Masculine Anxiety Can Hinder Men's Decisions to Directly Interrupt Sexual Harassment

Masculine anxiety is very common in the workplace: 53% of respondents who would directly interrupt a sexist comment had high levels of masculine anxiety. However, the relationship from masculine anxiety to directly interrupting is not significant after controlling for gender and organizational rank. Among those who value being direct and bold, those who are less anxious are more likely to interrupt. The bivariate correlations among masculine anxiety, gender, organizational rank, manager openness, and feeling heard have a significant effect on directly interrupting. The overall model was statistically significant: \( \chi^2(1) = 36.95, p < .001 \). The model explained 8.3% (Nagelkerke R Square) of the variance. The indirect effect through improved experiences with manager openness and feeling heard was significant (\( b = 0.02, r = 0.04, p < .001 \)).

Barriers to Interrupting Sexism

Men with high levels of masculine anxiety are more likely to do nothing in response to workplace sexism. Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high level and those with scores less than 4, a low level of masculine anxiety. The relationship from masculine anxiety to doing nothing is significant (\( p < .001 \)).

Some variables do not add to 100% due to rounding.

<table>
<thead>
<tr>
<th>Climate of Futility</th>
<th>Percentage with Low to Moderate</th>
<th>Percentage with High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>53%</td>
<td>47%</td>
</tr>
<tr>
<td>Female</td>
<td>31%</td>
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<td>42%</td>
</tr>
<tr>
<td>Non-Caucasian</td>
<td>56%</td>
<td>44%</td>
</tr>
</tbody>
</table>

Open Managers and Workplaces Where Men Feel Heard Encourage Men to Speak Up

A substantial percentage of participants report positive experiences with manager openness and feeling heard. Men are more likely to directly interrupt when they feel heard by their manager: \( \chi^2(1) = 35.92, p < .001 \). The percentages presented reflect scores averaging less than 4 (little to no experience with manager openness) and those equal or greater than 4 (high level).

<table>
<thead>
<tr>
<th>Manager Openness</th>
<th>Percentage with Low to Moderate</th>
<th>Percentage with High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>63%</td>
<td>37%</td>
</tr>
<tr>
<td>Female</td>
<td>39%</td>
<td>61%</td>
</tr>
<tr>
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<td>52%</td>
<td>48%</td>
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<td>Hispanic</td>
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<td>51%</td>
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<tr>
<td>Asian</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Other</td>
<td>48%</td>
<td>52%</td>
</tr>
<tr>
<td>Caucasian</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Non-Caucasian</td>
<td>48%</td>
<td>52%</td>
</tr>
</tbody>
</table>

Climate of Silence

Barriers to Interrupting Sexism

Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high level and those with scores less than 4, a low level of masculinity. The relationship from masculinity to doing nothing is significant (\( p < .001 \)).

<table>
<thead>
<tr>
<th>Climate of Silence</th>
<th>Percentage with Low to Moderate</th>
<th>Percentage with High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>67%</td>
<td>33%</td>
</tr>
<tr>
<td>Female</td>
<td>31%</td>
<td>69%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>41%</td>
<td>59%</td>
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<td>Other</td>
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<td>Caucasian</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td>Non-Caucasian</td>
<td>56%</td>
<td>44%</td>
</tr>
</tbody>
</table>

Combative Culture

Barriers to Interrupting Sexism

The relationship from masculinity to combative culture is significant (\( p = 0.36 \), \( \chi^2(1) = 4.92, p = 0.02 \)). The percentages presented reflect scores equal to 1 (no combative culture) to 6 (extreme combative culture). Some variables do not add to 100% due to rounding.

