The Alignment of Self-Perception, Stereotypes, and Career Traits

Erica Rossi
University of Windsor, rossi118@uwindsor.ca

Lori Buchanan Dr.
University of Windsor, buchanan@uwindsor.ca

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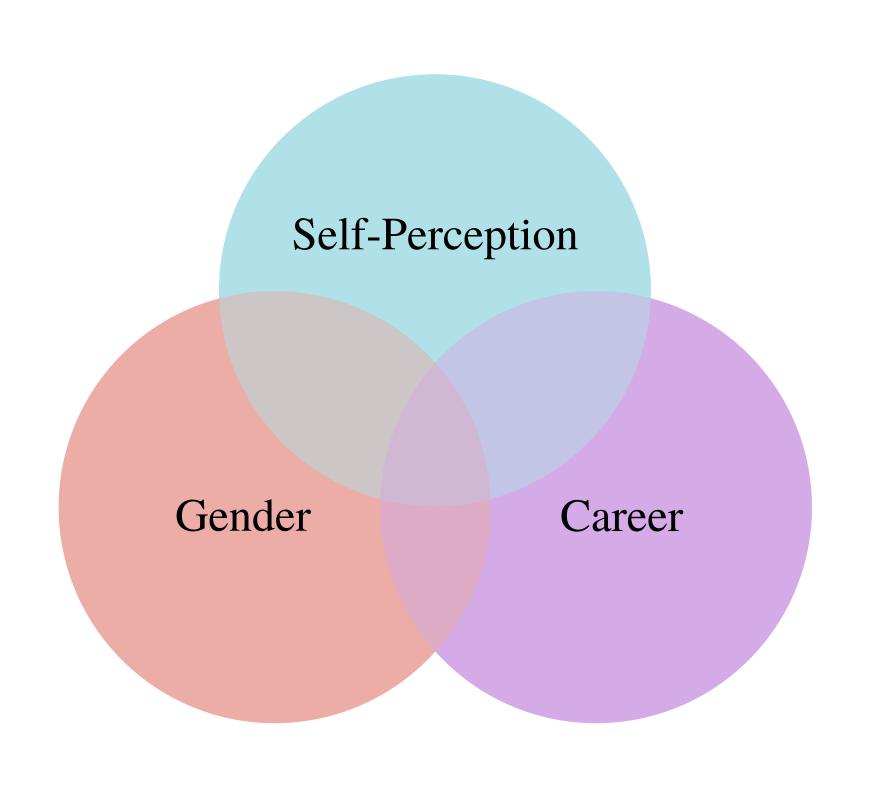https://scholar.uwindsor.ca/uwilldiscover/2022/2022Day4/1

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Erica Rossi & Lori Buchanan, University of Windsor

INTRODUCTION

Science, technology, engineering, and math (STEM) fields have traditionally been seen as masculine whereas teaching and nursing have been seen as feminine (Jones et al, 2013; Franzway et al. 2019).

Self-perception can be influenced by societal stereotypes and dated views of masculinity and femininity (Rollero et al, 2021). It also impacts career decisions. This study examines the intersectionality of self-perception, gender, and career goals.

METHODOLOGY

Graduate or undergraduate students (over 18) answered the following 3 questions. Information on gender, program of study, and level of education was also obtained.

1 How do you view yourself?

Self-perception: Participants listed their five most salient personality traits.

2 How do you view others?

Career Traits: Participants listed three personality traits they considered most critical for success in two STEM and two non-STEM fields (Engineer, Scientist, Nurse, Teacher).

3 What is your intended profession?

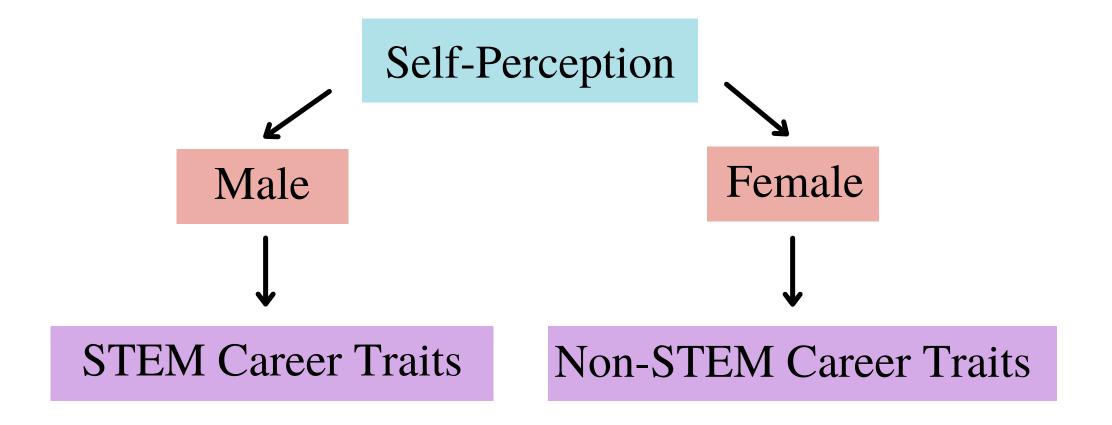Career Goal: Participants listed their intended career.

PREDICTED OUTCOMES

It was hypothesized that the self-perception of males would align with traits associated with STEM careers, whereas the self-perception of females would align with the non-STEM careers. It was anticipated that this would hold for men and women regardless of their career goals, thus highlighting a conflict between gendered stereotypes and career goals.

FUTURE GOALS

- **Understand -** Better understand the impact of stereotypes and self-perception on career goals
- **Inform -** Inform STEM education and create a more progressive and equitable STEM culture
- **Develop -** Develop programming and resources to promote the alignment of one's self-perception with how they view those who are successful in their chosen career

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