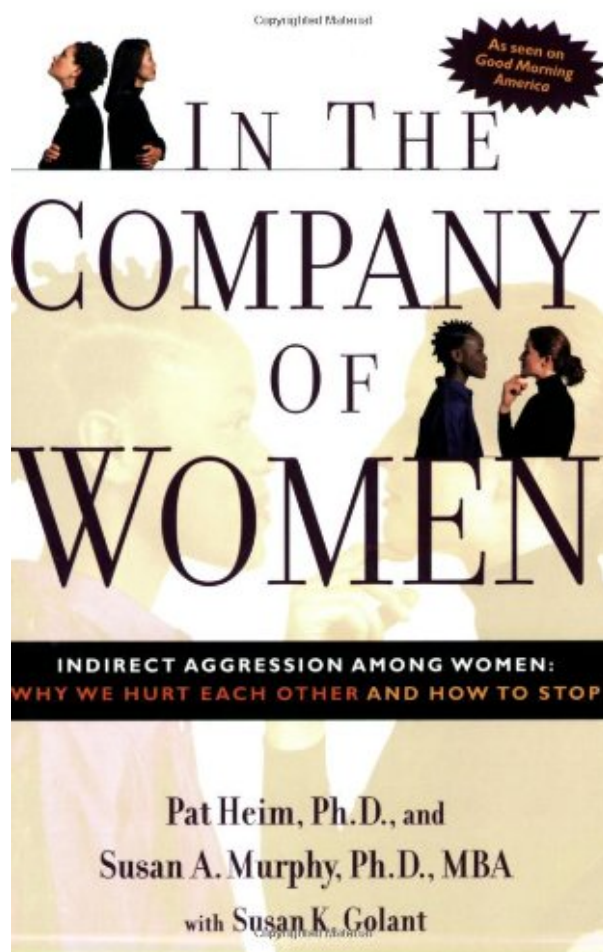


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HURT EACH OTHER AND HOW TO STOP BY
PAT HEIM, SUSAN MURPHY, SUSAN K. GOL**

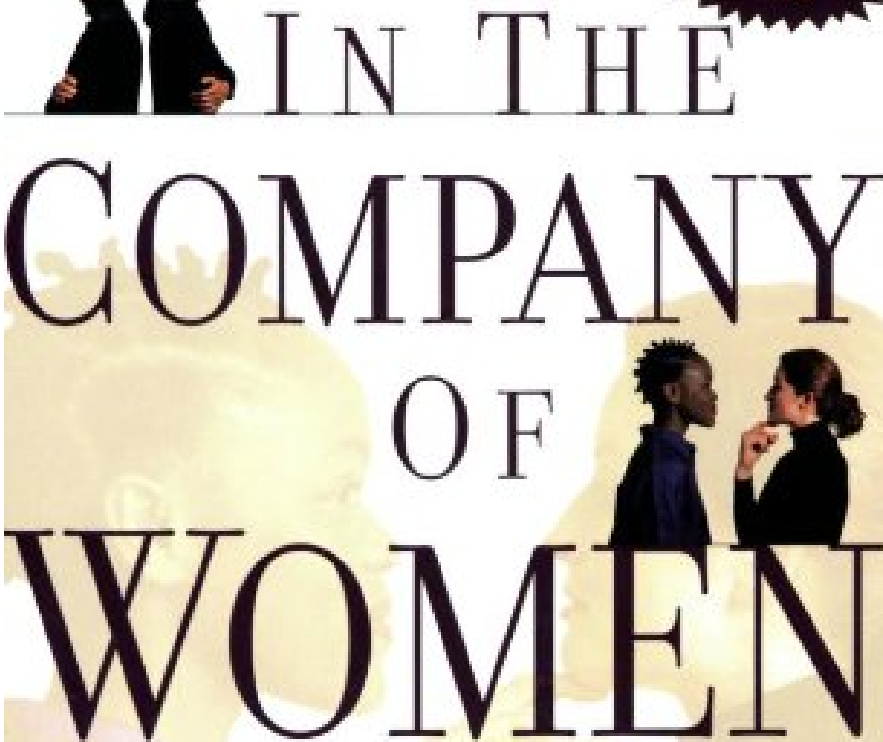


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Pat Heim, Ph.D., and
Susan A. Murphy, Ph.D., MBA
with Susan K. Golant

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From Publishers Weekly

Now that women own nearly 50% of all businesses, the authors reason, women's worst enemies at work are just as likely to be other women. To support their thesis, which may offend some readers but will also generate attention, the authors both business consultants address differences between women's and men's behaviors. Declaring that women should be more conscious of their reaction if other women try to undermine a promotion or honor coming their way, they suggest, "that's the price we have to pay for the strong alliances we make with other women." This provocative, practical book deserves a wide readership.