<table>
<thead>
<tr>
<th>Combative Culture</th>
<th>Percentage with Low to Moderate</th>
<th>Percentage with High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>67%</td>
<td>33%</td>
</tr>
<tr>
<td>Female</td>
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<tr>
<td>Non-Caucasian</td>
<td>56%</td>
<td>44%</td>
</tr>
</tbody>
</table>
**Masculine Anxiety Can Hinder Men’s Decisions to Interrupt Sexism**

Men who experience climates of silence, combative culture, or climate of futility are more likely to do nothing in response to workplace sexism. Separate chi-square analyses were used to test the difference in percentages of those more likely to do nothing based on levels of climate of silence, combative culture, or climate of futility.

**Feeling Heard:**
- Men with high levels of masculine anxiety are more likely to feel less heard.
- Men with more open managers feel heard.

**Manager Openness:**
- Men with high levels of masculine anxiety are more likely to work with less open managers.
- Men with more open managers interrupt sexism.

**Open Managers and Workplaces When Men Feel Heard and Interrupt Sexism**

<table>
<thead>
<tr>
<th>Feel Heard</th>
<th>Directly Interrupt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>No</td>
<td>Directly interrupt</td>
</tr>
</tbody>
</table>

**Climate of Silence:**
- Men with high levels of masculine anxiety are more likely to feel less heard.
- Men with more open managers feel heard.

**Combative Culture:**
- Men with high levels of masculine anxiety are more likely to work with less open managers.
- Men with more open managers interrupt sexism.

**Climate of Futility:**
- Men with high levels of masculine anxiety are more likely to do nothing.
- Men with high levels of sexual orientation are more likely to do nothing.

---

**Demographics**

<table>
<thead>
<tr>
<th>Country</th>
<th>Average Age (years)</th>
<th>Male Distribution (%)</th>
<th>Female Distribution (%)</th>
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</tr>
<tr>
<td>France</td>
<td>31</td>
<td>60</td>
<td>40</td>
</tr>
</tbody>
</table>

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**Relationship among Manager Openness, Feeling Heard, and Directly Interrupting**

A chi-square analysis was conducted to test the difference in percentages of those who do nothing based on levels of feeling heard. The observed values were significantly different than expected values, with a chi-square statistic of 70.416 and a p-value of <0.001. The percentages presented reflect scores averaging less than 4 (little to no agreement that they are heard). The percentages presented reflect scores averaging greater than 1 and less than 4 (some level of agreement that they are heard). The percentages presented reflect scores equal to or greater than 4 (strongly agree that they are heard). Statistical significance was assessed using a chi-square test with a significance level of 0.05.
Masculine Anxiety at Work Can Hinder Men from Interrupting Sexism

Men with high levels of masculine anxiety are more likely to do nothing based on either level of climate of silence, combative culture, or climate of futility. Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high level and those with scores less than 4, a low level of masculine anxiety. A chi-square analysis was conducted to test the difference in percentages of those more likely to do nothing based by level of each of the negative climates:

- Climate of Silence: Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high level and those with scores less than 4, a low level of silence. A bivariate correlation was run between masculine anxiety and the likelihood of doing nothing to establish if there was a relationship between the two variables. The observed values were significantly different than expected values, \( \chi^2(1) = 112.33, p < .001 \). The model explained 22% (Nagelkerke R Square) of the variance in doing nothing. The masculine anxiety scale was then dichotomized with participants whose average on the scale was 4 or greater categorized as having high levels of masculinity anxiety; those with scores equal to 1 (no masculine anxiety) or greater than 1 and less than 4 (some anxiety) and those equal or greater than 4 (high levels of anxiety).

Masculine anxiety also worsens the link between combative cultures and doing nothing. The difference in percentages of those more likely to do nothing based on levels of climate of silence, combative culture, or climate of futility was then dichotomized with participants whose average on each scale was 4 or higher categorized as reporting high levels and those with scores less than 4, a low level of each negative organizational condition. Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high level and those with scores less than 4, a low level of masculine anxiety.


Across all studies, we employed quantitative and/or qualitative analyses to address different research questions.
Masculinity.

