

# Intersecting Identities: Gender and Bilingualism in Shaping Conflict Management Styles

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Conflict is an inevitable aspect of human life, and the manner in which it is managed critically influences the outcomes of such situations. Extensive research has demonstrated that culture, personality, and situational factors shape individuals' preferences for conflict management styles. Despite the fact that women constitute 50% of the global population and 60% of individuals are bilingual or multilingual, scant research has explored how these two demographics influence conflict management styles and their interaction. To address this gap, we validated and updated the Rahim Organizational Conflict Inventory-II at a mid-sized U.S. university and subsequently administered it to 390 American participants via Prolific. The sample size was determined a priori based on a pilot study. Our main analyses included a MANOVA to assess overall preferences for conflict management styles and linear regressions to examine differences in specific styles. The findings reveal that gender significantly impacts conflict management preferences, with males showing a higher preference for a dominating style and a lower preference for avoiding conflicts than females. Notably, the gender disparity in the avoiding management style was less pronounced among bilinguals compared to monolinguals. These results provide new insights into the complex interplay between gender, bilingualism, and conflict resolution. Understanding these differences can enhance awareness and facilitate the reduction of tension in interpersonal communications. Future research should investigate these phenomena in different national contexts and extend the findings to multilingual populations.

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Yes

**If you're submitting a symposium talk, what's the symposium title?**

**If you're submitting a symposium, or a talk that is part of a symposium, is this a junior symposium?**

No

**Primary author:** HU, Zhimin (Università di Padova)

**Co-authors:** Prof. JAMES, Mark (Columbus State University); NAVARRETE, Eduardo (Università degli Studi di Padova (DPSS))

**Presenter:** HU, Zhimin (Università di Padova)

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