

The Impact of Shifting Gender Personality Traits at Work on College Students' Career Growth

Rongfang Ye

Chengdu Technological University, Chengdu, Sichuan, 610000, China

Abstract: Work industries keep changing. Companies also update their talent needs quickly. Today's college students face a new workplace environment. People no longer strictly split job traits into "masculine" and "feminine". Students mix and use both types of personality features when they choose jobs and do daily work. This study uses two simple theories. The first is deconstruction theory. The second is the traditional Chinese idea of Yin-Yang balance. The paper analyzes two common workplace changes. More men now work in care-related jobs. More women take high-tech, high-pressure and tactical work roles. This study finds one clear rule: Male-style and female-style personality traits do not conflict at work. Workers can combine different personal strengths. This mix helps teams cooperate better and keeps work performance stable. It also lets people solve problems more flexibly. Men and women have small physical and mental differences, but workplace success depends on one key point. People need to use their own strengths to cooperate with teammates. Teams with mixed skills can raise overall work efficiency and also get more balanced work results. This teamwork model helps college students break old gender job stereotypes. Students stop limiting themselves with fixed gender job ideas. Adapting better to complex work environments, they also build solid basic skills to work in diverse teams and take different job roles in the future.

Keywords: Gender Personality Traits; Job Choice; College Student; Career Growth; Yin-Yang Balance.

1. Research Background

China is now upgrading its economy, industry and technology. These big changes reshape all kinds of jobs. Old job boundaries slowly fade away. New work styles appear. Many traditional jobs start to have new work content. Employers change their hiring standards at the same time. Companies no longer only value professional skills. They also want employees to have good adaptability, communication skills, emotional stability and teamwork ability. College students' job hunting and career growth have become important social topics. School education, social mobility and talent development all connect with students' career choices. Students do not choose jobs based only on personal preference. Market changes and public ideas about gender and work also affect their decisions. Gender limits in the workplace are becoming weaker. Care work, preschool education and social work used to be women's main fields. These jobs need care, patience and emotional communication. But more men start to join these industries in recent years. Meanwhile, more women take high-pressure technical jobs. These jobs include national defense technology, aerospace, advanced manufacturing, civil aviation, drone operation and computer work. Today's job matching depends on personal ability and job needs, not old gender job rules.

Official data and real work cases prove this change. China has far more professional nursing workers than ten years ago. The number of male nurses keeps rising. Male nurses mainly work in intensive care units, emergency rooms, psychiatric departments, operating rooms and pre-hospital rescue teams. These work positions need physical strength, fast reaction, pressure resistance and professional operation skills. Male nurses can use their unique strengths in these scenarios. In defense and high-tech fields, more women take charge of aerospace monitoring, drone control, computer operation, electronic defense and precision production work. These jobs need strict training, solid tech skills and disciplined teamwork.

These examples show a clear trend: modern college students choose jobs based on their own abilities, interests and market chances and they no longer follow traditional gender job divisions.

However, most current studies only describe these new phenomena. They rarely analyze the deep reasons behind the changes. Many researchers only talk about single cases. They ignore people's inner thinking, social environment and long-term career influence. For example, some people think men choose nursing jobs only because of tight job markets. Some people also regard women in high-tech jobs as only a symbol of gender equality. These wrong views ignore one key point. Mixed gender personalities can cooperate well and improve work efficiency. They also fail to explain how these changes affect college students' career growth. This paper solves these research gaps. It analyzes how different gender personality traits cooperate in real work. It also explains how this cooperation changes college students' work cognition and social growth. This paper uses deconstruction theory and Yin-Yang balance theory. It takes male nurses and female technical workers as typical cases. It helps students make rational career plans, improve teamwork skills and adapt to diverse future work environments.

