

Leadership Excellence and Gender in Organizations

Gender differences in leadership interests across generations: A meta-analysis

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The current meta-analysis examined whether women and men are interested in various leadership areas to the same extent, and if gendered interests in these areas have changed over the past five decades. Results from 53 samples with responses from 794,192 participants showed how gender differences in interests across four Enterprising areas changed over the past 50 years. The four Enterprising basic interest areas examined (law and politics, business management, human resources, and sales/promotion) showed separate trends in gender differences across time. Implications for women's representation in leadership roles are discussed.