



Men talk differently – women do too!

Target group(s):	All employee groups
Objective:	To raise awareness for different methods of communication and interaction together with the different and diverse ways in which men and women work.
Method:	Work in gender-homogeneous working groups/in country-specific working groups
Task:	<p>Discuss theories regarding the communication patterns of men and women.</p> <ul style="list-style-type: none">• Do these theories match your experiences or have you had different experiences?• What conclusions can be drawn from this for training and counselling work?
Evaluation:	<p>Presentation and discussion of working group results.</p> <p>Framework conditions and requirements for successful dialogue will be drawn up from this and documented:</p> <p>Example of evaluation results:</p> <ul style="list-style-type: none">• The theses are too heavily biased towards a female perspective• They acted as a strong stimulus for debate even though they were not shared by all• More time was needed for a more in-depth discussion• It is important to differentiate between public and private communication• It is important to differentiate between heterogeneous and homogenous groups• It is important to take note of hierarchies within groups or to work with groups on an equitable footing• There are differences between East and West in terms of general communication patterns• Essential requirements for a dialogue<ul style="list-style-type: none">○ Trust○ Rules○ Presence of different genders among the facilitators
Time:	60-90 minutes (30-45 minutes in working groups. 30-45 minutes in plenary session)
Material:	Theories regarding the communication patterns of men and women > see following page



Theses regarding the communication patterns of men and women

- Men and women communicate differently
- Men talk about different subjects from women, men talk more about things and activities while women prefer to talk about people and feelings
- Women take the role of recipients more seriously, they listen attentively and are responsive to what is said
- Men display fewer non-verbal reactions
- Communication is extremely interference-prone. Communication takes place more easily between like-minded people.
- While men rather tend to measure themselves against other men, women prefer integrative team work and a cooperative focus
- Men find it harder than women to recognise difficulties in team and cooperative ability
- Dialogue structures arise as a result of trust and common rules together with a commitment to communication.



**Example: wall newspaper of a working group of the project
'Fit for gender'**

- Communication is not determined primarily by gender
- men are trying to divide (society) ^{sphere} public ~~sphere~~ into two parts
1) reserved for men 2) for women
- there are the differences → the tendencies – we are trying to find the source – patriarchal social structures
- in history these communication habits are changing