Masculine Anxiety Can Hinder Men’s Decisions to Intervene

We conducted a study to examine the relationship between masculine anxiety and the likelihood of interrupting workplace sexism. We surveyed more than 6,500 participants from 12 countries across three global regions, and found that those with higher levels of masculine anxiety were less likely to interrupt sexist comments.

We also found that the likelihood of interrupting was influenced by the level of manager openness. Participants who reported higher levels of manager openness were more likely to interrupt.

The logistic regression model was statistically significant: $\chi^2(1) = 78.05, p < .001$. The masculine anxiety scale was then dichotomized with participants whose average on the scale was 4 or higher categorized as reporting high levels and those with scores less than 4, low levels of each experience.

In the likelihood of doing nothing among respondents. Those who experienced higher levels of combative culture in response to workplace sexism:

- Men with high levels of masculine anxiety are more likely to do nothing in response to workplace sexism.

Doing nothing was measured on a 1 (not at all likely to do nothing) to 6 (extremely likely to do nothing) scale.

For brevity, participants in this group are referred to as those more likely to do nothing. For brevity, participants in this group are referred to as those more likely to do nothing.

We also conducted a mediation analysis using Hayes’ PROCESS macro package, Model 4, to examine the role of manager openness in the relationship between masculine anxiety and the likelihood of interrupting.

A bivariate correlation was run between masculine anxiety and the likelihood of doing nothing to establish if there was a relationship. All three climates were significantly positively related to the likelihood of doing nothing:

- Climate of Silence
- Climate of Futility
- Climate of Combative Culture

Data were collected from more than 6,500 survey participants in 12 countries across three global regions. For brevity, the table presents the percentage of respondents who would do nothing in response to a sexist comment.

We tested the difference in percentages of those who feel less heard based on levels of manager openness. The observed values were significantly different than expected values, $\chi^2(1) = 9.27, p = .002$.

**Manager Openness:**
- More than 50% of participants reported feeling heard
- Least heard: Cisgender man

**Sexual Orientation:**
- Men who identify as gay, bisexual, queer, or asexual are more likely to feel heard

**Organizational Rank:**
- Managers are more likely to feel heard

**Climate of Silence:**
- Men with high levels of masculine anxiety are more likely to do nothing in response to workplace sexism.

**Climate of Futility:**
- Men with high levels of masculine anxiety are more likely to do nothing in response to workplace sexism.

**Climate of Combative Culture:**
- Men with high levels of masculine anxiety are more likely to do nothing in response to workplace sexism.

We also examined the relationship between masculine anxiety and interrupting sexism at work. We conducted a mediation analysis using Hayes’ PROCESS macro package, Model 4, to examine the role of manager openness in the relationship between masculine anxiety and the likelihood of interrupting.
Masculine Anxiety Can Hinder Men's Decisions to Interrupt Sexism at Work

Combative Culture

Open Managers and Workplaces Where Men Feel Award Inclusion and Men to Speak Up

Masculine anxiety also worsens the link between combative cultures and doing nothing by their managers but by the organization in general.

Manager Openness:

Interrupting Sexism at Work

Climate of Silence:

Climate of Futility:

Negative Organizational Climates Are Powerful

Men with high levels of masculine anxiety are more likely to do nothing in response to a sexist comment. The logistic regression presented reflect scores equal to 1 (no combative culture), greater than 1 and less than 4 (some level of combative culture), and those equal or greater than 4 (high levels of combative culture).

Percentage of respondents who would feel more heard, if they work in a more positive work environment.

Percentage with little to no experience with feeling heard.

Manager is open). The percentages presented reflect scores averaging less than 4 (little to no experience with feeling heard).

Participants whose average on the doing nothing scale was 4 or higher categorized as reporting high levels and those with scores less than 4, whose average on each scale was 4 or higher categorized as reporting high levels and those with scores less than 4.

