

Research on the Application of Conflict Management Strategies Based on Gender Differences under Ego-Depletion Conditions

Jie Zhao

School of Business, Macau University of Science and Technology, Macao, China

zhaojie_1215@163.com

Keywords: Gender Differences; Self Depletion; Conflict Management; Social-Environment; Irrational Expression

Abstract: The irrational expression of conflict management strategies under Ego-depletion conditions due to gender differences can easily trigger social crises and pose a serious challenge to creating a harmonious social environment. The article takes the irrational expression of conflict management strategies under Ego-depletion conditions due to gender differences as the research object, sorts out its basic manifestations and characteristics, and conducts an in-depth analysis of the emotional presentation and formation reasons of the irrational expression of conflict management strategies under Ego-depletion conditions due to gender differences. Afterward, it is proposed to address the irrational expression of conflict management strategies in response to gender differences under Ego-depletion conditions. Strategies should start with improving self-regulation ability, gender-sensitive conflict management training, and building a supportive social environment to promote rational and healthy development of the social environment.

1. Introduction

Currently, we are in a state of constantly changing gender roles and expectations, and gender conflict has become a normal existence in society, which is one of the biggest risks in today's society. Gender conflicts and gender differences arise together, and the emergence of gender conflicts can easily lead to complex and varied gender differences, which are also mixed with various gender biases. This not only affects the resolution of gender conflicts and the process and speed of social governance of gender conflicts but also threatens social stability. In addition, once a large number of irrational expressions on social platforms form gender bias, they can exacerbate gender issues and even become the focus or catalyst of gender conflicts. Especially in today's advanced information technology, people have regarded social platforms as important places to express their opinions. At the beginning of gender conflicts, a large number of irrational comments are concentrated on social platforms, posing a serious challenge to the resolution and disposal of gender conflicts. This phenomenon not only affects the freedom of speech on social platforms, but also disrupts social order, poses great obstacles to social development, and damages social credibility. Therefore, guiding and regulating the irrational expression of conflict management strategies based on gender differences under Ego-depletion conditions has become a major practical issue that urgently needs to be addressed.

2. Basic Manifestations and Characteristics of Gender Differences and Ego-depletion

2.1 The Physiological and Psychological Manifestations of Gender Differences in Ego-depletion

The occurrence of gender differences cannot be separated from the deep-seated needs of individuals in the process of gender identity. When gender conflicts involve the vital interests of individuals, gender conflicts will become a hot topic of concern. In an individual's potential crisis awareness, emotions are infinitely amplified, and attention to gender topics will continue to rise.[1] Once there is conflicting gender information, individuals will quickly participate in discussions and debates on gender topics, exhibiting common behaviors and confrontations in gender conflicts.

Throughout the entire process of confrontation, collective emotions are mobilized and gender expression also exhibits characteristics. In addition, for different types of gender topics, individuals often mobilize emotional resonance between different gender groups to enhance the participatory and confrontational nature of gender expression.[2] With the development of gender conflict and the continuous enrichment of gender expression, false information about gender conflict continues to emerge, adding tension to the confrontation.

2.2 The Impact of Ego-depletion on Male and Female Behavior and Attitudes

Faced with various issues arising from gender conflicts, public opinion on social media platforms often presents a pessimistic discourse tendency. Especially gender-related topics in the process of gender conflict, such as workplace gender discrimination, gender roles in the family, gender bias in education, and gender violence, appear on social media, they quickly attract attention and the speed of gender conflict fermentation continues to accelerate. Under the influence of group effects, gender attitudes, and public opinion quickly became popular on social media platforms.[3] Birds of a feather flock together. As described by social psychologists, "When a group gathers in a group, their emotions and thoughts will turn in the same direction, and their independent personality autonomy will disappear, leaving only a collective psychology." Groups often exhibit a disregard for the truth and emotional impermanence and even lose their original rationality and rational judgment.

