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Men, women differ over some qualities they see as essential for political and business leadership

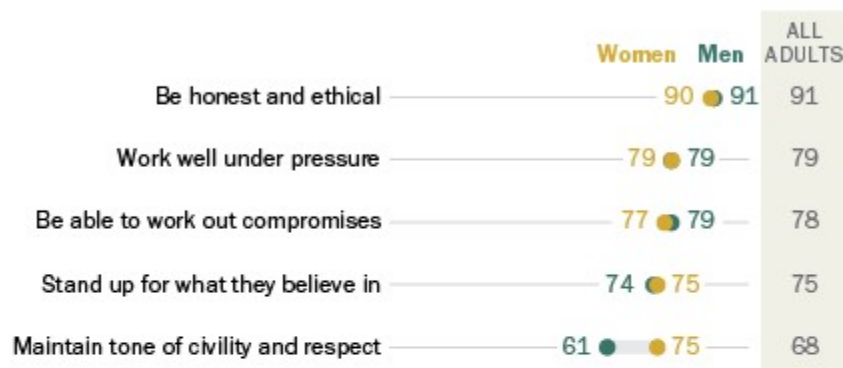
BY JOHN GRAMLICH

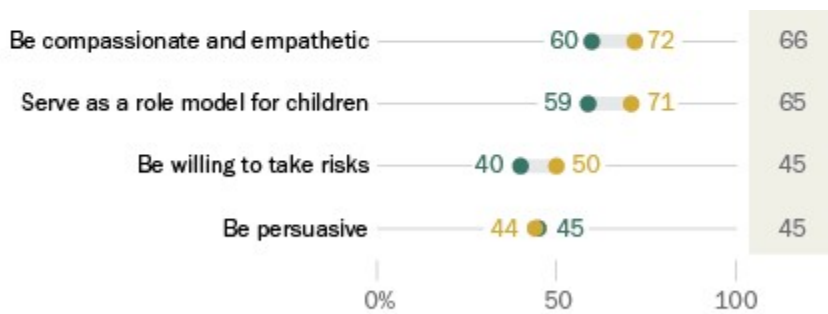
Men and women in the United States generally agree on many of the personal qualities and competencies they see as essential for political and business leaders to have. But there are notable differences in the importance they ascribe to some of those qualities, according to a [new Pew Research Center survey](#).

Large majorities of men and women alike say it's essential that politicians in high offices be honest and ethical (91% and 90%, respectively), work well under pressure (79% each), be able to work out compromises (79% and 77%) and stand up for what they believe in (74% and 75%). These are the top four qualities of nine political characteristics tested in the survey, which was conducted online in June and July.

Women more likely than men to see civility, compassion as essential qualities for political leaders

% saying it is essential that someone in high political office _____





Source: Survey of U.S. adults conducted June 19-July 2, 2018.
 Women and Leadership 2018

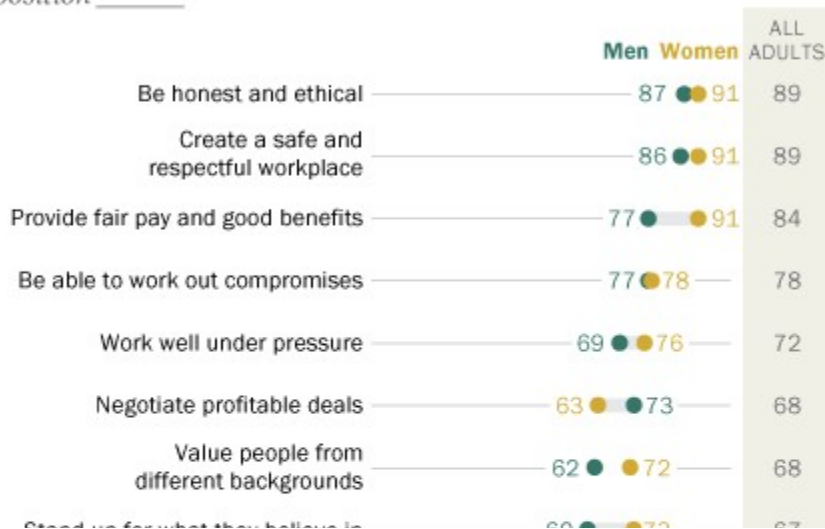
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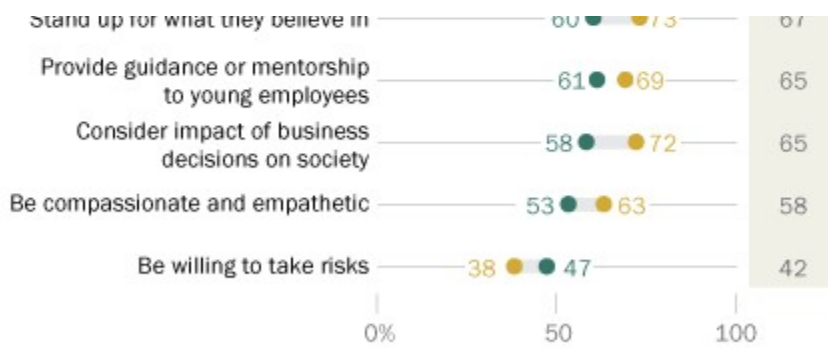
But while three-quarters of women (75%) say it's essential that political leaders maintain a tone of civility and respect in politics, men are 14 percentage points less likely to say this (61%). And while around seven-in-ten women say it's essential that politicians in high offices be compassionate and empathetic (72%) and serve as a role model for children (71%), the shares of men who see these qualities as essential are lower (60% and 59%, respectively). Women are also more likely than men to see a willingness to take risks as an essential quality for those in high political offices (50% vs. 40%).