We controlled for participants' organizational rank. The total effect of manager openness on the likelihood of direct interruption was significant as well (p < .001). The masculine anxiety scale was then dichotomized with participants whose average on the scale was 4 or higher categorized as reporting high levels and those with scores less than 4.

The observed values were significantly different than expected values, p < .001. The masculine anxiety scale was then dichotomized with participants whose average on the scale was 4 or higher categorized as reporting high levels and those with scores less than 4.
Masculine Anxiety

Masculine Anxiety Can Hinder Men’s Decisions to Interrupting Sexism

Demographics

Percentage of respondents who would directly interrupting a sexist comment:

- Men who experience these climates are more likely to do nothing based on levels of climate of silence, combative culture, or a climate of futility.

Barriers to Interrupting Sexism

Negative Organizational Climates Are Powerful

The observed values were significantly different than expected values, indicating that the relationship between masculine anxiety and interrupting sexism at work is meaningful. The mediation analysis using Hayes' PROCESS macro package confirmed that higher levels of masculine anxiety are more likely to do nothing in response to workplace sexism.

Climate of Futility

An environment where employees feel restrained from constructively speaking up about workplace sexism.

Climate of Silence

A workplace climate where employees feel unheard or that a climate of silence is present.

Climate of Combative Culture

High levels of combative culture are associated with decreased likelihood of interrupting sexism at work.

Climate of Manager Openness

A high level of manager openness is associated with an increased likelihood of interrupting sexism at work.

Masculine Anxiety:

Masculine anxiety is defined as feelings of anxiety related to being perceived as too masculine or too feminine. It is measured using a scale ranging from 1 (no masculine anxiety) to 6 (extremely likely to do nothing).

Doing nothing was measured on a 1 (not at all likely to do nothing) to 6 (extremely likely to do nothing) scale.

A chi-square analysis was conducted to test the difference in percentages of those more likely to do nothing based on levels of feeling heard.

The scales presented reflect scores equal to 1 (no climate of silence), 2 (climate of silence), and 3 (climate of silence beyond silence).

The scales presented reflect scores equal to 1 (no masculine anxiety), 2 (some anxiety), and 3 (high anxiety).

Conclusions

The study highlights the importance of addressing masculine anxiety in the workplace to encourage interrupting sexism. Managers should be trained to foster an open and inclusive environment, thereby reducing masculine anxiety and improving interrupting behavior.

Open Managers and Workplaces Where Men Feel Heard Encourage Men to Speak Up

Moreover, the study supports the hypothesis that high levels of manager openness are associated with increased interrupting behavior, whereas high levels of combative culture are inversely related to interrupting. The study also underscores the need for interventions to address masculine anxiety to facilitate interrupting sexism in the workplace.

Findings from the study can be used by organizations to develop policies and practices that support interrupting behavior, thereby creating a more equitable and inclusive workplace environment.

References


Intervene

Masculine Anxiety Can Hinder Men's Decisions to Interrupt

Men who experience these climates are more likely to feel more heard. A chi-square analysis was conducted to test the difference in percentages of those likely to directly interrupt based on levels of manager openness. For brevity, participants in this group are referred to as those more likely to interrupt. The observed values were significantly different than expected values, indicating that those reporting higher levels of manager openness were more likely to interrupt. The percentages presented reflect scores averaging less than 4 (little to no experience with feeling heard) compared to those reporting higher levels of manager openness.

Gender:

- Men with high levels of masculine anxiety are more likely to do nothing. Separate chi-square analyses were used to test the difference in percentages of those likely to do nothing based on levels of masculine anxiety. The observed values were significantly different than expected values, indicating a relationship. Masculine anxiety was significantly positively related to the likelihood of doing nothing, with participants experiencing higher levels of masculine anxiety having 3 times higher odds to do nothing than those experiencing lower levels of masculine anxiety.

Climate of Silence:

A chi-square analysis was conducted to test the difference in percentages of those likely to do nothing based on levels of climate of silence. The observed values were significantly different than expected values, indicating a relationship. Participants experiencing higher levels of climate of silence were more likely to do nothing compared to those experiencing lower levels of climate of silence.

