

## Exploring Intercultural Communication and Organizational Challenges of Women's Stereotypes: Gendered Expectancies

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**Abstract :** Women's roles in the past and modern society were typically subordinate to men. This form of discrimination against women prevented them from taking on leadership roles as they were considered male roles. However, some theories, like social thought, suggest that human minds form a map during socialization, where each category of things/objects is represented in schemata or nodes. These representations or nodules are interrelated, subject to their probability of developing together and formed based on previous experiences. The consequences of gender roles and the threat of stereotyping in the workplace have been debated by the researcher. The study also looks at the effects of stereotypes beyond test performance and the submission of socio-cultural briefs low-cost interventions in the working environment through organizational and intercultural communication. This study adopted a qualitative research method with a systematic document analysis, which allows researchers to study by consulting and making sense of written materials available in the public or private domain. The study employed the Social Identity Theory (SIT) and Organizational Control Theory to conceptualize this paper. The study discovered that when women use an interpersonally oriented leadership style in male-dominated industries, they have been found to suffer from high levels of mental ill-health and continue to endure significant amounts of pressure from their professions.

**Keywords :** gender roles, stereotyping, organizational, intercultural communication

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