Abstract: A large body of social-psychological research has revealed incongruence between stereotypical expectations of women, as communal and nurturing, and leaders, as argentic and assertive. However, women continue to pursue and attain leadership roles. Thus, this research seeks to understand how female leaders, once they obtain these roles, reconcile and manage these oppositional identities. To this end, I introduce the new constructs of leader and gender identity conflict and facilitation and present initial validation evidence for a measurement tool to assess these constructs. A future research agenda for this domain will be presented.

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