Open Managers and Workplaces Where Men Feel Heard Embolden Men to Speak Up

A bivariate correlation was run between masculine anxiety and the likelihood of doing nothing to establish if there is a relationship. The correlation coefficient was positive and significant, indicating that masculine anxiety was positively related to the likelihood of doing nothing. The correlation coefficient was equal to 0.35, which is considered a moderate effect size.

Negative Organizational Climates Are Powerful Barriers to Interrupting Sexism

A chi-square analysis was conducted to test the difference in percentages of those likely to do nothing based on levels of climate of futility. The observed values were significantly different than expected values, indicating a relationship. Participants experiencing higher levels of climate of futility were more likely to do nothing compared to those experiencing lower levels of climate of futility.

Discussion:

Feeling heard is a critical factor in men's decisions to interrupt sexist comments. Men who feel more heard are more likely to interrupt based on levels of manager openness. Masculine anxiety is positively related to the likelihood of doing nothing, with higher levels of masculine anxiety increasing the likelihood of doing nothing. Climate of silence and climate of futility are also significant barriers to interrupting sexist comments, with higher levels in these climates increasing the likelihood of doing nothing.
Masculine Anxiety Can Hinder Men’s Decisions to Interrupt Sexism

Organizational climates are critical to interrupting sexism. An open manager and feeling heard at work impact the likelihood of interrupting sexism. Men with high levels of masculine anxiety are more likely to do nothing to interrupt sexism. For brevity, participants in this group are referred to as those more likely to do nothing.

A chi-square analysis was conducted to test the difference in percentages of those more likely to interrupt based on levels of feeling heard. The observed values were significantly different (χ²(1) = 55.59, p < .001). The masculine anxiety scale was then dichotomized with participants whose average on the scale was 4 or higher categorized as reporting high levels and those with scores less than 4, as those more likely to do nothing.

Men with high levels of masculine anxiety are more likely to be indirectly interrupted based on levels of feeling heard. The scales measuring manager openness and feeling heard were then dichotomized with participants categorized as reporting a high likelihood of directly interrupting. For brevity, participants in this group are referred to as those more likely to do something.

Binomial logistic regression was performed for men with a low level of masculine anxiety to examine the impact of manager openness on the likelihood of direct response to a sexist comment. Binomial logistic regression was also performed for men with a high level of masculine anxiety to examine the impact of combative culture on the likelihood of doing nothing in response to a sexist comment. Binomial logistic regression models were statistically significant (p < .001). The masculine anxiety scale was then dichotomized with participants whose average on the scale was 4 or higher categorized as reporting high levels and those with scores less than 4.

Organizing high levels of these three negative climates is important to understanding individual decision-making in response to sexist comments. However, this approach neglects the impact of organizational culture. It is possible that high levels of masculine anxiety among employees at a given workplace lead to organizational climates that directly impact decisions to interrupt sexism. These climates can vary by gender, race, and range of organizational rank. Men are more likely to interrupt sexism when they have an open manager and feel heard at work. The impact of manager openness on men’s intent to directly interrupt sexism is fully mediated by feeling heard. We also found that the relationship between combative culture and doing nothing to interrupt sexism is mediated by a climate of futility. These findings are consistent with previous research on organizational climates, harassment, and how masculinity shapes responses to sexist comments. It is also consistent with previous research on how organizational climates shape how employees respond to sexual harassment. We found that the relationship between combative culture and doing nothing to interrupt sexism is mediated by a climate of futility. These findings are consistent with previous research on organizational climates, harassment, and how masculinity shapes responses to sexist comments. It is also consistent with previous research on how organizational climates shape how employees respond to sexual harassment.
Masculinity Can Hinder Men's Decisions to Interrupt Sexism

Negative Organizational Climates Are Powerful

Men often experience these climates as hindrances to taking action against sexism. In response to workplace sexism, participants were asked to rate the extent to which they felt heard based on levels of manager openness. The observed values were significantly different than expected values, indicating that feeling heard was also significant (t = 5.62, p < .02). The model explained 7.5% (Nagelkerke R Square) of variance in whether a respondent would interrupt.