Under the influence of emotions, public opinion expression on social platforms often manifests as a blind state of self-expression.[4] The reversal of individual gender conflict events can cause public opinion expression on social platforms to shift from one extreme to another. Under the drive of interest, some media often use hot topics to gain traffic, using bizarre content, exaggerated plots, and highly rhythmic sound effects to stir up group emotions and push hot events to the forefront of public opinion.

2.3 The Manifestation of Gender Differences in Multitasking and Coping with Psychological Stress

The manifestation of gender differences in multitasking and coping with psychological stress can be understood from both biological and socio-cultural perspectives.

From a biological perspective, differences in brain structure and function between males and females may affect their abilities in multitasking and coping with psychological stress. For example, women typically exhibit higher abilities in language and emotional processing, which may make them more efficient when handling multiple tasks simultaneously. In addition, women may be more inclined to use social support and emotional expression as coping strategies in stressful situations, which may help alleviate stress.

From a socio-cultural perspective, gender roles and expectations may influence the behavior of both men and women in multitasking and coping with psychological stress. For example, society may expect women to take on more household and caregiving responsibilities, which requires them to handle multiple tasks simultaneously in their daily lives. On the contrary, men may be encouraged to focus on their work and career development, which may make them more efficient in handling work-related multitasking.

In addition, gender roles may also affect individuals' strategic choices in coping with psychological stress. For example, men may be socialized to use independent and problem-solving strategies to cope with stress, while women may be encouraged to use social support and emotional expression to cope with stress.

Overall, gender differences in multitasking and coping with psychological stress are complex phenomena influenced by biological and socio-cultural factors. Understanding these differences can help provide more personalized support and interventions to promote individual mental health and well-being.

3. The Emotional Presentation of Gender Differences in Ego-depletion State

The basic manifestations and characteristics of conflict management strategies under Ego-

depletion conditions based on gender differences are shown in Figure 1.

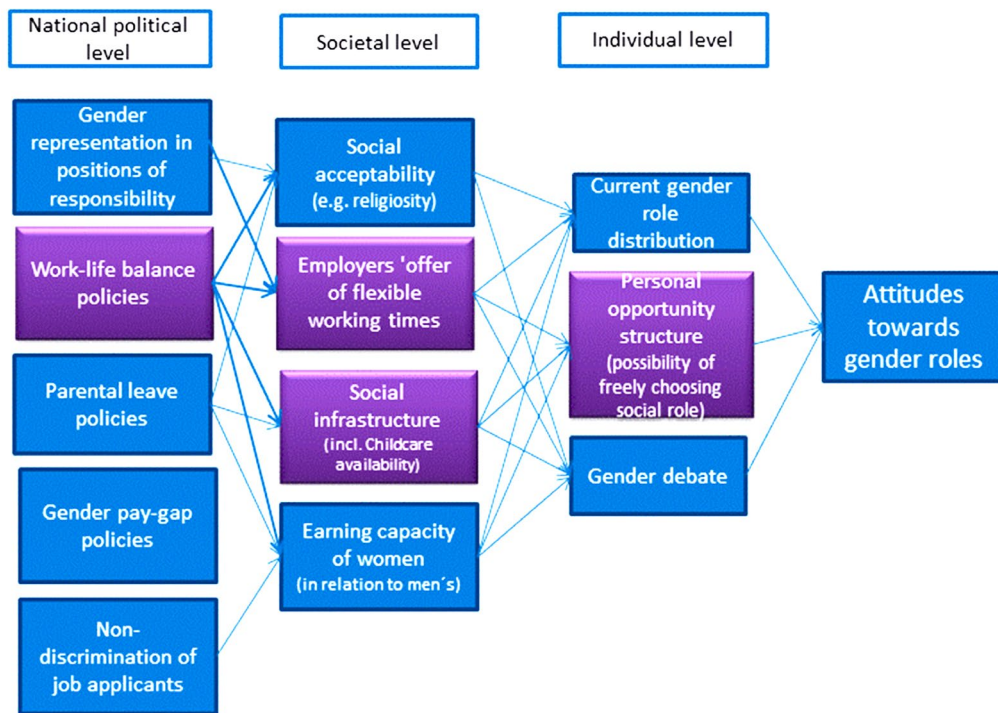


Fig.1 Basic manifestations and characteristics of conflict management strategies under Ego-depletion conditions based on gender differences

3.1 Negative Emotional Experiences under Gender Differences

In the context of gender differences, negative emotional experiences exhibit diversity and complexity. Gender roles and socialization processes have a significant impact on how individuals experience and express negative emotions. For example, women may be encouraged to express emotions such as sadness and anxiety during socialization, while men may be educated to suppress these emotions, especially in public places [5].

