

# Who is more **competent**, Men or Women?

A recent study by PDI Ninth House shows that women rank statistically higher in overall professional competencies than their male counterparts. Here's a look at who ranks higher in specific competencies.

## MID-LEVEL LEADER



Meets  
Customer  
Needs



Builds  
Realistic  
Plans



Builds  
Support



Develops  
Others



Promotes  
Teamwork



Fosters  
Open  
Communications



Establishes  
Relationships



Establishes  
Trust



Acts  
Strategically



Uses  
Financial  
Data

## BUSINESS UNIT LEADER



Engages  
and  
Inspires



Promotes  
Collaboration



Builds  
Talent



Builds  
Relationships



Ensures  
Execution



Focuses on  
Customers



Inspires  
Trust



Applies  
Financial  
Acumen



Leads  
Courageously

## SENIOR EXECUTIVES



Develops  
Organizational  
Talent



Ensures  
Collaboration



Ensures  
Customer  
Focus



Shapes  
Strategy



Applies  
Financial  
Insights

### SO WHY AREN'T MORE WOMEN AT THE TOP?

PDI Ninth House research shows that women make up only 28 percent of mid-level leaders, 20 percent of business unit leaders and 17 percent of senior executives. Possible reasons may be that men's competencies, motivators such as responsibility and influence, plus their desire for high-visibility experiences, are attributes most often seen at the top. The advice for women: if you want to advance, get visible and get experience.