

INTRODUCTION

In working with step-families for decades, I found that once the stepfamily issues were resolved, the conundrum of gender reared its confounding head. This led to my first gender book, "He's OK, She's OK: Honoring the Differences Between Men and Women," published in 1995.

This, in turn, led me to "He's Ok, She's Ok at Work."

This book is about gender differences at work
And it is about YOU... it is an interactive book...
We tell you of the differences and delights and you tell us your story. Your experiences, comments, complaints, concerns.

It is generally agreed that men and women bring different talents to the office: men are better at some things. Women are better at others.

But just exactly what are these talents?

But before we begin it is important to note that these characteristics do not pertain to ALL but to an overwhelming 80% of males and females.

Jeannette Lofas has been working in the world of men years before women's liberation. Her career in broadcast news began when only a few women were "on air." To achieve/survive she learned to speak & think in "male."

After all, the crew was all male, the other reporters were all male, the bosses were male. Female values did not exist and if a women's way of looking at something was put forward, or even suggested, it was disparaged. With a "what the hell are you talking about."

As a result her lifelong quest for managing the differences between men and women then began.

The Line & The Circle

*Once upon a time there was a Line and a Circle,
And Line was strong and thick and powerful, and going. And
Circle was a pool, warm and wet, and waiting.*

Circle said to Line, "What's wrong with you? You always go straight, never looking to the right or the left.

Being a line must be very boring.” Line said to Circle, “What’s wrong with you? You go nowhere,

You have no direction. You go ’round and ’round. You never go anywhere, except back to where you began.”

Gathering the News, Jeannette:

As a reporter, working exclusively with men, I began to know that often they did not see an event the way I did. “Gathering the news,” I slowly realized that men and I covered a story very differently. In local television news, a classic story is the coverage of a fire.

When the men covered a fire story, they’d go to the burning building and film the reporter standing in front of it, saying something like, “Here on 70th and Main we are at a twenty story building, valued at approximately 50 million dollars. So far, two firemen have been hospitalized and four occupants have been found dead.”

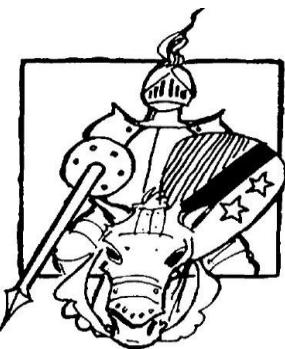
I would film the fire story differently. For example, we would film the burning building, but open with a tight shot of a fireman carrying an old lady down a ladder from a window, lovingly, big and gentle, sweet and strong. We would see her face and the fireman’s face. I would narrate. “Mrs. Land had lived here for 20 years. She is a grandmother of six and is well-known for her chocolate chip cookies.”

My stories were most often about relationships. I gathered the news in terms of people, while the men most often looked at the story in terms of facts and logic; how much, how tall, how many. Of course I included the facts, but always after we got to know the people.

When the news director saw my first fire story, it was already on the air. After the piece, he came and looked at me, lambasting, “What was that? Old lady, chocolate chip cookies?...”

The next day, the boss heard from the station owner’s wife that she liked the piece and liked me. So he called me into his office, saying, “Well, whatever the hell you are doing out there — just go do it!”

He’s OK, She’s OK at The Office explores the innate architecture of men and women. It is about their biological differences, which are substantiated by scientific studies. Our intent is to honor the mysteries and celebrate the differences and how those differences inform their personalities, styles and interactions in the office 80%

He	She
<p>Follows his anatomy. Like the line and the phallus he moves forward in one direction.</p> <p>Pays attention to how things are put together, and how they are working. Is driven by the need to know and to fix.</p> <p>Penetrates the snarling traffic to achieve his goal, never stopping, never asking directions. The goal is always there, like the prey in his ancestor's mind.</p>  <p>To him, asking for directions means he is the lower ranking male. (Many women are thankful for GPS).</p> <p>He focuses on achieving his goals.</p>	<p>Follows her anatomy. Like the womb she is circular, bringing people to her, surrounding herself with things and people.</p> <p>Innately she pays attention to the relativity of children, family and society. Is driven by the need to relate and create.</p> <p>Meanders, looking into the store windows. She notices the coat on that woman, the children of another, and the luscious new cherries in the supermarket.</p>  <p>Like her foraging ancestors, she looks and differentiates. Her radar is on; her attention circling, sorting, and investigating.</p> <p>So how does this relate to the office?</p> <p>She focuses on affiliating with others.</p>

PART II Some WHYS..

Brain Differences The Male

During the first few weeks in the uterus, all human fetuses are essentially the same. Then, six weeks after conception, the male fetus receives a massive bath of testosterone, and the male brain is forever changed.

