

What Is Gender Intelligence?

At its core, Gender Intelligence is an understanding of and appreciation for the natural differences between men and women. Gender Intelligence goes beyond biological differences and cultural influences to include variations in brain structure and chemistry that influence our thoughts and actions. Gender Intelligence is the awareness that gender differences are first informed by nature, and then influenced by family, education, culture, and environment.

What is Gender Intelligence? It **is** the ability to recognize the different and complementary strengths of men and women.

It **is not** about stereotyping or *tolerating* the other gender.

It **is** recognition of and appreciation for the neuroscience of *difference-thinking*, demonstrable in such areas as communication, innovation, decision making, and leadership.

It **is not** about learning new behaviors that are inauthentic.

Keep these concepts in mind as you go through this experience. They will help you as you learn how to engage the other gender more effectively in the workplace.

