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Oral Presentation

Presentation: Talent Development for Women

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Abstract

The presentation will start with research findings and s tatis tics pertaining to the career paths taken by gifted women. A discussion will then follow of key findings of longitudinal s tudies on the career paths of girls who had been identified as being gifted. Consideration will also be given to the participation rates of girls and women in various talent domains as well as within educational and corporate hierarchies. While the talent-development trajectories of gifted women have improved somewhat in recent years, inequitable gender differences on talent-development outcomes persist. I will interpret findings on why this is so, looking at both individual-level explanatory variables (e.g., motivation, interest, confidence in one's own abilities, and attributions) and context-based explanatory models (e.g., s tereotyping, expectations, third-party opinions, opportunity s tructures, and social norms with respect to employment and family activities). The presentation will conclude with a description of possible interventions for reducing gender differences and helping women to make the mos t out of their talents—especially in domains in which they remain underrepresented.

Keywords: Women, talent, development.

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