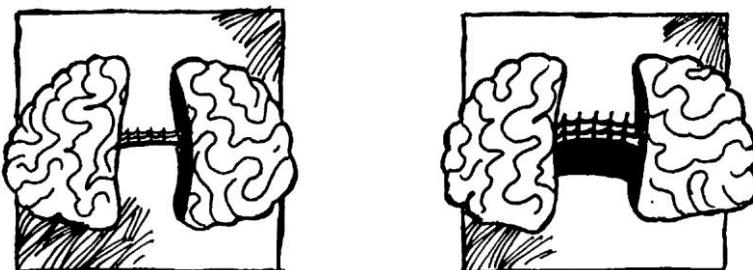
(Moir, Anne Ph.D. and David Jessel, BrainSex, Bantam. Doubleday Dell Publishing Group, Inc. NY, NY, 1989)

The effect of the male hormonal brain-bath is to narrow the corpus callosum, which is the switching mechanism between the left and right hemispheres of the brain. Thus, the male brain architecture is, to a large extent, the source of the task-oriented, one-thing-at-a-time, unilateral, focused thinking that we associate with the male way of being. He is linear, and so communicates in a linear way — A, B, C. You are wrong if you miss D.

Brain Differences In The Female

In the female fetus, the corpus callosum remains constant and considerably wider than in the male. This wider passageway allows greater transmission of data between the brain hemispheres. Not only can she process left brain logic, but she also has easy access to the right brain: seat of intuition, emotions, and imagination.

Her bilateral thinking allows her a special skill in knowing the related-ness of people and things. She is less linear, and more circular in her thinking. She may jump from A to B to L, driving most men crazy. Her circular communication is difficult for the male brain to process.



He	She
Deals with the linear, the sequential, the concrete, and the logical.	Thinks with both sides of her brain - the left linear. The right intuitive and feelings.
The male thinks objectively, looking at outside feelings, data lining them up, one thing after another to get an objective done, bottom line answer.	The female switches back and forth. She is primarily as subjective thinker, looking inside for answers as to how she feels, and how things relate to her and her world.
Thinks in a linear manner like a calculator: $1 + 1 = 2$	Thinks more like a radar system, scanning and receiving data. Relating back and forth, up and down and

around like a circle.

Since feelings are not permissible in the office the male may have an advantage as brain is not programmed for feelings.

The warrior could not feel and fight. Indeed feeling may impede to warrior and make more vulnerable to the enemy and harm. Survival depended on the lack of feelings.

Where as with female gatherer feelings were necessary for her task of protecting her children, relating to the other women and knowing when to gather food.

In the office the male way of being has become the office culture which over all generally works better for business.

However the feeling intuitive female may bring an extra and often needed dimention to the task of business.

Of course businesses vary some may very much need and value the female point of view and sensibility.

Babies

Baby Boy and Girl Twins Show us the Dissimilarities

Fran and Jim Johnston had been through it all. They had been married more than 10 years, all the while trying to conceive a child. They finally consulted with a fertility expert which resulted in the birth of twins — a boy, Stephen, and a girl, Sally. Believing that every person, regardless of sex, could do anything, Fran and Jim agreed to raise the babies with no sexual stereotyping.

Within days of taking the children home from the hospital, both Fran and Jim noticed the differences. Baby Stephen spent hours watching the crib “bumpers,” cloths of different textures and colors, while baby Sally spent most of her time sleeping. When she was awake and being held, Sally would gaze in the direction of her parents’ faces as they talked to her. She would be very still and express obvious pleasure in the tender touches of her parents. When Stephen was being held, after a short time, his eyes would wander in the direction of other sounds.

Studies have verified the Johnston's observations. From birth, girls are more sensitive to touch than are boys, and are less tolerant of noise, pain, and discomfort. Boy babies are more wakeful, and show more interest in objects and in sounds other than the human voice. Repeated research shows that from the earliest years, girls talk more than boys.

It Continues in Nursery School — Girls Relate, Boys Relate and Push

In linguistic studies of nursery school boys and girls, 100 percent of the girls' noises were relationship noises through conversation and language. Only 68 percent of the boys' noises were relationship directed. The remaining 32 percent reflected male themes of pushing, shoving, and jostling each other. The noises sounded like, "brrr," "bam," and "bang."
(Kohn, Robert, "Patterns of Hemisphere Specialization in Preschoolers," Neuro Psychologia, Vol. 12)



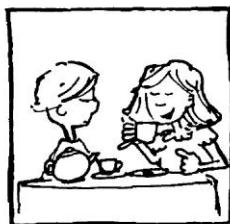
When She Starts to Tell Him What to Do — The Four-Year-Old's Tea Party

A little girl asks a little boy to have a tea party with her. She shows him to a little table with carefully set toy tea cups. He reluctantly obeys, putting down his truck, picking the tea cup. She says, "Let's pretend I am the Mommy, you are the Daddy."

Do you want cream or lemon?
Sugar? Two lumps or one? No, take your tea cup and hold it like
this, not like that."

The boy looks perplexed and uncomfortable. The little girl
instructs, "Now pass me the cakes."

The little boy reaches down, grabs his truck and hits her with it.



Girls can be directive like little Mommies. Already, in this tea party story, we see how little boys and little girls do not communicate by the same criteria. For boys, taking orders is innately and subconsciously a sign of low ranking. This little boy, driven by his inherent nature, evened the score.

AT WORK

These illustrations are how brain differences manifest. The male naturally competes. Indeed, he unconsciously sets up completions. (Boys and soldiers)

Re noises: she naturally makes more sounds, talks more, relates more...He is a cut to the chase guy and makes impatient noises when too much "chatter" is going on.