This difference may lead men to adopt internalization or avoidance strategies when facing negative emotions, rather than openly expressing or seeking support. On the contrary, women may be more willing to express and discuss their emotions, seeking social support. However, this stereotype does not apply to all individuals, as personal experiences, cultural backgrounds, and personalities can also affect emotional experiences and expression styles.

In addition, gender differences may also affect the intensity and duration of negative emotional experiences. For example, studies have shown that women may be more prone to experiencing emotional disorders such as depression and anxiety, while men may be more likely to exhibit behaviors such as anger and aggression. These differences may be related to the combined effects of biological, psychological, and social factors.

Understanding the role of gender differences in negative emotional experiences can help promote a more comprehensive understanding and intervention of mental health. By recognizing these differences and providing gender-sensitive support and resources, the needs of individuals of different genders can be better met, promoting mental health and well-being.

3.2 Hidden Expressions of Conflict in the Context of Gender Differences

In the context of gender differences, the concealment of conflict expression is manifested as a socio-cultural phenomenon. Gender roles and expectations often shape the way individuals express conflicts. For example, in some cultures, men may be encouraged to express conflicts directly and openly, while women may tend to use more indirect and implicit ways [6-7].

This difference may be related to the long-term socialization process, where men are educated to demonstrate strength and independence, while women are encouraged to demonstrate care and

cooperation. Therefore, in conflict situations, men may be more inclined to use competitive and confrontational strategies, while women may be more inclined to use conciliatory and conflict avoidance strategies.

This gender difference is reflected in multiple fields, including the workplace, family relationships, and personal relationships. In the workplace, men may be more inclined to directly challenge authority or express different opinions, while women may be more inclined to use advice or privately express dissatisfaction. In both family and personal relationships, this difference can lead to communication barriers and misunderstandings, especially when both parties have different expectations for conflicting expressions.

Understanding the role of gender differences in conflict expression can help promote more effective communication and conflict resolution. By recognizing these differences and striving to understand and adapt to different ways of expression, gender equality and better social relationships can be promoted.

3.3 Deep Emotional Reactions Behind Gender Differences

The deep emotional reactions behind gender differences are a complex and multidimensional issue. Emotional responses are typically influenced by biological, psychological, and socio-cultural factors. Biologically, there are differences in hormone levels and brain structure between males and females, which may affect their emotional processing and expression. For example, testosterone (such as testosterone) is typically higher in males and may be associated with aggressive and competitive behavior, while estrogen and progesterone are higher in females and may be associated with emotional sensitivity and empathy.

Psychological research has shown that there are differences in emotional expression and experience between men and women. Men may be more inclined to suppress emotional expression, especially in socio-cultural environments where they may be encouraged to demonstrate resilience and independence. On the contrary, women may be more inclined to express and share emotions, which is consistent with the societal and cultural expectations of women being more emotional and caring for others.

Sociocultural factors play an important role in gender emotional response differences. Social norms and expectations shape gender roles and influence the way emotions are expressed and experienced. For example, certain cultures may encourage men to demonstrate strength and confidence, while women are expected to show tenderness and care. These expectations may affect the internalization and expression of individual emotions.

It is worth noting that gender differences have diverse manifestations in emotional responses, and there are individual differences. Not all men or women will follow the above trend. In addition, gender is a multidimensional concept that includes not only biological gender but also gender identity and gender expression.

In short, the deep emotional reactions behind gender differences are a complex phenomenon influenced by multiple factors. Understanding these differences can help promote gender equality and social understanding.

