The Gender Divide
How Men and Women Navigate the Modern Workplace

Research reveals how men and women communicate differently at work and the impact of communications apps on workplace dynamics.

A survey commissioned by RingCentral Glip™ on the American workforce previously uncovered that the vast majority of men and women are motivated, yet many are also disengaged at work. A deeper analysis of this research found that the similarities between men and women end there, however.

Across a variety of scenarios in the workplace, women feel the need to maintain a professional distance and exert more caution when it comes to building relationships, challenging their bosses and discussing taboo topics. Creating a more inclusive culture for all workers must be a priority for business leaders — and communications technology can help assist in cultivating a more welcoming environment.

Key Findings

Women say they receive less consistent support from their direct supervisors and find it more difficult to build close bonds with company leaders than men.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>50%</td>
<td>Feel their boss always has their back</td>
<td>39%</td>
</tr>
<tr>
<td>56%</td>
<td>Consider their boss a friend</td>
<td>47%</td>
</tr>
<tr>
<td>28%</td>
<td>Consider the CEO/president a friend</td>
<td>21%</td>
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</table>

Women and men have different comfort levels when challenging their bosses, regardless of the scenario.

<table>
<thead>
<tr>
<th>Percentage</th>
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<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>Disagreeing with their boss one on one*</td>
<td>30%</td>
</tr>
<tr>
<td>45%</td>
<td>Disagreeing with their boss in front of colleagues*</td>
<td>62%</td>
</tr>
</tbody>
</table>

*In-person or via digital channels
Key Findings

In other tricky situations like proposing risky ideas and discussing taboo topics, women are also less comfortable than men when at work.

Uncomfortable proposing a risky idea*  
- Men: 16%  
- Women: 29%

Uncomfortable discussing finances with colleagues*  
- Men: 52%  
- Women: 60%

Uncomfortable discussing salary and benefits with colleagues*  
- Men: 47%  
- Women: 54%

*In-person or via digital channels

The majority of workers rank in-person conversations and communications apps as their No. 1 way to build bonds with co-workers.

Feel connected to colleagues*  
- 89% with communications apps

Highly motivated*  
- 57% with communications apps

*Men and women
Key Takeaways

**Improve Inclusion**
There is considerable room for improvement in workplace inclusion. Business leaders have a responsibility to achieve workplace parity. It starts with establishing trust and open lines of communication with their employees.

**Empower Communication**
Communications apps can help bridge the divide. Empowering every employee to speak up and develop meaningful relationships at work requires technology conducive to facilitating these interactions.

**Enhance Experience**
The right workplace tools can not only help teams work better together but also improve the employee experience. Team messaging-centric communications apps like Glip can enhance culture and drive stronger engagement throughout and across offices.

About the Research

CITE Research on behalf of RingCentral Glip™ conducted an online survey among 1,000 knowledge workers in the US.

About RingCentral

RingCentral, Inc. (NYSE: RNG) is a leading provider of global enterprise cloud communications, collaboration, and contact center solutions. More flexible and cost-effective than legacy on-premises systems, RingCentral empowers modern mobile and distributed workforces to communicate, collaborate, and connect from any location, on any device, and via any mode.

RingCentral provides unified voice, video meetings, team messaging, digital customer engagement, and integrated contact center solutions for enterprises globally. RingCentral’s open platform integrates with leading business apps and enables customers to easily customize business workflows. RingCentral is headquartered in Belmont, California, and has offices around the world.