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Every women who works should read this groundbreaking book. -- Clair Raines, co-author of *Generations at Work*

Powerful, eye-opening, smart reading. -- Susan Estrich, author of *Sex and Power*

What a terrific and inspirational read! -- Judy George, author of *The Intuitive Businesswoman*

About the Author

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University of Colorado.

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In the Company of Women explains how indirect, or "relational," aggression can hurt women and hinder them from achieving success and harmony in their adult lives. Gender studies have shown that when a goal is in sight, men generally use direct action to attain it. Women, on the other hand, have been socialized to express aggressive actions through indirect means-using behavior such as shunning, stigmatizing, and

With startling insights into the meaning of our everyday behavior, this book offers straightforward techniques to change conflict among women into cooperation by resolving discords peaceably, building relationships, and making the most of women's unique leadership and communication skills.

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3 of 3 people found the following review helpful.

Turning Female Conflict in Hierarchical Settings into Powerful Alliances is also a fit subtitle

By Ralph

Of the several books off Amazon I've ordered and read on women's abuse of other women, this is the most insightful because it includes citation of scientific research into female primate behavior and brain biology and theories of the human female drawn from that. This research reminds us all that women, while having some powers superior to female primates like chimpanzees-- with whom we share about 94% of the same genes--are, after all, animals living in a jungle struggle for survival and that as the rules or format of the jungle changes, we change what we feel we must do in order to survive. Female primates engage in teamwork to protect the young, often from male predators, so one theory espoused in this book is that female human primates expect other human female primates to remain in a teamwork mode and not suddenly "pull rank," as it were, through advancement in hierarchical workplaces.

When a woman advances hierarchically she breaks the "Power Dead Even" rule, the authors say, that this causes destructive gossip, backbiting, snubbing, exclusion, and other toxic behaviors among former female peers. The CEO and scientific researcher who authored the book devote a few chapters at the end giving lots of tips for how women in the workplace who are moving up in the hierarchy or have moved up can manage those destructive behaviors or diminish them; and these are things male CEOs need to be aware of also. I feel the clarity and research in this book are commendable and that what is learned here applies to all settings in which modern women today find themselves with other women--to church settings, volunteer work settings, and other settings that are similar to the workplace.

05/01/14 -- It would be helpful if the authors would update their book in light of current research and prepare an accompanying workbook to practice skills as well as an accompanying summary of main points and skills in the book. I find the book difficult to take personal notes on and time consuming, although that is not a flaw of the book itself. One bias in the book that I could do without and seems to fuel some criticism of it is the view of women taken. That is, the authors often say "women will be this or that or say this or that" rather blanketly even while recognizing in some instances that a little over half tend to be one way and the other proportion the other way. Obviously women are not all socialized in their families and elsewhere exactly the same way and many copied and use male styles of communication rather than what the authors are dubbing female styles of communication. I don't believe it is stated anywhere that the styles traditionally regarded as female may have evolved also from being in positions subordinate to men in patriarchies. Are those styles then truly "feminine?" This book serves its purpose, still valid today, but could use some updating in that domain as well in my view.

1 of 1 people found the following review helpful.

Amazing!

By Amazon Customer

This book is amazing and put so many things into perspective for me. Why hasn't anyone else come up with a book that describes women so well. I've already asked my husband to read the book, and all men should, to understand women at home and at work. Usually when I buy some kind of psychology or self help book I only get through the 1st chapter - they are soooo boring! This book is so well written I couldn't put it down. The book describes why women are the way they are - biologically, how we are raised, why we relate to each other the way we do. I have learned a lot about myself and how I'm raising my daughter. The "dead-even rule" explains how women relate to each other, biologically how women are programmed to help each other for survival and insight such as, "Girls are expected to be humble; they are taught not to take the spotlight but rather to emphasize the ways in which they are just like everyone else while downplaying what makes them special." This statement and others show how socially, what we teach girls later hurts us in the workplace. I not only understand myself and all women better, I'm no longer embarrassed to be woman because of our "behavior". There is a reason for it! I cannot say enough great things about this book!! It should be a must-read for highschool and college to get a great perspective on women when we are just starting to figure ourselves out.

1 of 1 people found the following review helpful.

Eye opening book!

By Amazon Customer

This book was on my TBR list,, as I was exploring self help titles and pop psychology books. Knowing that the Harvard Business School had recommended it, made me want to read it too. However, seeing only 24 reviews on Amazon made me hold back, thinking perhaps it was not that great after all.

Boy, was I wrong! This is an eye opening book, one where you have so many Aha moments, as you read it. This book not only equips you to deal with women in the professional setting, but also women you may know personally. I did not find anything lacking in this book, as is usually the case with self help books. Many books identify the situation correctly and in sufficient depth, but skimp over solutions. This book does not leave you wanting! It delivers a powerful punch with it's strategies. You'll need to ponder over issues and situations a bit, after reading the advice here, to apply it for your benefit.

I highly recommend this book.

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