



Dr. Shawn Andrews continues the Leadership Development Series with *Emotional Intelligence Part 2: The 7 Superpowers of Men*. Part 2 of this series highlights the primary aspects of the 7 superpowers and provides examples of how to leverage each of them.

Key Takeaways

- **Risk-Taking** – typically, men do not disclose what they do not know in the workplace. They dive directly into problems and figure them out along the way, and it often works in their favor. Do careful risk-assessment – there are countless examples of great accomplishments throughout history because of risk.
- **Convergent Problem Solving** – this style focuses on tackling the issue without becoming distracted by extraneous detail and allows problems to be solved quickly and efficiently. This is a benefit in a fast-paced work environment. Remember, both convergent and divergent problem-solving styles are valuable. Determine which approach is best given the situation at hand.
- **Decisiveness** – this is a great trait to have, especially in the face of failure or setbacks. Men tend to decide and move on from that decision very quickly whereas women tend to ruminate and may get caught in the cycle. “Decisiveness is a trait or characteristic that describes people who are biased toward action even though they face uncertainty.” Recognize that speed and action may not always be the best first response – take time to reflect on past learnings to avoid repeating the same problem/mistake.
- **Confidence** – this is the ability to respect oneself along with understanding and accepting our own strengths and weaknesses or being comfortable with themselves. Confidence translates to increased performance on the job. A great suggestion to bolster confidence is to have conversations with people you trust and ask them what do they see as your strengths and weaknesses, and more importantly, why? This can help confirm whether your beliefs align with what others see.
- **Assertiveness** – communicating feelings, beliefs, and thoughts openly in a socially acceptable and non-offensive manner defines assertiveness. Men consistently assert themselves in school/work settings more often than women, which means they are more consistently expressing their wants and needs. Work on this by reaching out to someone to ask for help or express your needs (i.e. – work life balance, connection, managing stress, etc.)
- **Stress Tolerance** – this is the ability to handle various levels of stress coming from multiple sources without losing productivity or effectiveness or lashing out in return. Brain anatomy and hormones play a key role in this superpower – men are typically able to remove themselves from a situation, remove emotions, and worry less which translates to better stress management. There are lots of ways to manage stress (going for a walk, meditation, yoga, etc.) but one you may not have tried is doing a favor for someone. This can help us put things in perspective by shifting from problem sufferer to problem solver.
- **Executive Presence** – this typically depends on 3 things: appearance, communication, & gravitas. While there is not much we can do to modify our genetic appearance, we can strengthen our communication methods and executive presence with tactics such as speaking louder and projecting our voice, slowing our rate of speech, using voice inflection and pauses for emphasis, making eye contact with the entire room, and standing straight with feet shoulder width apart. Top jobs are given to those who look and act the part.