GENDER DIFFERENCES

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Program Objectives

(1 of 2)

Gender Differences

Be able to communicate more effectively with members of the opposite sex.

Be aware of gender issues in the workplace.

Understand how miscommunications between genders arise and how to fix them.
Know the biological brain differences of each gender.

Avoid stereotyping.

Recognize the individual strengths and weaknesses of each person, not the strengths and weaknesses of each gender.

Understand why gender differences affect the working world.
A CHALLENGE

Please write a One Sentence Definition of GENDER COMMUNICATION and a few of the challenges you have experienced.
Sexual identity, especially in relation to society or culture

The condition of being female or male; sex

Females or males considered as a group: expressions used by one gender
Gender refers to the social relationship/roles and responsibilities of men and women, the expectations held about the characteristics, aptitudes and likely behaviors of both women and men (femininity and masculinity) that are learned and change over time and vary within and between cultures.
The word “gender” came from the Old French word, “gendre” c. 1300 from the stem of the Latin word, “genus.”

It originally meant, “kind, sort,” or “class.”

The male or female sense of the word is attributed to the early 15th century.
The word “difference” came from the Old French word, “difference” in the mid-14th century.

“Vive la différence!”
NOTE

THIS POWERPOINT PRESENTATION CONTAINS MANY GENERALIZATIONS ABOUT MEN AND WOMEN.

NOT EVERY GENERALIZATION APPLIES TO EVERY PERSON.

EVERY PERSON SHOULD BE EVALUATED AS AN INDIVIDUAL, NOT BASED ON THEIR GENDER.
Women Value:

Communication.

Connection.

Relationships.
Men Value:

- Independence.
- Power.
- Accomplishments.
THE GENDER WORLD VIEW
The Gender World View

**Woman’s Social World**
A Network of Cooperation

**Men’s Social World**
Hierarchy of Power
Men are often externally focused and view situations as issues to be resolved.

They talk to inform others.
Women are often internally focused and talk as a way to connect and relate to others.
Problem-solving
Ventilating vs. Curing
Women often simply want to express themselves, while men often want to solve problems.

Communicating Needs And Desires
Hinting vs. Telling
Women often hint about their needs and desires, while men directly tell about them.
Understanding a Situation & Relating Privacy vs. Gossip
The notion that men value privacy and women value gossip is outdated, but women are more likely than men to gossip because of their more frequent communication.

Communicating Needs And Desires Hinting vs. Telling
Men often want to compete, while women often want to cooperate.
Gender issues in the workplace arise in many instances, from day-to-day interactions to larger issues.

**Small issues:** Condescension to female secretaries

**Large issues:** Resentment of women in management positions
NEGOTIATION AND GENDER
Negotiation results in different gender behaviors. Triggers include:

1. Unclear boundaries and/or settings.

2. Cues in the circumstances that elicit different gender-typical responses.
Negotiation and Gender
(2 of 6)

Situational Signals

Competitive Situations

Negotiating on the behalf of others
In “piece-rate” competitive situations, studies show equal gender performance.

In performance competitive situations, men excel.

Men view the comparison of relative performance as a reason to “take it to the next level.”
Due to a sense of responsibility for others, women surpass men in negotiating on the behalf of others.
Negotiation and Gender

Avoiding Gender Pitfalls

Capitalize on gender strengths:

Encourage men in competition.

Encourage women to represent the company, client, etc. in order to call on their sense of responsibility to others.
Research the topic if properly informed stereotypes must not interfere with the task at hand.

Clearly state expectations.
MISCOMMUNICATION
Common Areas of Mis-communication Between Genders

1. Beginning a Project
   • Genders Have Differing Views on Questions.

2. Analogies and Examples
   • Genders Use Different Analogies.

3. Goals
   • Aims in the workplace differ among genders.

4. Sharing Information
   • Genders differ on the amount and necessity of information.

5. Mirror of Home Life
   • Differences at home lead to differences at work.

6. Basis for Decision
   • Genders differ on reasoning for a decision.
Questions:
Women ask many questions to ensure that they completely understand both the project and expectations.
Questions:
Men generally view asking questions as weakness or a lack of understanding.
Analogies and Examples
Genders use Different Analogies:

Women often relate topics to the home, family, etc.