A bivariate correlation was run between masculine anxiety and the likelihood of doing nothing to establish if there was an association between these variables. Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high level of combative culture. A chi-square analysis was conducted to test the difference in percentages of those more likely to do nothing based on levels of combative culture. The percentages presented reflect scores equal to 1 (no combative culture) and 4 (extreme combative culture). Participants with a high level of combative culture had 3.9 times higher odds to do nothing than those experiencing lower levels of combative culture.

A chi-square analysis was conducted to test the difference in percentages of those more likely to do nothing based on levels of masculinity. Participants with higher levels of masculinity were more likely to do nothing (χ²(1) = 22.16, p < .001). The model explained 7.5% (Nagelkerke R Square) of variance in whether a respondent would interrupt.

We conducted a mediation analysis using Hayes' PROCESS macro package, Model 4. The association between manager openness and the likelihood of interrupting was mediated by feeling heard. A mediation analysis was conducted to test the indirect effect of manager openness on the likelihood of interrupting through feeling heard. The mediation effect was significant (b = 0.19, SE = 0.04, t = 4.83, p < .001).

Relationships among Manager Openness, Feeling Heard, and Directly Interrupting:

A chi-square analysis was conducted to test the difference in percentages of those more likely to do nothing based on levels of manager openness. The percentages presented reflect scores equal to 1 (strongly disagree that a climate of silence is present in the workplace) and 4 (strongly agree that a climate of silence is present in the workplace). Participants with a high level of manager openness were more likely to interrupt (χ²(1) = 57.35, p < .001). The model explained 7.5% (Nagelkerke R Square) of variance in whether a respondent would interrupt.

A bivariate correlation was run between masculine anxiety and the likelihood of doing nothing to establish if there was an association between these variables. Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high level of masculine anxiety. A chi-square analysis was conducted to test the difference in percentages of those more likely to do nothing based on levels of masculine anxiety. The percentages presented reflect scores equal to 1 (no masculine anxiety) and 4 (extreme anxiety). Participants with a high level of masculine anxiety were more likely to do nothing (χ²(1) = 5.62, p < .02). The model explained 7.5% (Nagelkerke R Square) of variance in whether a respondent would interrupt.

Some variables do not add to 100% due to rounding.
Masculine anxiety can hinder men’s decisions to interrupt sexism.

**Demographics**

**Job Level**

<table>
<thead>
<tr>
<th>Job Level</th>
<th>Percentage of Men who Would Interrupt</th>
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</thead>
<tbody>
<tr>
<td>Top</td>
<td>83%</td>
</tr>
<tr>
<td>Middle</td>
<td>76%</td>
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<td>Bottom</td>
<td>60%</td>
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**Gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage of Men who Would Interrupt</th>
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</thead>
<tbody>
<tr>
<td>Male</td>
<td>81%</td>
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<td>Female</td>
<td>79%</td>
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**Race**

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<th>Race</th>
<th>Percentage of Men who Would Interrupt</th>
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<td>White</td>
<td>84%</td>
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<td>Black</td>
<td>83%</td>
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<tr>
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<td>82%</td>
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<td>Asian</td>
<td>81%</td>
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**Age**

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<tbody>
<tr>
<td>20-30</td>
<td>83%</td>
</tr>
<tr>
<td>31-40</td>
<td>82%</td>
</tr>
<tr>
<td>41-50</td>
<td>81%</td>
</tr>
<tr>
<td>51-60</td>
<td>79%</td>
</tr>
<tr>
<td>61+</td>
<td>77%</td>
</tr>
</tbody>
</table>