Re: tea party truck story

What man has not felt that he's like to hit her over the head with his truck?

What woman has not felt that he's not listening her?

PART II Tell us your story.

In the office. These illustrations are how brain differences manifest. The male naturally competes. Indeed , he unconsciously sets up competitions. (boys and soldiers).

Re noises: she naturally makes more sounds, talks more, relates more...He is a cut to the chase guy and makes impatient noises when too much "chatter" is going on.

Re: tea party truck story

What man has not felt that he's like to hit her over the head with his truck?.

What woman has not felt that he's not listening her?

PART II Tell us your story.

Girls: Allure, Charm, and Affiliate

Talking all the while, little girls dress up, wear Mom's clothes and put on her makeup. They model themselves after their

mothers, practicing what Mom does. They play and talk, using the arts of being alluring, inviting, and charming.

Jerree Levy, professor of psychology at the University of Chicago, has spent twenty years studying the human brain. She writes of being astounded watching her own fifteen-month-old daughter at a party in her home:

“My daughter . . . dressed in her teeny little nightie . . . came into the room . . . with this saucy little walk, cocking her head, blinking her eyes, especially at the men. You never saw such flirtation in your life.”

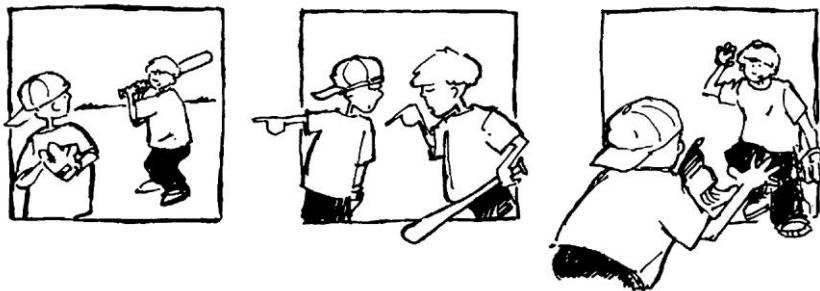
Little girls seldom shove or vie for position by pushing or jostling. Girls charm, smile, play, flirt, invite, reject. Little girls ask by suggesting, “How about we play tree house?”

Boys: Try to Direct Each Other

Boys communicate with each other by directing, “Come over here. Throw me that ball.” They learn from older men. Boys do what men do. Men often communicate with silent signals — signals that women do not know. With boys and men there may be little talking, just doing.

Eight-Year-Old Boys and Girls Play By Different Rules

Boys are playing a game out in the fields. They have a dispute over the rules. There is a heated discussion, almost a fight, with lots of shouting and pushing. Then the boys make up new rules and continue the game.





Girls are out playing. There is a fight over the rules, and they continue to fight. They cannot resolve the fight. The girls pick up their dollies, and go home. The game is over.

Most little girls, trained by their mothers with the ritual or ceremony around relationship activities, like to do it “the way you are supposed to.” And they direct each other to that end. Their interest in roles and rules has to do with affiliation, not hierarchy.

To Illustrate:
Homosexuality — Physiologically Determined?

This point of innate differences is made even more powerfully by the recent studies on homosexuality. These studies provide evidence which shows that homosexuality may well be physiologically dictated and not a life style choice.

(Henry, William A.III, “Born Gay?”, *Time Magazine*, July 26, 1993)

Male homosexuals tested positively for marked hormonal differences from heterosexual males. One study shows an area in the brain (the suprachi-asmatic nucleus) which scientists say determines sexual orientation, to be nearly twice as large in homosexual men as in heterosexual men. Tests on lesbians are beginning to show a higher level of male hormones.

In September 1993, the journal *Science* cited a study that gay men reported a higher percentage of homosexual male relatives than found in the rest of the population. Intriguingly, almost all of the relatives were on the mother's side of the family. It is now thought that homosexuality may be carried through the mother.

On the other hand, articles in January and February, 1994, *Harvard Mental Health Letter* argue that studies showing physiological causes of sexual orientation are "weak."

Arguments included:

- Studies were done with subjects recruited through advertisements in gay-and lesbian-oriented publications.
- Brain dissections showing a larger connection between the right brain and the left brain, as in the female, were performed on subjects who died of AIDS. This could possibly account for the differences found.

In essence, the *Harvard Mental Health Letter* articles embrace the old supposition that the roots of homosexuality are solely psychological rather than a combination of physiological and social factors.

We disagree. Despite the objections, no contemporary studies on homosexuality support a purely social or psychological causation. All of the recent studies indicate a strong genetic component.

Tragically, many young homosexuals are still sent to therapists to "cure" their sexual orientation. The resulting horror stories are the antithesis of responsible, modern therapy. Until 1974, The American Psychiatric Association listed homosexuality as a "mental disorder." However, the only homosexuals studied to that point were those with problems who came seeking psychological help. Because the conclusions fit the cultural bias of the time, no one bothered to ask if there were healthy, well-adjusted homosexuals living peacefully in the community. Once someone did, and studies found there.