

## Workshop: Enhancing Gender-Related Communication - Developing assertive and effective communication strategies

Women in science are confronted with numerous (gender-related) challenges as part of having to work in an often male-dominated atmosphere. Miscommunications can cause stress, strain relationships, generate mistrust and affect job performance.

In the Enhancing Gender-Related Communication Workshop, exclusively designed for female junior scientists, we will focus on how the participants can improve and optimize their individual communication style and make themselves heard and better understood by their (male) work colleagues.

Being aware of how they are perceived by and react to (male) work colleagues will allow female researchers to function more professionally and to achieve more academically.

A core element of improving communication differences at work is to develop a communication style based on the essentials of effective communication and (gender-specific) non-verbal and verbal motivations behind communication. In the workshop we will analyze the participants' communication styles and find ways together to level out frictions in communication.

To facilitate the skills development and building process, individual case histories will be addressed and the participants will be coached on how they can apply and implement workable communication tools to optimize their individual communication styles. This workshop is highly interactive and draws on real life scenarios of the scientific arena.

### > Workshop content

- Analysing and reviewing individual communications patterns
- Identifying behavioural polarities
- Detecting female/male communication styles
- Being assertive and using appropriate speech functions
- Listening actively and asking appropriate questions
- Developing negotiation skills
- Processing and delivering critical comments
- Preparing for confrontation
- Communicating in meetings
- Monitoring your body language and other non-verbal signals
- Delivering your information and getting your message across

### > By the end of the workshop participants will be able to:

- Recognize different communication patterns
- Grasp the gender-specific elements behind communication
- Adjust their communication style to create successful communications
- Apply assertive and effective communication strategies