

Work With Me by Barbara Annis and John Gray

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1. Facts from the book

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1. 9 percent of men say they 'understand women'
2. 68 percent of women say they 'understand men'
3. Scandinavia is considered gender progressive yet Nordic countries are today below the global average in percent of women in senior roles.
4. There are five behaviours that women apply more or slightly more than men:
 1. People development
 2. Expectations and rewards
 3. Role modelling
 4. Inspiration
 5. Participative decision making
5. Seventy percent of the CEOs of the companies surveyed in the McKinsey study admitted that the senior executives in their firms lacked those five specific traits (see above). This stands to reason seeing as only wone in five of those executives were women
6. Only 20 percent felt they had the opportunity to put their personal strengths and talents to work.
7. Since the 1980s, women have held more than half of all middle management positions in the fortune 500 companies. Yet, over that same 30 year period, the percent of women advancing to senior management positions has remained low and has hardly changed.
8. Today in the US, less than 20 percent of senior executives are women, not very different from 14 percent in 1996. Less than 3 percent of CEOs are women with no change since 1996. Globally only 20 percent of senior management positions are held by women
9. In 1980 in North America, only 25 percent of households had dual career partners. Today that number is beyond 80 percent.
10. 58 percent of men believe that women have as equal chance of getting ahead as men do. Only 24 percent of women share that outlook
11. 83 percent of men believe both men and women are experiencing the same level of job satisfaction.
12. 93 percent of women believe men have job satisfaction. Only 62 percent of women feel job satisfaction.
13. 79 percent of men feel appreciated at work while only 48 percent of women feel the same
14. 82 percent of women want to be recognised for their effort in achieving the results
15. 89 percent of men want to be recognised for their results
16. Why do women really leave? (a role)
 1. Not valued in the workplace – 68%
 2. Feeling excluded from teams or decisions – 65%
 3. Male dominated environment – 64%
 4. Lack of opportunity for advancement – 55%
 5. Work vs personal life issues – 30%
17. Only 48% of women feel appreciated for their efforts at work
18. 82 percent of women say they feel some form of exclusion – whether in business social events and casual meetings, in conversations or in receiving direct feedback
19. 92 percent of men don't believe they're excluding women
20. 79 percent of men feel they have to be careful and indirect when providing women critical and timely feedback
21. 82 percent of women say they want to receive direct feedback from men
22. 72 percent of men state that women ask too many questions
23. 80 percent of women say they prefer to ask questions even when they know the answer

24. Overconfidence causes men to trade stocks 45% more often than women, thus lowering their net portfolio returns by 2.65 percent per year (compared with 1.72 percent lower returns for women traders)
25. 98 percent of men and women feel communication is important, though only 52 percent of women feel fully heard by men
26. 82 percent of men feel they are communicating well enough to women and believe they are being understood
27. 72 percent of women say that men are not as attentive a women to people's feelings, situations and environment
28. 68 percent of men tend to agree
29. 95 percent of men and women consider trust to be the foundation of a working relationship
30. 92 percent of women say men earn their trust through caring and concern
31. 89 percent of men say women earn their trust by showing credibility and competence
32. 74 percent of women value experiencing the journey as much as achieving the results
33. 85 percent of men put a greater value on achieving the results and beating the competition than on experiencing the journey itself
34. 92 percent of women and 94 percent of men agree that they would want to be more flexible with their schedules
35. Yet only 15 percent of women and 20 percent of men feel flexible working arrangements would not jeopardise their career advancement