Men often relate topics to sports and war.
Women often look to form relationships and bonds that lead to working together.

Men often look to take on leadership roles and challenge others.
Sharing Information

Genders Differ on the Amount and Necessity of Information:

Women often want others to understand and will supply the entire background story.

Men often want only the outcome with no back story.
Both genders tend displace their negative feelings about their significant others to opposite sex co-workers, putting the problems of personal life into professional life.
Basis for Decision
Genders Differ on Reasoning For a Decision:

Women most frequently think of their feelings.

Men generally look at the straight-forward facts.
BIOLOGICAL BRAIN DIFFERENCES
Men and women have many brain differences.

These differences, despite being biological, also affect the way genders interact in the workplace.
Female brains have more nerve cells in their language centers than men – this allows women to be more flexible between topics and more able to multi-task.

Women also use more total brain area to communicate and generally are predisposed to be better communicators.
Differences in gender communication are evident in the way men and women process sentences differently.

While women use both sides of the brain, men use the same general area as women but rely mostly on one hemisphere.
Women generally have greater memory and learning abilities than men due to the same hormonal differences that cause women to feel more stress than men.
Men more easily recognize emotions as a result of facial expression and tone of voice than women.

Women notice subtle nonverbal cues more easily than men.
Brain differences between men and women decrease as we age.
Sex Differences in Health

(1 of 3)

Men…

- Benefit more from tricyclic antidepressants.
- Suffer more autism and schizophrenia.
- Have marked predisposition to ADHD, dyslexia and developmental language disorders.
- Are more likely to commit suicide.
Sex Differences in Health

(2 of 3)

Women…

- Suffer more depression, anxiety and adolescent eating disorders.
- Wake up earlier from anesthesia.
- Benefit more from opium-based painkillers.
Sex Differences in Health

(3 of 3)

Women…

- Respond better to selective serotonin reuptake inhibitors.
- Are more likely to suffer from migraine and chronic pain such as fibromyalgia.
- Are more prone to autoimmune diseases such as arthritis.
Underlying these differences, there are believed to be sex differences in the brain.

Indeed, when we peer inside the brains of males and females, we see differences in the size of regions, the number of nerve cells, the patterns of synaptic connections, and the distribution of the various neurotransmitters.
For example, a striking sex difference is seen in the so-called "sexually dimorphic nucleus" of the hypothalamus, which is twice as large in males as females.

One region of the suprachiasmatic nucleus contains twice as many neurons in men until middle age, when the sex difference reverses, and then ultimately disappears altogether!
Males and females even use different parts of the brain.

In verbal tests, females use parts of both brain hemispheres while males use almost entirely the left.
WHAT DOES THIS MEAN TO US?
Understanding differences is the key to working them out.

When we misunderstand one another, we often think that the other’s motives are unreasonable, mean-spirited, or worse!
By knowing that women and men sometimes see – and hear! – things through different filters, we can begin to share with one another the distortions we experience, and thereby find our way to clarity.
The next time you feel surprised, disappointed, or angry with someone's response to something you have said, ask yourself if he or she may have "misheard" you.

Is the other responding to your problems with a solution, when you wanted to receive sympathy?
What Does This Mean To Us?

(4 of 4)

Gender Differences

Is the other responding to your message of affection with a message of status?

If so, you will be able to help the other to understand the source of your miscommunication and avoid the hurt feelings and conflicts that sometimes follow.
THE BRAIN’S DIFFERENCES
The left and right cerebral hemispheres are connected by fibers called commissures, which run crosswise between them.

The largest and most important commissure is called the corpus callosum.

Another important connection is the anterior commissure.
One way the commissures are useful is in exchanging information between the two hemispheres.

These connections between the hemispheres may also be somewhat different in men and women.
The area of the anterior commissure seems to be larger in women overall, and some researchers have found that the back part of the corpus callosum is larger in women.

If the larger area of the commissures results in better communication between hemispheres, this could make some difference to the way men's and women's brains work.
At one day old, boys look at mobiles longer than newborn girls.

Researchers at Cambridge found that at 12 months old, girls look at faces longer than boys.
The same Cambridge team found that one-year-old boys preferred watching a film showing cars to one showing a person.

Girls showed the opposite preference.
At a few hours old, girls are more sensitive than boys to touch.