2. Basic Research Theories: Break Binary Oppositions and Understand Yin-Yang Balance

2.1. Flexible Gender Personality Traits Based on Deconstruction Theory

French philosopher Jacques Derrida created deconstruction theory in the 1960s. This theory questions fixed opposite ideas in Western thinking. Common opposite pairs include male and female, reason and emotion, nature and culture, center and edge. These opposite divisions are not natural rules. People create them through long-term social development. Society always favors one side of the

opposition. It makes one side more valuable and authoritative, and the other side less important[1]. This theory changes people's understanding of gender. The male-female division is not a fixed natural rule. It is a result of social rules, public discussion, cultural expectations and daily habits. Gender meaning is not fixed. It changes in different situations. Social interaction keeps updating people's understanding of gender. Gender is not only a personal identity. It is also a social product shaped by different environments.

This idea helps people understand gender and work. People used to link care, teaching and office work with women. They linked engineering, military work, technical management and heavy production work with men. But jobs do not have fixed gender attributes. These gender job labels come from long-term social work division. Family education, school guidance, media content and work habits keep strengthening these wrong fixed ideas. Technology and company needs keep changing job content. Many care jobs now need technical and management work. Many technical jobs need communication, coordination and risk judgment. The gender traits linked to each job become flexible and changeable. This theory greatly benefits college students. It breaks the fixed link between gender and job fitness. Students do not need to treat gender job stereotypes as fixed rules. They can judge jobs by real work content, required skills and growth space. Students can break gender self-limits and build careers based on personal strengths.

2.2. Traditional Chinese Yin-Yang Balance Thought

Yin-Yang theory comes from the classic Chinese book *The I Ching*. Confucianism and Taoism further developed this theory. It explains natural rules, social relations and human behavior. Yin and Yang are two different but connected forces. Their mutual interaction and change push all things to develop and keep active. Yin and Yang do not equal fixed male or female gender features. They are flexible, functional and situation-based concepts. Traditional Chinese culture admits role differences. But it focuses more on coordination, balance and harmonious social relations.

Differences between people do not create hierarchy. They create stability and harmony. The classic work *The Doctrine of the Mean* compares husband and wife's relationship to heaven and earth. Balance comes from mutual coordination, not one-sided control. Yin-Yang theory fits modern gender and job research well. It matches Chinese social and cultural background. It admits physical and mental differences between men and women. But it does not turn these differences into unfair job limits.

This theory focuses on the combination of different personalities at work. A single work style limits complex problem-solving. Mixed personal traits can improve work efficiency, reduce risks, stabilize team mood and ensure smooth company operation.

Yin-Yang thought does not redefine gender nature. It teaches people to treat differences as usable resources. College students can learn a key point from this theory. Professional ability is never single and fixed. It combines professional knowledge, social skills, emotion management, risk judgment, physical endurance and team discipline. Different personal traits complement each other and support teamwork and career growth..

2.3. Combined Research Framework of Two Theories

Deconstruction theory and Yin-Yang theory come from different cultures. But they share the same core view. Both theories refuse fixed binary divisions. Both focus on dynamic interaction between different elements in real life. Deconstruction theory explains the origin of fixed gender job labels. It exposes the historical and social reasons behind gender job divisions. It proves these divisions are not natural facts. Yin-Yang theory focuses on balance and cooperation. It explains how different personal traits work together and create better team results.

The combination of the two theories forms a complete research logic. First, it breaks wrong fixed gender job views. Second, it reorganizes different personal traits to improve team cooperation and work efficiency. This framework connects real work and personal growth. Students can understand the social origin of gender stereotypes. They can also learn the practical value of diverse personal strengths. This helps them make wiser job choices and cooperate better in diverse teams. This paper uses this framework as the core research basis. It focuses on how different gender personalities work in real jobs. It also studies how these changes shape students' work cognition, team awareness and workplace adaptation ability.