The survey also asked Americans whether they see each of 12 behaviors and competencies as essential for business leaders to have. It again found sizable differences between the views of men and women on certain qualities.

Women more likely than men to say it's essential that business leaders provide fair pay and good benefits

% saying it is essential that someone in a top executive business position _____





Source: Survey of U.S. adults conducted June 19-July 2, 2018.
 "Women and Leadership 2018"

PEW RESEARCH CENTER

About nine-in-ten women (91%) say it's essential that those in top executive business positions provide fair pay and good benefits, a view shared by 77% of men. Women are also 14 points more likely than men to say it's essential that business leaders consider the impact of business decisions on society (72% vs. 58%).

There are also gender gaps on whether it's essential that business leaders stand up for what they believe in, negotiate profitable deals, value people from different backgrounds and be compassionate and empathetic. Women are more likely than men to see all but one of these four qualities as essential for business leaders to have. The exception is negotiating profitable deals: Men are 10 points more likely than women to see this as essential (73% vs. 63%).

In other areas, including being honest and ethical and creating a safe and respectful workplace, men and women have similar views.

Differences between and within political parties

Views on some of the qualities seen as necessary for political and business leadership differ by party.

For instance, Democrats and Democratic-leaning independents are more likely than Republicans and Republican leaners to say it's essential that political leaders maintain a tone of civility and respect in politics (77% vs. 57%) and be compassionate and empathetic (76% vs. 53%). Republicans, by contrast, are more likely than Democrats to say it's essential for those in high political offices to work well under pressure (88% vs. 72%).

There are also partisan differences when it comes to some business qualities. Republicans are again more likely than Democrats to see the ability to work well under pressure as essential for business leadership (80% vs. 68%), while Democrats are more likely than Republicans to say it's essential that executives value people from different backgrounds (78% vs. 55%).

GOP women more likely than GOP men to see civility, compassion as essential for political leadership

*% saying it is **essential** that someone in high political office _____*

	Among Rep/ Lean Rep		Among Dem/ Lean Dem	
	MEN	WOMEN	MEN	WOMEN
Be honest and ethical	92	90	91	90
Work well under pressure	88	88	69	75
Be able to work out compromises	73	79	86	76
Stand up for what they believe in	80	81	68	72
Maintain tone of civility and respect	50	67	73	80
Be compassionate and empathetic	46	64	74	78
Serve as a role model for children	55	68	63	73
Be willing to take risks	45	56	34	49
Be persuasive	47	39	45	48

Note: Bolded numbers indicate a statistically significant difference between men and women in each party.

Source: Survey of U.S. adults conducted June 19-July 2, 2018.
"Women and Leadership 2018"

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In addition to differences between the political parties, there are gender differences that exist *within* each party.

Among Republicans and Republican-leaning independents, two-thirds of women (67%) say it's essential that those in high political offices maintain a tone of civility and respect, compared with half of men (50%). And while 64% of GOP women say it's essential that political leaders be compassionate and empathetic, 46% of Republican men share that view.

Among Democrats and Democratic-leaning independents, men are more likely than women to say it's essential that political leaders be able to work out compromises (86% vs. 76%). But Democratic women are more likely than Democratic men to see a willingness to take risks as an essential quality for political leaders to have (49% vs. 34%).

In both parties, men and women differ over some qualities seen as essential for business leadership

% saying it is essential that someone in a top executive business position _____

	Among Rep/ Lean Rep		Among Dem/ Lean Dem	
	MEN	WOMEN	MEN	WOMEN
Be honest and ethical	90	95	86	90
Create a safe and respectful workplace	83	90	89	92
Provide fair pay and good benefits	71	89	82	92
Be able to work out compromises	72	80	82	76
Work well under pressure	81	79	59	76
Negotiate profitable deals	79	71	65	59
Value people from different backgrounds	46	64	78	79
Stand up for what they believe in	53	70	66	75
Provide guidance or mentorship to young employees	62	64	59	72
Consider impact of business decisions on society	53	63	63	81
Be compassionate and empathetic	42	62	64	65
Be willing to take risks	47	43	44	35

Note: Bolded numbers indicate a statistically significant difference between men and women in each party.

Source: Survey of U.S. adults conducted June 19-July 2, 2018.

"Women and Leadership 2018"

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When it comes to the characteristics that Americans see as essential for business leadership, around eight-in-ten Democratic women (81%) say it's essential that top executives consider the impact of business decisions on society. That view is shared by a smaller share of Democratic men (63%). Similarly, Democratic women are 17 points more

likely than Democratic men to see an ability to work well under pressure as essential for business leaders (76% vs. 59%).

Among Republicans, women are 20 points more likely than men to say it's essential that business leaders be compassionate and empathetic (62% vs. 42%). They are also substantially more likely than GOP men to say it's essential that business leaders provide fair pay and good benefits (89% vs. 71%), value people from different backgrounds (64% vs. 46%) and stand up for what they believe in, despite pressure to make a profit (70% vs. 53%).

Topics: [Gender](#), [Business and Labor](#), [Social Values](#)



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