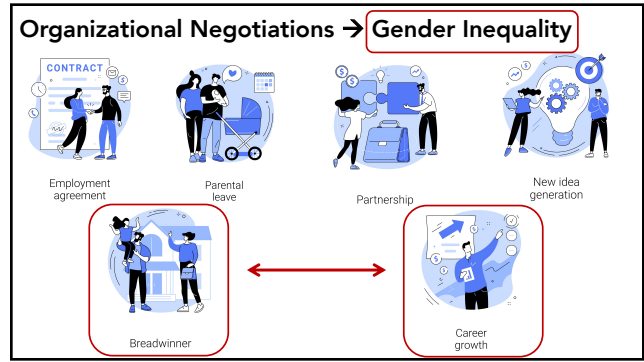




1



2



3

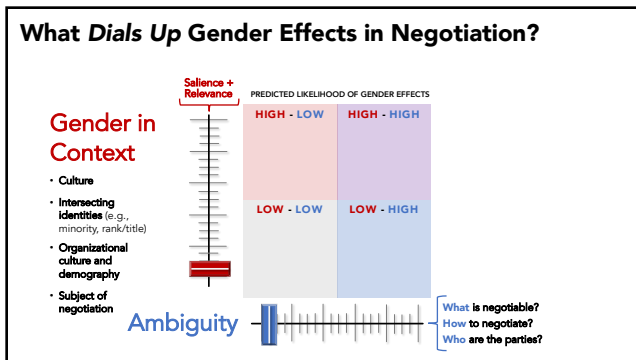
Meet my "anti-muse"

If you remember only one thing:
The **gender** of a person is **not** a reliable **predictor** of negotiating behavior.

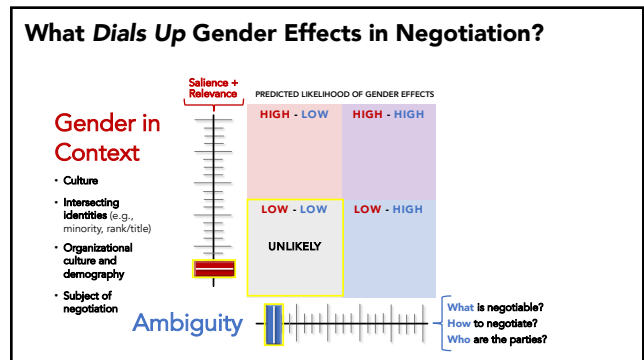
Gender effects in negotiation are **situational**.

ASKING FOR A RAISE
WHAT'S HOLDING YOU BACK?

4



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What Dials Up Gender Effects in Negotiation?

Gender in Context

- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Salience + Relevance

Predicted Likelihood of Gender Effects

HIGH - LOW	HIGH - HIGH
LOW - LOW	LOW - HIGH

HIGH LIKELIHOOD

WHAT'S HOLDING YOU BACK?

Ambiguity

What is negotiable?
How to negotiate?
Who are the parties?

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What Dials Up Gender Effects in Negotiation?

Gender in Context

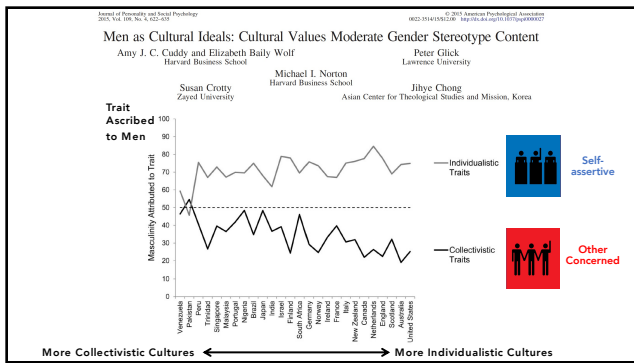
- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Culture

Individualistic

Collectivist

8



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What Dials Up Gender Effects in Negotiation?

Gender in Context

- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Culture

Individualistic

Collectivist

WHAT'S HOLDING YOU BACK?

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What Dials Up Gender Effects in Negotiation?

Gender in Context

- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Intersecting Identities

Senior VPs

Age

Junior Associates

Race

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What Dials Up Gender Effects in Negotiation?

Gender in Context

- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Org Culture & Demography

Male Dominated

Gender Diverse

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What Dials Up Gender Effects in Negotiation?

Gender in Context

- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Subject of Negotiation

Masculine Stereotyped ← → Feminine Stereotyped

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What Dials Up Gender Effects in Negotiation?

Gender in Context

- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Predicted Likelihood of Gender Effects

HIGH - LOW	HIGH - HIGH
LOW - LOW	LOW - HIGH

High Likelihood (highlighted in yellow)

Ambiguity

What is negotiable? How to negotiate? Who are the parties?

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What Dials Up Gender Effects in Negotiation?

Ambiguity

- What is negotiable?
- How to negotiate?
- Who are the parties?

Ambiguity about "What"

- Increases gender gaps in outcomes

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What Dials Up Gender Effects in Negotiation?

Ambiguity

- What is negotiable?
- How to negotiate?
- Who are the parties?

Ambiguity about "How"

- Increases women's reticence to negotiate

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What Dials Up Gender Effects in Negotiation?

Ambiguity

- What is negotiable?
- How to negotiate?
- Who are the parties?

Ambiguity about "Who"

- Heightens the potential for stereotypic attributions

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What Dials Up Gender Effects in Negotiation?

Gender in Context

- Culture
- Intersecting identities (e.g., minority, rank/title)
- Organizational culture and demography
- Subject of negotiation

Predicted Likelihood of Gender Effects

REDUCED LIKELIHOOD	HIGH LIKELIHOOD
UNLIKELY	LOW LIKELIHOOD

Ambiguity

What is negotiable? How to negotiate? Who are the parties?

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