Tests between of tactile sensitivity in the hands and fingers produce differences so striking that sometimes male and female scores do not even overlap, with the most sensitive boy feeling less than the least sensitive girl.
When it comes to sound, infant females are much less tolerant – one researcher believes that they may “hear” noises as being twice as loud as do males.

Baby girls become irritated and anxious about noise, pain or discomfort more readily than do baby boys.
According to Anne Moir and David Jessel in “Brain Sex: The Real Difference Between Men and Women,” “At four months, most baby girls can distinguish photographs of people they know from photographs of strangers; baby boys cannot.”
Researchers found three-year-old and four-year-old boys to be better at mentally rotating figures than girls of the same age. — ibid.
Doreen Kimura, the co-author of the 1994 paper, “Cognitive Pattern in Men and Women Is Influenced by Fluctuations in Sex Hormones” wrote, “For the past few decades, it has been ideologically fashionable to insist that these behavioral differences are minimal and are the consequence of variations in experience during development before and after adolescence.”
Evidence accumulated more recently, however, suggests that the effects of sex hormones on brain organization occur so early in life that from the start, the environment is acting on differently wired brains in boys and girls.”
Boys outnumber girls four to one in remedial reading classes, according to the book “Brain Sex.”

“When asked to judge when someone might have said something potentially hurtful, girls score higher from at least seven years old.”
“Women are more sensitive to facial expressions and better at decoding nonverbal communication, picking up subtle nuances from tone of voice or facial expression or judging a person’s character,” writes Simon Baron-Cohen. Furthermore, men tend to show direct aggression, such as hitting, whereas women show covert or relational aggression, such as gossip or verbal insults.
The amygdala, the brain’s emotion-control center, shows significantly higher levels of activity in males viewing sexual visual stimuli than females viewing the same images, according to a study led by Emory University psychologists Stephan Hamann and Kim Wallen.
Women might have better short-term memories. They can store greater amounts of irrelevant and random information than men, who seem to need the information to be organized in order to remember it.
Doreen Kimura writes, in “Sex Differences in the Brain,” that “Men tend to perform better than women on certain spatial tasks.”

Men do well on tests that involve mentally rotating, manipulating, and turning three-dimensional objects or determining where the holes punched in a folded piece of paper will fall when the paper is unfolded.
“Women tend to perform better than men on tests of perceptual speed in which subjects must rapidly identify matching items ...”

When reading a story, paragraph or a list of unrelated words, women demonstrate better recall.
“Women do better on precision manual tasks — that is, those involving fine motor coordination — such as placing the pegs in holes on a board.”

“And women do better than men on mathematical calculation tests.”
UCLA researchers performed brain scans on people who scored in the 99th percentile on the math portion of the SAT and found that as they worked on problems, the men relied on grey matter in the cerebral and parietal cortices, whereas women showed more activity in areas with white matter so maybe, the women are doing the math using the white matter.”
Haier and his colleagues at the University of New Mexico and the UCI Brain Imaging Center found that men have about six and a half times the amount of gray matter related to general intelligence than women, and women have nearly 10 times the amount of white matter related to intelligence than men.
“These findings suggest that human evolution has created two different types of brains designed for equally intelligent behavior,” Haier said.

Gray matter is used for information processing, while white matter consists of the connections between processing centers.
Rex Jung, a co-author of the study, suggested that this difference in white and gray matter between the sexes might help to explain why men excel at local processing tasks while women tend to be good at integrating and assimilating information from distributed gray-matter regions.
In this same study, it was found that 84% of gray-matter regions and 86% of white-matter regions involved with intellectual performance in women were found in the brain’s frontal lobes, compared to 45% and 0% for males.
Thus, most of women’s brain matter involved in intelligence is in the frontal lobes, whereas the grey and white matter involved in men’s intelligence is distributed throughout brain regions.
The researchers remarked that this finding that women’s intelligence processing is concentrated in the frontal lobe is consistent with findings that frontal brain injuries can hurt women’s cognitive performance more than men’s.
A similar study at McMaster University found that women have up to 15% more brain cell density in certain areas of the frontal lobe, which controls so-called higher mental processes including judgment, personality, planning and working memory.
Parts of the corpus callosum, a major neural system connecting the two hemispheres, as well as the anterior commissure, another connecting structure, are larger in women, which might enable better communication between hemispheres.
Men seem to have greater asymmetry between brain hemispheres, and damage to one hemisphere often has more of an effect on cognition than a similar injury in women.
Canadian researchers found prenatal testosterone levels were positively correlated with skills on a mental rotation test (imagining objects being rotated).
Males with IHH (idiopathic hypogonadotrophic hypogonadism) have small testes (and therefore low levels of testosterone) and are worse at spatial reasoning.