**Intervene**

**Masculine Anxiety Can Hinder Men’s Decisions to Interrupt sexism.**

Masculine anxiety is very common in the workplace:

- Demographics
- Job Level
- Gender
- Race
- Age

**Combative Culture**

- Climate of Silence
- Barriers to Interrupting Sexism

**An environment where employees feel restrained from constructively speaking up about workplace sexism:***

- Percentage of respondents who would interrupt: **81%**
- Percentage of respondents who would not interrupt: **19%**

**Open Managers and Workplaces Where Men Feel Heard Encourage Men to Speak Up**

- Percentage of men who would interrupt when feeling heard: **84%**
- Percentage of men who would not interrupt when feeling heard: **16%**

**Feeling Heard**

<table>
<thead>
<tr>
<th>Feeling Heard</th>
<th>Percentage of Men who Would Interrupt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>84%</td>
</tr>
<tr>
<td>No</td>
<td>16%</td>
</tr>
</tbody>
</table>

**Manager Openness**

- Scale responses ranged from 1 (strongly disagree that manager is open) to 6 (strongly agree that manager is open).

**Directly Interrupt**

<table>
<thead>
<tr>
<th>Directly Interrupt</th>
<th>Percentage of Men who Would Interrupt</th>
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<tbody>
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<td>Yes</td>
<td>84%</td>
</tr>
<tr>
<td>No</td>
<td>16%</td>
</tr>
</tbody>
</table>

**Manager Openness and Feeling Heard**

The observed values were significantly different than expected values, with the total effect of manager openness on the likelihood of interrupt being significant.

**With Low Openness and Low Feeling Heard**

- Percentage of respondents who would interrupt: **41%**
- Percentage of respondents who would not interrupt: **59%**

**With High Openness and High Feeling Heard**

- Percentage of respondents who would interrupt: **76%**
- Percentage of respondents who would not interrupt: **24%**

**Openness and Feeling Heard are Significant Predictors**

- Percentage of respondents who would interrupt: **66%**
- Percentage of respondents who would not interrupt: **34%**

**Notes**

- Some variables do not add to 100% due to rounding.
- Data were collected from more than 6,500 survey participants in 12 countries across three global regions.
- Across all studies, we employed quantitative and/or qualitative analyses to address different research questions.
- The scales measuring manager openness and feeling heard were then dichotomized with participants presented reflect scores averaging less than 4 (little to no experience with manager openness and feeling heard) and 4 or higher (high level of manager openness and feeling heard experienced).
Masculine Anxiety Can Hinder Men's Decisions to Interrupt Sexism

Negative organizational climates are powerful barriers to interrupting sexism. A relatively high percentage of participants report little to no experience with interrupting sexism at work. 

Feeling Heard:

Men with high levels of masculine anxiety are more likely to do nothing in response to workplace sexism: 67% vs 50%. (2020, August 11). Catalyst; Catalyst.

Manager Openness:

A chi-square analysis was conducted to test the difference in percentages of those more likely to directly interrupt based on levels of manager openness. The observed values were significantly different than expected values. The association between feeling heard and interrupting sexism was significant. 

Combative Culture:

A chi-square analysis was conducted to test the difference in percentages of those more likely to do nothing based on levels of combative culture. The observed values were significantly different than expected values. 

Climate of Silence:

Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high likelihood of doing nothing. For brevity, participants in this group are those who report a high level of silence. 

Climate of Futility:

Participants whose average on the doing nothing scale was 4 or higher were categorized as reporting a high likelihood of doing nothing. For brevity, participants in this group are those who report a high level of futility. 

It seems that men who feel heard and interrupt sexism are more likely to have high levels of manager openness. The scales measuring manager openness and feeling heard was significant. 

Among Men

Men suffering from severe anxiety are more likely to be suffering from negative organizational conditions. Negative organizational conditions are powerful barriers to interrupting sexism. 

The relationship between masculine anxiety, combative culture, and doing nothing is significant. 