3. Mixed Gender Personality Traits in Modern Workplaces

3.1. More Male Care Workers and Their Practical Work Value

The growth of male care workers is a typical example of changing gender work traits. China's aging population grows fast. Chronic disease care needs keep rising. The whole care industry becomes more professional and refined. China's National Health Commission released data in May 2024. The country had 5.63 million professional care workers by the end of 2023. That equals four care workers for every one thousand people[2]. Modern care work includes far more than basic patient care. It covers professional assessment, emergency treatment, medical equipment operation, health education, rehabilitation guidance and information system management. Emergency rooms, intensive care units, psychiatric departments and operating rooms have higher work standards. These positions need strong physical strength, fast reaction, pressure resistance and skilled operation.

Male care workers become more popular in these fields. Data shows the male nurse ratio was less than 2% ten years ago. It now reaches about 3%. The total number of professional male nurses has exceeded 130,000[3]. More male college students also choose nursing majors. Men choose care jobs for three main reasons. First, the healthcare industry has stable long-term job needs. Second, modern care work uses more technology. Third, male students' personal abilities match new care job needs. Modern care work mixes care service, technology operation and management work. This new job mode attracts many male students. Meanwhile, society accepts male care workers more. Gender job limits become weaker.

Male care workers optimize team ability structure. They improve work speed and stability in strength-based and emergency tasks. They work as professionally as female workers in daily care and patient communication. Male

workers do not replace female workers. They form complementary team traits. Male strength and speed match female patience and careful observation. Technical operation matches emotional care. Pressure resistance matches sensitive communication. This balance makes care teams more efficient and humane.

Relevant studies prove diverse gender teams have obvious advantages. They reduce job burnout. They solve problems faster. They improve patient experience. Gender diversity brings more thinking angles. Teams can distribute work flexibly and avoid overworking any single group. This case teaches college students a clear lesson. Traditionally female jobs have diverse ability requirements. Students should judge jobs by real work content instead of old gender stereotypes.

3.2. Women in High-Tech and High-Pressure Jobs and Their Team Value

More women join high-tech and high-pressure industries. This is another key proof of changing gender work traits. Defense technology, aerospace, advanced manufacturing and tactical support used to be male-dominated fields. The workforce structure in these industries changes greatly in recent years. Women account for 25% to 30% of aerospace researchers. They make up 2% to 3% of military fighter pilots. They take 5% to 8% of aircraft carrier combat and support positions[4]. They hold 10% to 15% of drone tech jobs and 18% to 22% of precision manufacturing posts. These data prove women can fully adapt to high-tech, high-pressure and strictly managed jobs. The aerospace industry is a typical example. Female scientists and technicians take up 30% of the industry workforce[5]. They complete core technical and management work in many national key projects.

In military fields, women work in aviation service, radar operation, electronic defense, network technology and military medical work. Their work proves one point. High-end technical jobs depend on training, discipline and professional skills, not gender. Female workers in these fields receive strict training. They follow strict work rules. They perform well under high pressure. They have stable information processing ability, high precision and persistent focus. Their careful judgment and standardized work style complement male workers' fast decision-making and quick action. Their good communication and emotion management keep teams stable under heavy pressure.

Female workers optimize team structure and improve decision-making quality. Gender diversity provides more analysis angles. It reduces one-sided judgment risks. It enriches problem-solving methods. It balances technical innovation and daily operation management. Teams with more female members pay more attention to staff physical and mental health. They arrange more reasonable work rhythms. They keep long-term stable work efficiency. They combine precise technical work with humanized management. This phenomenon tells college students two key truths. First, professional ability comes from training and practice, not gender. Second, carefulness, patience and emotional stability are not useless traits. These soft skills cooperate with technical ability and ensure smooth team operation.

4. Positive Influence on College Students' Job Choices

4.1. Help Students Break Gender Job Stereotypes

College years shape students' job cognition and career planning. But students' job views are easily affected by old gender stereotypes. Family expectations, peer influence, media content and school guidance all strengthen fixed gender job ideas. These stereotypes make students limit themselves. Some male students refuse care jobs for fear of strange social judgment. Some female students dare not try engineering, defense and advanced manufacturing jobs because of self-doubt. Students can change their views after learning new workplace trends. No job belongs to a single gender by nature. All jobs are defined by work content, required skills, management rules and growth space.