Male babies with androgen insensitivity (AI) syndrome are also worse at spatial reasoning.
Females with CAH (congenital adrenal hyperplasia) have high levels of androgens and enhanced spatial systemizing.
Researcher Elizabeth Hampson of the University of Western Ontario found that women’s performance on certain mental tasks varied throughout their menstrual cycles.
High levels of estrogen were correlated with decreased spatial ability but increased speech and manual skills.
In order to effectively manage both genders, the workplace needs to move beyond old stereotypes that may exclude genders.
MOVING PAST OLD STEREOTYPES
Moving Past Old Stereotypes
(1 of 3)
Female Stereotypes:

- Women have a consensus approach.
- Women are submissive.
- Women are not leaders.
Women do not have strong math and science skills.

Women are not strong enough to handle the business world.
Moving Past Old Stereotypes
(3 of 3)

Male Stereotypes:

- Men are aggressive.
- Men are leaders.
- Men do not have strong language skills.
MISCONCEPTIONS
When a man is more direct than a woman it does not mean he is conceited, bossy, or feels he is above others.
When a woman appears to give weak demands by saying, “Don’t you think?” or “If you don’t mind…” it does not mean she is weak, but instead that she is attempting to maintain everyone’s satisfaction.
POSITIVE STRENGTHS OF THE GENDERS
Female Strengths:

Women are generally better at empowering their employees.

Women are more encouraging and available to their employees.

Women respond more quickly to the needs of their employees.
Female Strengths:

Women manage diversity better due to their openness to differences.

Women recognize problems more quickly and correctly.

Women initially define expectations better than men, as well as providing more feedback to employees.
Positive Strengths of the Genders

(3 of 3)

Male Strengths:

Men traditionally have a command and control style of managing.

Men are more self-assured and quicker when making decisions.

Men are better at organizing temporary teams to achieve short-term goals.
Regardless of any stereotypes, it is important to remember that everyone is unique and should be treated as an individual rather than as a male or a female.
Managers must be careful to remember that they are dealing with a person’s skills, abilities and contribution to the company rather than the individual’s gender.
A misconception of a behavior can create the behavior:

For example, a claim of favoritism towards the same sex may result in the accusation occurring.
It is important to remember that rather than favoritism, managers often turn to employees they feel they can count on as a result of the individual employee’s work and effort.
Managers need to be aware of perceived differences and use them to their advantage while treating employees equally, regardless of gender.
Talcott Parsons developed a model of the nuclear family and gender roles in 1955.

- The feminine role was an expressive one.
- The masculine role was instrumental.
- Women fulfilled “internal” functions.
  - For example: strengthening the ties between members of the family.
- Men performed the “external” functions.
  - For example: providing monetary support.
Typically a model somewhere in-between these two extremes is used, although this model does point out the extreme polarity of thinking regarding gender.

These extreme models are rarely seen in reality:
<table>
<thead>
<tr>
<th></th>
<th><strong>Total Role Segregation</strong></th>
<th><strong>Total Disintegration of Roles</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education</strong></td>
<td>High professional qualification is important only for the man</td>
<td>Same content of classes for girls and boys, same qualification for men and women</td>
</tr>
<tr>
<td><strong>Profession</strong></td>
<td>Professional women seen as unimportant and unnecessary</td>
<td>Equal professional opportunities for men and women</td>
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### The Parsons Model

<table>
<thead>
<tr>
<th></th>
<th><strong>Total Role Segregation</strong></th>
<th><strong>Total Disintegration of Roles</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>House work</strong></td>
<td>Housekeeping &amp; child care are the primary functions of the woman</td>
<td>All house work tasks are equally divided and shared</td>
</tr>
<tr>
<td><strong>Decision-making</strong></td>
<td>The man has the final say</td>
<td>Neither partner dominates</td>
</tr>
<tr>
<td><strong>Child Care &amp; Education</strong></td>
<td>The woman is the primary caregiver</td>
<td>Both partners share these responsibilities equally</td>
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WHAT NOW?
With gender differences in mind, what are some grander approaches to remedy a gender-divided office, and how can you begin to make changes?
Encourage input from all employees.

