

Intrapersonal Gender Role Conflict of Self-Actualized Personality

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Abstract: The article offers analysis of different variants of intrapersonal gender role conflict in the context of restriction/improvement of personality's self-actualization potential. Originally this phenomenon was studied as family-work conflict. But modern knowledge allows to provide broadened vision of the essence and structure of this conflict. The results of the study can be applied to only married men and women with children. The conclusion is made that intrapersonal gender role conflict in case of women is manifested most strongly when it is not possible to realize gender roles in traditional "female" sphere, in case of men - when it is not possible to actualize the role of professional. Key moment is that when women try to solve the contradictions they avoid talking to friends, the men, on the contrary, - try to find support, compensation for inability to realize one of the roles-professional, for example-through successful fulfillment of other roles (for example, husband).

Key words: Intrapersonal gender role conflict • Self-actualization • Well-being of men and women • Self-understanding

INTRODUCTION

The most important aspect of psychological well-being of personality is its ability to realize itself in all important spheres. Our previous studies showed that these spheres are as follows: "work", "house", "children", "married couple" and "I". Interacting with people within and between these spheres a person faces different difficulties, all together called intrapersonal gender role conflict. Our study is intended for identification of particularities of intrapersonal gender role conflict of self-actualized personality.

In 1960s more and more women tried to find job, that is why the scientists started to investigate dual-career couples and gender roles which they have to perform [1]. It seemed that social beliefs about ability of woman to perform both roles simultaneously have become the main theme [2]. Scientists tried to answer questions about changing of women's behaviour caused by non-traditional (different from women's traditional gender roles) sphere - work [3]. However, there were few studies devoted to men, their well-being and ability to realize themselves in family and professional sphere.

Thus, since the end of 80s the number of studies addressing the problem of interrelation between work and family has increased [4]. Economic and social changes for the last 70-80 years resulted in constantly growing number of working women, dual career families, divorces and unmarried mothers [5]. As a result, more and more families have to choose between freedom and independence and the requirement imposed by work [6]. Originally this problem was called family-work conflict. Greenhouse and Beutell have discovered that family-work conflict occurs when the requirements of one gender role do not correspond to the other gender role which results in pressure. Traditionally spheres of work and family were considered separately but studies of foreign scholars showed that these 2 spheres are really interrelated [7].

We also investigated family-work conflict and have found that phenomenon has much more deeper structure; we called this phenomenon "intrapersonal gender role conflict" - a combination and the system of values whose interaction leads to different kinds of difficulties and contradictions manifested in the spheres "work", "house", "children", "married couple" and "I".

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The problem of self-actualization (self-realization) was investigated by many foreign psychologists. The first scientific works on this problem were published in the USA in the middle of 20th century by a group of experts consisted of: G. Allport, A. Maslow, K. Rogers, G. Murray, K. Goldstein, O. Huxley and others. The most detailed analysis of this problem was performed by A. Maslow where self-actualized was considered as full realization of human abilities [8].

In Russian psychology at present time this problem is developed in terms of methods of research, in the context of psychology of creativity, social adaptation, professional growth, personality growth and creative life, gender differences.

Organization and the Methods of Study: The respondents were men and women aged 22-55 working in different spheres, married, having children and living in Privolzhsky Federal District of Russian Federation (Kazan, Samara, Chistopol, Nizhnekamsk).

The respondents were offered a series of tests based on two methods: "intrapersonal gender role conflict" (G. Shakirova) and "Diagnostics of the evaluation of the self-realization level" (A. Maslow).

Method "intrapersonal gender role conflict" is valid, reliable, highly formalized diagnostic tool aimed at finding out how investigated phenomenon manifests itself in the spheres "work", "house", "children", "married couple" and "I".

The method "Diagnostics of the evaluation of the self-realization level" is widely approbated standardized test used to find out significant structural components of self-actualized personality. It includes 11 scales: orientation in time, values, look at human nature, need for cognition, creativity (wish to create), self-dependence, spontaneity, self-understanding, auto-sympathy, communicativeness, flexibility in contacts.

Main Part: In order to find out the character and the strength of interdependency of intrapersonal role conflict and self-actualization of respondents we used correlation analysis.

Direct correlation between sphere "house" and the scale "flexibility in contacts" ($[r]=0,41$; $[\rho]=0,05$) among women shows ability of women for self-expression, interaction with other people, orientation to personal communication after the occurrence of conflict, connected with doing home duties. Inverse relationship between scales "Look at human nature" ($[r]=-0,3$; $[\rho]=0,05$) and "spontaneity" ($[r]=-0,4$; $[\rho]=0,05$), "auto-sympathy"

($[r]=-0,4$; $[\rho]=0,05$) with sphere "house" testifies negative attitude, non-trustful and non-good attitude to other people in the case when a woman can not cope with her home duties.

Relationship between scale "look at human nature" ($[r]=0,3$; $[\rho]=0,05$) with the sphere "work" allows to generalize that women are ready to build-up sincere and harmonious inter-personal relationship, they are kind-hearted and unprejudiced if there are conflicts in professional sphere. This is determined by the wish of women to establish positive relations and to find people who will understand them and whom they could trust in.