Students can judge jobs in multiple dimensions. They can consider personal interests, ability matching, personal values, learning chances and market needs. They can ask practical questions about job content, skill requirements, work environment and growth potential instead of only focusing on gender labels. Diverse job cases provide new role models for students. Male nurses, female engineers and women aerospace workers prove people can break traditional gender job limits. These real cases help students make rational and personalized career decisions.

4.2. Improve Students' Teamwork and Communication Skills

Modern work requires more than professional knowledge. Companies value communication ability, pressure resistance, emotion management and teamwork skills. College education now focuses more on these comprehensive abilities. Understanding gender trait complementarity helps students grow better. Students no longer treat personal differences as barriers. They regard differences as useful team resources. They can cooperate well with people who have different thinking styles, work habits and communication ways.

Students practice and improve these skills in classes, club activities, research projects, innovation competitions and internships. They learn to find teammates' strengths, distribute work reasonably, communicate effectively under pressure and integrate different ideas to solve problems. These skills apply to all workplace cooperation scenarios. They help students cooperate with people of different majors, personalities, backgrounds and work experience. The ability to adapt to diversity becomes a key advantage for job hunting. These abilities help students adapt to real work after graduation. Modern work rarely relies on single-person work. Most tasks need cross-department cooperation and multi-person coordination. Students who understand complementary personality traits can build good team relations, reduce conflicts and improve overall team performance.

5. Suggestions for College Education and Career Guidance

This research provides practical guidance for college talent training and career counseling. Colleges can apply these results in curriculum design and student support work.

Colleges can add gender perspective content in general courses, professional ethics courses and career planning

courses. Teachers can guide students to analyze the formation and change of gender job stereotypes. Students can understand the complexity of professional ability and avoid simple gender-based job judgment. Colleges can use more case analysis, scenario simulation and group projects in teaching. Students can feel the value of diverse thinking and personality cooperation. They can learn to turn personal differences into problem-solving resources. What's more, colleges can invite industry practitioners to share real work experience. Face-to-face communication breaks students' abstract and wrong job stereotypes. Also, colleges can deepen cooperation with hospitals, tech companies, research institutions and public departments. Internship opportunities let students know real job content, team operation rules and ability standards. Career counselors need to focus on individual student differences. They help students recognize their own ability advantages, growth directions and career values. They guide students to reduce the negative influence of gender stereotypes. Colleges need to build an inclusive campus atmosphere. The campus should respect diversity and encourage personalized career choices. It provides psychological support for students who choose non-traditional gender jobs.

College students' career development is not only a job-hunting process. It is also a social adaptation process. Students learn self-evaluation, social understanding, team cooperation and organizational integration through education and practice. A correct understanding of gender personality traits helps students choose suitable jobs and achieve all-round personal growth.

6. Conclusion

This study analyzes care jobs and high-pressure technical jobs. It confirms one core conclusion: traditional gender job matching comes from social habits and historical development, and it has no connection with real job ability standards. Physical differences do not limit people's work performance.

Masculine and feminine personality traits can reorganize and cooperate in real work. They form multi-dimensional complementary advantages. Typical cooperation includes physical strength and careful operation, fast decision-making and prudent judgment, technical work and human care, pressure resistance and emotional communication. This trait cooperation improves teams' problem-solving ability, environmental adaptability and work stability.

Yin-Yang balance theory provides a unique local

perspective for workplace research. The coexistence and complementarity of differences explain the operation rules of modern work teams. Combined with deconstruction theory, it forms a complete analysis system. It breaks old gender job prejudices and turns personal differences into team cooperation value.

This new understanding broadens college students' career vision. It strengthens their team awareness, innovation ability and work pressure resistance. Modern work environments keep updating and becoming more complex. Students need flexible and inclusive career views. They should not limit their career possibilities with old gender stereotypes. They need to judge jobs based on real work content, personal abilities, learning opportunities and growth potential. This positive mindset lets students enter the workplace with more confidence, clear self-awareness and stronger cooperation ability.

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