4. Analysis of the Causes of Gender Differences Affecting Conflict Management Strategies

4.1 The Impact of Physiological Factors on Ego-depletion in Men and Women

The impact of physiological factors on Ego-depletion in men and women is a research field worthy of attention. Ego-depletion usually refers to the reduction of self-control resources in individuals when facing pressure and challenges, leading to a decline in behavioral control ability. Physiological factors such as hormone levels and brain structure may play a role in this process.

In terms of hormone levels, testosterone, and estrogen are two major gender-related hormones that may play a role in Ego-depletion. Testosterone, mainly higher in males, is associated with aggressive and impulsive behavior, which may affect male self-control under stress. Estrogen, mainly higher in women, especially during certain stages of the menstrual cycle, may be associated with emotional

fluctuations and changes in self-control.

Gender differences in brain structure may also affect Ego-depletion. For example, the prefrontal cortex is a critical area responsible for decision-making and self-control, and there may be differences in size and function between men and women in this area. This difference may lead to different self-control abilities between men and women in stressful situations.

In addition, the impact of physiological cycles, such as menstrual cycles, on women's Ego-depletion is also worth exploring. At certain stages of the menstrual cycle, women may experience emotional and physical changes that may affect their self-control abilities.

It should be noted that physiological factors are not the only factors that affect Ego-depletion. Psychological and socio-cultural factors are equally important. For example, an individual's cognitive evaluation of stress, social support system, and cultural background may all affect the degree of Ego-depletion.

Overall, the impact of physiological factors on Ego-depletion in men and women is a complex issue that requires comprehensive consideration of various factors such as hormone levels, brain structure, and physiological cycles. Future research can further explore how these factors interact with each other and how they affect the Ego-depletion of men and women in different cultural and social environments.

4.2 The Role of Socio-cultural Factors in Gender Differences

The underlying reason for the irrational expression of gender conflicts is the profound change in people's gender concepts brought about by gender roles and expectations. Gender roles and expectations have brought about changes in gender identity, altering people's thoughts and behaviors. The continuous infiltration of gender roles and expectations in gender identity has led to a high degree of integration between reality and social platforms. Gender discrimination on social platforms and dissatisfaction of gender groups with life and gender groups are also the root of negative public emotions, and this gender discrimination is gradually spreading. Social psychology holds that it is almost impossible to conduct human behavior objectively, fairly, and without personal emotions. The negative perception of gender groups is the main reason for the irrational expression of public gender conflicts and a concentrated reflection of gender discrimination.

4.3 The Role of Psychological Factors in Ego-depletion and Conflict Management

The phenomenon of group polarization in gender conflicts mainly stems from the audiovisual solidification brought about by gender roles and expectations. When there are opposing views within a gender group, a one-sided and one-dimensional position often appears within the gender group. Group thinking can make public opinion within gender groups tend to be consistent, while audiences with different opinions tend to reinforce dominant opinions to avoid being marginalized and isolated, or to make homogeneous voices that seek benefits and avoid harm, or choose to remain silent. This opinion is gradually strengthened, fully confirming the theory of group polarization in social psychology.

Currently, gender discrimination on social media platforms has become very common. Gender discrimination refers to measuring all values based on gender roles and expectations, giving them supreme status and comprehensive influence. The characteristics and algorithms of social platforms lead to gender groups receiving information through incomplete information. Gender groups recognize the nature of gender objects from their values and quickly gather within the same gender roles and expectations. Social psychologists say, "When people reject an object, they don't look for like-minded people, and even see those who reject an object as competitors. But when people support an object, they always seek like-minded people. Members within the gender group have gradually solidified individual beliefs and cognition, and individual viewpoints become group attitudes after group discussions, which are often more extreme than individual attitudes within the gender group. Therefore, gender discrimination will become stronger after group discussions, and words or behaviors that do not conform to so-called gender roles and expectations will be strongly criticized under gender discrimination. The gender conflict caused by this gender discrimination can not only gain greater support but also give so-called real legitimacy to gender discrimination.