Inverse relationship between scales "orientation in time" ($[r]=-0,4$; $[\rho]=0,05$), "values" ($[r]=0,3$; $[\rho]=0,05$), "need for cognition" ($[r]=0,3$; $[\rho]=0,05$), "self-understanding" ($[r]=0,4$; $[\rho]=0,05$), "flexibility in contacts" ($[r]=0,3$; $[\rho]=0,05$) and the sphere "married couple" means that absence of mutual understanding between a wife and a husband influences very negatively self-actualization of women.

Correlation between scale "self-understanding" ($[r]=-0,3$; $[\rho]=0,05$) and the sphere "children" says about liability to other people's influence and substitution of their own interests with standards because of conflict with children.

Inverse relationship between scales "values" ($[r]=-0,4$; $[\rho]=0,05$), "creativity" ($[r]=-0,4$; $[\rho]=0,05$), "auto-sympathy" ($[r]=-0,3$; $[\rho]=0,05$), communicativeness ($[r]=-0,3$; $[\rho]=0,05$), "flexibility in contacts" ($[r]=-0,3$; $[\rho]=0,05$) and the sphere "I" points out to the fact that because of the conflict in the sphere "I" women forget about such values as good, beauty, uniqueness, justice, order, simplicity; they start to manipulate people in their own interests. They loose their creativity, creative attitude to life, everything becomes all the same to them, they do not want to find unusual decisions for unsolved problems; they evaluate themselves non-adequately, lack of confidence in oneself grows, neurasthenia and anxiety grow as well; they become unable to establish stable and friendly relations with other people, mutually useful and pleasant contacts. Because of the conflict with oneself women suffer difficulties in communication, they more often tell lies and manipulate other people, do not self-express in communication and want to make impression, nothing else.

Men's sample demonstrated direct correlation between the scale "need for cognition" ($[r]=0,4$; $[\rho]=0,05$), "self-understanding" ($[r]=0,4$; $[\rho]=0,05$), "communicativeness" ($[r]=0,3$; $[\rho]=0,05$) and the sphere "home". Such men are open to new impressions,

interested in objects not connecting it with satisfaction of their own interests. They are confident in themselves and do not orientate to other people's opinions while solving home problems. They evaluate themselves adequately, are self-critical. Conflict in the family results in increased communicativeness, i.e. men try to establish friendly and mutually beneficial relations with other people.

Direct relationship between scale "auto-sympathy" ($[r]=0,6$; $[\rho]=0,05$) and the sphere "children" says about confidence of men in their actions and that they think their opinion is right. They believe that they self-critical enough and have adequate self-estimate.

Inverse relationship between scales "orientation in time" ($[r]=-0,4$; $[\rho]=0,05$), "self-dependence" ($[r]=-0,3$; $[\rho]=0,05$), "spontaneity" ($[r]=-0,4$; $[\rho]=0,05$), "self-understanding" ($[r]=-0,5$; $[\rho]=0,05$) and the sphere "married couple" says that conflicts with wife impacts negatively self-realization of men. They live by the past and become unable to live now comparing it with disappeared happiness and thinking about future success. Low level of self-dependency of men is manifested in their dependency on other people. Low level of spontaneity makes men behave unnaturally and suffer difficulties in communication with other people. If there is conflict in the sphere "married couple" they listen to others' opinion, forget about their own interests, become non-confident in themselves, substitute their own tastes and estimates for external standards.

Inverse relationship between scales "orientation in time" ($[r]=-0,4$; $[\rho]=0,05$), "creativity" ($[r]=-0,3$; $[\rho]=0,05$), "values" ($[r]=-0,6$; $[\rho]=0,05$) and "work" means loss of intention to create, to build harmonious relations when there are problems in professional sphere.

Inverse relationship between scale "creativity" ($[r]=-0,3$; $[\rho]=0,05$) and "I" sphere says that the conflict with oneself results in loss of creative attitude to life. Probably, it happens because the person loses interest in surrounding world and has no intention to create something new and make his life more diverse.

CONCLUSIONS

Correlation analysis showed that in most cases relationship between spheres of intrapersonal gender role conflict and self-actualization is inverse. Therefore, the more active intrapersonal gender role conflict is, the less actualized personality becomes.

It must be mentioned that negative impact on self-actualization of men and women is determined by conflict in "married couple" sphere. Both genders demonstrate the

same trend: they are submerged in reflexion about the past and forget current problems. Also there are problems with self-understanding, they lose confidence in themselves and listen to what other people say.

Also it is worth mentioning that conflict in the sphere "home" negatively influences self-actualization of women and positively-self-actualization of men. While women because of this conflict become non-confident, closed and neurotic, men, on the contrary, want communication and mutually beneficial relations with other people.

Women suffer conflict in "I" sphere more intensely, they lose interest in life and this negatively influences their self-actualization.

Men, while having difficulties at work, start to give up. They do not live by present moment anymore, do not try to find the way out from difficult situations, their actions become easily predictable.

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