

ENGAGING SOCIOLOGY

Masculinity and Femininity in Our Social World

1. Mark each characteristic with an *M* or an *F* depending on whether you think it is generally defined by society as a masculine or feminine characteristic.

☐ achiever
☐ aggressive
☐ analytical
☐ caring
☐ confident
☐ deferential (defers to others; yields with courtesy)
☐ devious
☐ dynamic
☐ intuitive
☐ loving
☐ manipulative
☐ nurturing
☐ organized
☐ passive
☐ a planner
☐ powerful

☐ relationship oriented (makes decisions based on how others will *feel*)
☐ rule oriented (makes decisions based on abstract procedural rules rather than feelings)
☐ sensitive
☐ strong

2. Next, mark an *X* just to the right of 10 characteristics you think are essential qualities for a leadership position in a complex organization (e.g., business or government). You might want to ask 20 of your acquaintances to do this, and then, add up the scores for *masculinity*, *femininity*, and *leadership trait*.
3. Do you (and your acquaintances) tend to view leadership as having the same traits as those marked “masculine” or “feminine”? What are the implications of your findings for the glass ceiling or glass escalator?
4. How might correlations between the traits of leadership and gender notions help to explain the data on income in Table 9.2?

Table 9.2 U.S. Income by Educational Level and Sex—Full-Time Workers

Education	Men	Women
Not a high school graduate	\$21,701	\$12,364
High school graduate	\$32,080	\$19,208
College graduate (bachelor's)	\$60,933	\$40,033
Master's degree	\$76,386	\$50,255
Doctorate	\$91,770	\$62,388
Professional degree	\$107,050	\$63,353

Source: U.S. Census Bureau (2015a).