Work with gender communication differences in order to work with each gender better and make the most of the differences.
Promote workers on a merit basis.

Avoid assigning duties that seem gender-driven, for example having women clean up after a meeting.
Accommodating Gender Differences
(3 of 3)

Managers need to look past traditional behaviors and the stigma that may be attached.

For example, being more abrupt does not mean a person does not care.
WOMEN WORKING WITH MEN
It is important to consider your male client in a “one-up position” on the corporate line of status.

As a buyer, he should be treated in the following manner:
Men possess less need for personal information.

Instead, discuss industry-related topics in order to establish your credibility.
Women Working With Men
(3 of 9)

Briefly Engage in Small Talk

Be sensitive to his schedule.

Express your objective, and understand his objective clearly.
Determine information you want to know before hand.

Categorize questions for easier flow.
Plan Questions Ahead of Time

Category examples could include:

- Business strategy.
- Market strategy.
- Business opportunities.
Ask direct, succinct questions.

Ask anything necessary to help you better understand the problem you are determined to help him with.
Gender Differences

Women Working With Men
(7 of 9)

Listen Without Interrupting

Do not finish his sentences.

Make him feel important by showing genuine interest.
Listen Without Interrupting

Be patient.

Allow him time to think about your questions before answering.
Present Solutions Clearly

*Make recommendations assertively.*

*Do not use such phrases as “I’m not positive…”*

*Sound convinced yourself.*

*Be concise, but make sure he is convinced that you can do the job.*
Good rapport is essential.

Women like to feel personally connected to you in addition to feeling the connection that her company shares with your company.
Research the client or prospective client.

Examine what is working well between your companies.
Analyze what needs to be improved.

Determine, if applicable, why the client has defected.
Pave the way for the business part of the meeting.

Remember that even in business transactions, people buy from people.
Men Working with Women
(5 of 8)
Plan Neutral Small Talk

Establish a personal connection.

Focus on gender neutral topics such as vacations or family.
Show that you have common interests with your client.

However, be sure not to shift the focus of the conversation on you.
Encourage your client to explain her company’s business needs and interests.

Do not assume you know what your clients business issues are.

Ask about issues, and wait to hear her answers.
Men Working with Women
(8 of 8)
Listen Carefully to Answers

Be patient.
Pay attention to pertinent details.
Be respectful (Remember, you are trying to win her business).
FEMALES IN BUSINESS
About half of all privately held companies in the United States are majority-owned by women.

These companies contribute about 2.5 trillion in sales and employ about 19 million people in the United States.
The primary reason people will stay at a job is not monetary incentives. Rather, it is their relationships with the people there.

Women tend to focus more on building relationships and can therefore be crucial in providing a talented and cost-effective work group and team.
Women are receiving a better education, and an even larger percentage of women are being educated than ever before.

Because of this increase in education, women now possess the traditionally “male” skills, such as quantitative ability, thus making women more prepared for a variety of jobs and roles.
Men feel that women are over-protective and over-involved at times. They feel women should be stronger disciplinarians and should not coddle kids so much.

Men feel that women nag and complain that they don't listen and don't get it and that they totally check out when it comes to the chores of everyday parenting.
In response to that, men want women to lighten up and not be such perfectionists.

They also would like them to be more accepting and more supportive of their fathering style, less controlling and less critical.

Men tend to be too permissive or over-authoritative.
They believe women are more concerned with the daily activities of parenting and not as tuned into the moment.

Women resent both working outside the home and still having the full responsibility for planning, scheduling, and doing everything for their child's daily care.
Women are much better at multi-tasking, and men seem to get over-involved with one activity to the exclusion of feeding, clothing, and picking up after the kids.

Women tend to be more authoritative (flexible) in parenting style and more emotionally responsive.
Men seem to be more playful and less tuned in. They tend to be polarized in their parenting style – either permissive or authoritarian.

Women want men to be mature adults and an equal co-parent that they can count on not just a playmate for their child.
Differences in Marriages

Women are typically the experts in “rapport talk”:

Type of communication that builds, maintains, and strengthens relationships.