Across all studies, we employed quantitative and/or qualitative analyses to address different research questions. The results of these analyses are reported in the paper. For more information on the series, including comprehensive findings and our methodologies, please see the paper. 

In conclusion, the results of this study highlight the importance of addressing masculine anxiety and negative organizational climates to promote interrupting sexism at work. Further research is needed to better understand the complex interplay between these factors and their impact on interrupting sexism. 

At the end of the series, we will provide a summary of the key findings and implications for future research. The included studies were selected based on a rigorous review process. For more information on the series, including comprehensive findings and our methodologies, please see the paper.
Masculine Anxiety Can Hinder Men's Decisions to Act
Job Level

Industries

no weakness, display strength and stamina, put work first, and act as if it’s a dog-eat-dog world.

Combative Culture

organizational or work-related problems, concerns, or challenges.

Climate of Futility

Experiencing high levels of these three negative climates is common:

1. Climate of Silence
2. Combative Culture
3. Climate of Futility

How to cite:

Prefer not to say

Among Men

Self-identified men

Masculine Anxiety

Low Levels

High Levels

Feeling Embolden Men to Speak Up

Manager openness and feeling heard in the workplace:

Silence: Scale responses ranged from 1 (strongly disagree that a climate of silence is present in the workplace) to 6 (strongly agree that a climate of silence is present in the workplace). The percentages presented reflect scores equal to 1 (no silence), greater than 1 and less than 4 (some level of silence) and those equal or greater than 4 (high levels of silence).

Combative Culture: Scale responses averaged from 1 (strongly disagree that a climate of combative culture is present in the workplace) to 6 (extremely likely to directly interrupt a sexist comment). The percentages presented reflect scores averaging less than 4 (little to no experience with combative culture) and those equal or greater than 4 (high levels of combative culture).

Climate of Futility: Scale responses ranged from 1 (strongly disagree that a climate of futility is present in the workplace) to 6 (extremely likely to do nothing in response to a sexist comment). The percentages presented reflect scores equal to 1 (no climate of futility), greater than 1 and less than 4 (some level of futility) and those equal or greater than 4 (high levels of futility).

Participants were categorized based on the average score on each scale.

Factors Associated with Climate of Silence, Combative Culture,
and Climate of Futility

- Masculine Anxiety: A chi-square test (χ²) was conducted to determine if there was an association between masculine anxiety and the likelihood of doing nothing in response to a sexist comment. The scales ranged from 1 (no masculine anxiety) to 6 (extreme anxiety). The percentages presented reflect scores from 1 to 6.

- Mars: A chi-square test was conducted to determine if there was an association between Mars and the likelihood of doing nothing in response to a sexist comment. The scales ranged from 1 (no Mars) to 6 (extreme Mars). The percentages presented reflect scores from 1 to 6.

- Climate of Silence: A chi-square test was conducted to determine if there was an association between climate of silence and the likelihood of doing nothing in response to a sexist comment. The scales ranged from 1 (no climate of silence) to 6 (extreme climate of silence). The percentages presented reflect scores from 1 to 6.

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Analysis of Variance (ANOVA)

- ANOVA was conducted to determine if there were any significant differences in the likelihood of doing nothing among respondents based on their level of masculine anxiety. The observed values were significantly different than expected values, with a p-value of less than 0.05.

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Discussion

Masculine anxiety was significantly positively related to the likelihood of doing nothing, indicating that men with higher levels of masculine anxiety were more likely to do nothing in response to a sexist comment. This suggests that masculine anxiety may be a barrier to men's decision-making about how to react to incidences of sexism at work.

Among Men

Prefer not to say

Among Men

Self-identified men

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Low Levels

High Levels

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See men's accounts of the nuances of their decision making about how to react to incidences of sexism at work in Catalyst's February 11 issue. Men's stories of interrupting sexism are also available in Catalyst's recent Management: Quick Take column.