5. Path Selection for Optimizing Conflict Management Strategies

5.1 Improving Self-regulation Ability: Strategies to Cope with Ego-depletion

The strategies for improving self-regulation ability to cope with Ego-depletion are multifaceted, involving psychological, physiological, and behavioral aspects. Here are some effective strategies:

Goal setting and self-monitoring: Clear goal setting helps to focus attention and resources. Self-monitoring, which continuously tracks one's behavior and progress, can help individuals adjust their strategies promptly to better achieve their goals;

Emotional regulation: Learning effective emotional regulation techniques such as mindfulness meditation, deep breathing, and emotional release can help individuals stay calm in stressful situations and reduce the impact of emotional fluctuations on their self-regulation abilities;

A healthy lifestyle: a balanced diet, regular exercise, and adequate sleep are crucial for maintaining good self-regulation abilities. These healthy habits help to enhance physical and psychological resistance and reduce the risk of Ego-depletion;

Time management and priority setting: Effective time management helps reduce stress and anxiety, thereby reducing Ego-depletion. Prioritizing important and urgent tasks, and allocating time and resources reasonably, can improve efficiency and reduce Ego-depletion caused by overwork or procrastination;

Social support: It is recommended to establish and maintain good social relationships, seek support from friends and family, provide emotional and substantive assistance when facing challenges, and reduce the burden of self-regulation. [8]

Self-motivation: Positive self-motivation, such as setting reward mechanisms, can increase motivation to complete tasks and help individuals maintain self-regulation in the face of difficulties;

Cognitive restructuring: By using cognitive-behavioral therapy and other methods, negative thinking patterns can be changed to cultivate optimistic cognitive styles, which can help improve the ability to cope with stress;

Avoiding decision fatigue: Simplifying the decision-making process, such as by creating routine tasks or using default options, can reduce the decision-making burden in daily life and thus reduce Ego-depletion;

Continuous learning and growth: By learning new skills, accepting challenges, and constantly growing, individuals can improve their confidence and self-efficacy, and enhance their ability to cope with stress and challenges;

Mindfulness practice: Mindfulness is a practice that focuses on the present, which can help individuals reduce concerns about the past or future, and improve their ability to accept and process current situations [8].

The effectiveness of these strategies may vary depending on individual differences, therefore, finding a method that suits oneself is crucial. Through continuous practice and adjustment, individuals can improve their self-regulation ability and better cope with Ego-depletion.

5.2 Gender Sensitive Conflict Management Training: Solutions for Gender Differences

Gender-sensitive conflict management training aims to address the impact of gender differences in conflict situations and provide more inclusive and efficient solutions. The following are several key aspects that may be included in such training:

Recognizing gender differences: Training begins with a deep understanding of gender differences, including physiological, psychological, and socio-cultural factors. This helps participants recognize how gender affects communication style, emotional expression, and conflict resolution.

Gender and Communication: It is crucial to explore the differences in communication styles between men and women, such as directness versus indirectness, emotional expression, and inhibition. Understanding these differences can help adopt more effective communication strategies in conflict management.

Gender and Culture: The differences in gender roles across different cultural backgrounds have a significant impact on conflict management. Training should cover cross-cultural communication skills to adapt to diverse work environments.

Gender and Power Dynamics: It is essential to examine how gender influences power structures within organizations. Training should emphasize equality and inclusiveness, and encourage all genders to play an active role in conflict management.

Emotional intelligence and gender: Emotional intelligence is crucial in conflict management. Training should include how to improve emotional intelligence and how to apply these skills to different genders.

Case studies and role-playing: Through specific case studies and role-playing, participants can practice gender-sensitive conflict resolution skills. This helps to apply theoretical knowledge to practical situations.

Gender equality and anti-discrimination policies: Training should emphasize gender equality and anti-discrimination policies within the organization to ensure that all employees are treated fairly in conflict management.

Leadership and Gender: It is crucial to explore how gender affects leadership styles, especially in conflict management. Training should encourage leaders to adopt inclusive and sensitive methods.

Continuous learning and feedback: Training should encourage continuous learning and practice, and provide feedback mechanisms to promote personal and organizational growth in gender-sensitive conflict management.

