women found their way to higher education. Today, there are more female alumni than male, so let's put this clear, there is no difference in intelligence.

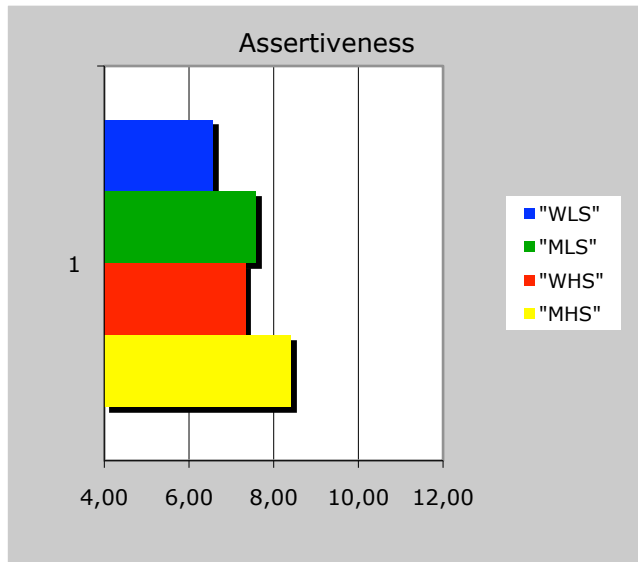
There is though a remarkable difference in the choices of study between the sexes.

Male students tend more for the exact sciences, female students more for the 'human touch' sciences. Only 10% of the 'hard scientific alumni' are women. Exact sciences though are almost a guarantee for a successful career. Physicists, engineers, informaticians, surgeons, . . . almost all of them are men and it's a well known fact that engineers will grow faster to the top than nurses.

But there is much more to it.

## Men or more assertive

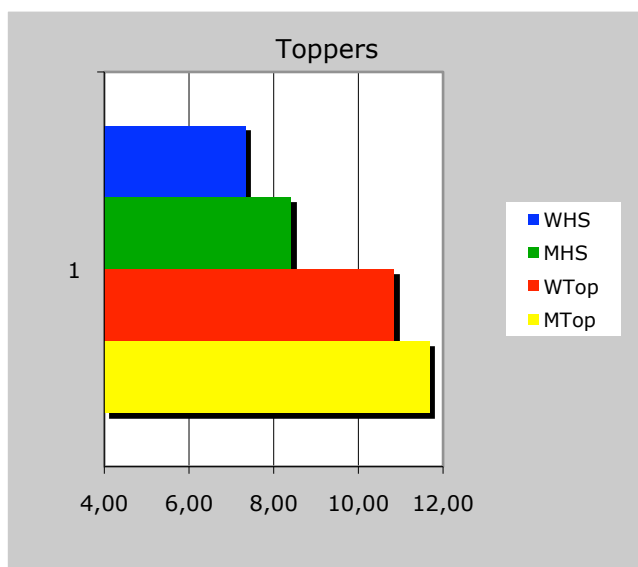
A stunning result of the study, is that high educated women are less assertive than low educated man. This means that an average manor is more self-confident in the social arena than a female physician! There are huge differences between the sexes regarding their social strategies. Men will go for straight communication whilst women prefer more warm social contacts and will use more subtle social strategies.



In general, assertiveness increases accordingly to the educational level. What we see in the study is that Women High Schooled (WHS) have a lower score on assertiveness than Men Low Schooled (MLS).

## Which women do break the Glass Ceiling?

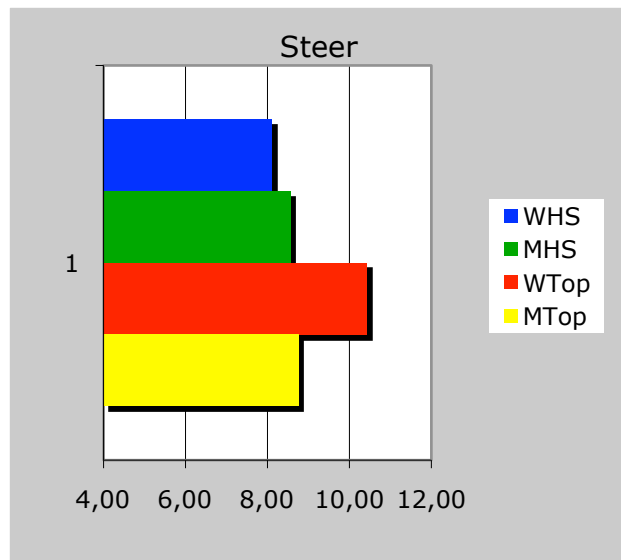
We looked more close to personality traits of women that really made it. If we compare male toppers with female toppers, we see that their social profile becomes very similar. 'Top women' act more masculine in the social arena than other women. Stronger even, a top woman is more similar to a topman than to an average high schooled woman. Women that do break the glass ceiling use the same weapons as their male colleagues.



This graph shows the differences in assertiveness between high schooled men & women (MHS & WHS) versus toppers (WTop = women, MTop = Men).

## Top Women want to pull the strings

But there is more. Men in top jobs will emphasize their abstraction power. Women in top jobs have a great urge to steer how things should be organized and done. Much more than their male colleagues, female toppers want to determine where the ship sails. This combination of self-confidence and steering power makes them really superior. On top, these women still will use the social strategies of less ambitious women!



This graph shows the differences in urge to Steer between high schooled men & women (MHS & WHS) versus toppers (WTop = women, MTop = Men).

## Equal Pay Day

The difference in salary between women and men is still a fact. But starting from a certain level, a salary is negotiated and self-confidence is a basic requirement for a good negotiator. As women score significantly lower on this personality aspect, is not amazing that their salary will be lower. Assertiveness is the weapon they miss for equal treatment in this strange man's world.

## Conclusion

It's an illusion to think women can reach the top as easy as men do in this by men created and defined society. Their emancipation only is 60 year 'young' and all those million years before their thinking was trained on empathy, collaboration and avoiding open conflicts. In brief, it's far from evident for a woman to score in this man's world.

It's more a struggle in a glass castle than against a glass ceiling and the few 'white raven' that reach the top, learned to use male weapons in combination with their female trumps. Often they really are superior!