Reflects skills of talking, nurturing, expressing emotions, providing empathy, and giving support.
Men are typically the experts in “report talk:“

Types of communication that analyzes issues and solve problems.

Reflects skills of being competitive, lacking sentimentality, analyzing, and focusing aggressively on task accomplishment.
COMMON MISUNDERSTANDINGS IN MARRIAGES
Common Misunderstandings in Marriages

(1 of 6)

Misunderstanding #1

He: I'm really tired. I have so much work to do – I don't know how I'm going to get it done!

She: Me, too. There just aren't enough hours in the day!

He: There you go again! You never think my contributions to this marriage are good enough!
She is trying to communicate something like "We're partners and share similar experiences."

Her intended "between the lines" message is: "I understand what you're going through. You're not alone."
The "between the lines" message he hears emphasizes competition for status: "What are you complaining about? You aren't any better than I am!" or "Your contributions to our marriage aren't any more significant than mine!"
Common Misunderstandings in Marriages

(4 of 6)

Misunderstanding #2

She: I'm really tired. I have so much work to do — I don't know how I'm going to get it done!

He: Why don't you take a day off and rest, if you're so tired?

She: (sarcastically) Thanks a lot! You think my contribution to this household is so trivial that I can do nothing and the difference won't even be noticed?
He is trying to communicate something like "Oh, you need advice and analysis? I'll focus on the details and facts, and offer a solution."

His intended "between the lines" message is: "I will help you solve your problem because I think I know something that might help."
The "between the lines" message she hears him saying: "I don't want to understand your feelings. I'm different from you, and I know what you should do."
COMMUNICATION BETWEEN SPOUSES
Most marital problems stem directly or indirectly from difficulties in communication.

This issue is immediately a big and complex task.
Some loving couples struggle with it, and despite their best intentions, fail.

Underlying many marital anxieties and tensions is that one or both spouses believe they aren't getting enough time or attention from the other.
Identify your anger and frustrations.
Learn to fight fairly.
Choose your battles carefully.
Tackle problems promptly.
Model healthy relationships.
Do level with your spouse in a calm cool manner.

Do find a quiet peaceful moment to talk.

Do stick to core problems.
Communication Between Spouses
(5 of 6)

Do's

- Do focus on issues, not on who's at fault.
- Do empathize with your partner's feelings of anger and resentment.
- Do look at both sides of the issues you're facing.
Don’t try to communicate when you’re tired and/or stressed.

Don’t use unfair fighting tactics such as accusing, blaming, etc.

Don’t try to accept all the blame.
Parents have to stay tuned into each other and have open communication.

Parenting conflict causes stress for the children.

Parental conflict stresses your marriage.

Children learn to manipulate parents.

If parents don’t side together the kids will definitely figure out how to play one parent over the next.
Resolve Parental Conflict
(1 of 2)
Identify common ground and obvious differences:

What does family mean to you?
How can you find time for each child?
What are your beliefs about discipline?
What about a child’s social life?

Education?

What lifestyle do you feel is healthy for nurturing a family?

What would you like to achieve as a family?
72% of men prefer to sell to women.

59% of women prefer to sell to men.

Men have the most trouble with listening.

Women find presenting and questioning most difficult.

Source: Survey of Sales Professionals.
With these facts in mind, it is clear that gender differences in the workplace and the world are not going to go away. Instead, we need to be aware of our behaviors and actions in order to make the most of our diversity, rather than alienating one another because of it.
WHAT IS YOUR NEXT STEP
What are you going to take action on?

Start with the three easiest items.
Be as systematic as possible.

List specific behaviors.

Rank the behaviors in terms of their complexity or degree of difficulty.

Rank the behaviors in terms of chronological order.
Begin with the least difficult behavior.

Advance to a more difficult behavior.

Break difficult behavior down into several smaller behaviors.

Attach time limits to each behavior.
Gender Differences

Action Steps
(3 of 4)

1. Repeat specific behavior until mastered.
2. Review all previous behaviors.
3. Advance to next most difficult behavior.
4. Measure and evaluate.
5. Keep records (preferably visual).
Reinforce through reward and punishment.

Use visual reminders (pictures, charts, etc.)

Remember: "A small goal is enough!"
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