Implementation and evaluation: Training should include plans for implementing new strategies and methods for evaluating their effectiveness. This helps ensure that training outcomes can be translated into improvements in practical work.

Gender-sensitive conflict management training not only helps to address the challenges posed by gender differences but also promotes a more harmonious and efficient work environment. By raising awareness and understanding of gender issues, organizations can better utilize the potential of all employees and achieve true inclusivity and diversity.

5.3 Building a Supportive Social Environment: Reducing the Impact of Gender Bias

Building a supportive social environment to reduce the impact of gender bias requires multifaceted efforts and strategies. Here are some key measures:

Education and awareness raising: It is good advice to raise social awareness of gender bias through education and public outreach activities. Implementing gender equality education in schools, workplaces, and communities, emphasizing the importance of achieving gender equality, is also very essential.

Policy and legislation: It is suggested to develop and enforce anti-discrimination laws to protect everyone from gender bias. This includes equal opportunity policies in the workplace, equal pay legislation, and laws aimed at preventing gender-based violence.

Promoting a gender-equal work environment: We encourage companies to implement gender equality policies, such as providing flexible work arrangements, equal promotion opportunities, and parental leave, which helps to reduce gender bias in the workplace.

Media and public discourse: The media should take responsibility to avoid the spread of gender stereotypes and promote gender equality through positive reporting and stories. Public figures and leaders should also express their support for gender equality.

Gender-inclusive language: We Use gender-neutral vocabulary in public communication and official documents to avoid reinforcing gender stereotypes.

We encourage and support social organizations and non-governmental organizations that are committed to promoting gender equality and empowering women.

Male participation: We encourage men to participate in discussions and activities related to gender equality as equal partners and allies, working together to promote gender equality.

Leadership and Role Model: Leaders should set an example in their words and actions, demonstrating gender-equal behavior and attitudes. This includes promoting gender diversity at the decision-making level.

Gender Research and Development: It is recommended to support gender research to better understand the roots and impacts of gender bias. Insights derived from research can inform more

effective intervention measures.

Cross-departmental collaboration: Governments, businesses, non-governmental organizations, and communities should work together to promote gender equality through cross-departmental collaboration.

Through these measures, a more supportive and inclusive social environment can be gradually constructed, reducing the impact of gender bias and promoting gender equality. This is not only beneficial for personal well-being but also contributes to the overall harmony and development of society.

References

- [1] DeWall, C. Nathan, et al. "Acting on limited resources: The interactive effects of self-regulatory depletion and individual differences." *Handbook of Personality and Self-Regulation* (2010): 243-262.
- [2] Uziel, Liad, and Roy F. Baumeister. "The effect of public social context on self-control: Depletion for neuroticism and restoration for impression management." *Personality and Social Psychology Bulletin* 38.3 (2012): 384-396.
- [3] Halevy, Nir, Eileen Y. Chou, and Adam D. Galinsky. "Exhausting or exhilarating? Conflict as threat to interests, relationships and identities." *Journal of Experimental Social Psychology* 48.2 (2012): 530-537.
- [4] Reichl, Corinna, Michael P. Leiter, and Frank M. Spinath. "Work–nonwork conflict and burnout: A meta-analysis." *Human Relations* 67.8 (2014): 979-1005.
- [5] Jackson, Tamara, Jean MacKenzie, and Stevan E. Hobfoll. "Communal aspects of self-regulation." *Handbook of self-regulation*. Academic Press, 2000. 275-300.
- [6] Stafyla, Amalia, Georgia Kaltsidou, and Nikolaos Spyridis. Gender differences in work stress, related to organizational conflicts and organizational constraints: An empirical research. SSRN, 2014.
- [7] Spector, Paul E., and Valentina Bruk-Lee. "Conflict, health, and well-being." *The psychology of conflict and conflict management in organizations*. Psychology Press, 2007. 283-304.
- [8] Pluut, Helen, et al. "How social stressors at work influence marital behaviors at home: An interpersonal model of work–family spillover." *Journal of Occupational Health Psychology* 27.1 (2022): 74.