

**The lens through which we see the world:  
How gender ideology affects the perception of the  
negotiation gap and interventions**



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**Abstract**

This study examined how gender ideology affects the perception of the negotiation gap and interventions, and how gender identification moderates these perceptions. We hypothesized that the perception of the negotiation gap would be in line with gender ideology. Gender blind ideology will lead to perceiving the negotiation gap due to gender blind causes, acknowledging the role of stereotypes, whereas gender awareness will not. We further hypothesized gender blindness leads to a higher perceived effectiveness and willingness to support interventions. The study collected data using online questionnaires (N = 127). The results showed that the perception of the negotiation gap is in line with the gender ideology (gender blind ideology leads to perceiving gender blind causes of the negotiation gap). No mediating or moderating effects were found. Results are discussed in terms of social identity theory, social role theory and gender ideology theory.

World-wide, women receive 8% to 48% less wage compared to men for the same amount of work (Ñopo et al., 2012). This is referred to as the gender wage gap (Säve-Söderbergh, 2019). In 2020 the gender wage gap in the Netherlands was at 14% (CBS, 2020). The gender wage gap has been attributed to the underrepresentation of women in leadership positions, and to a performance gap in negotiations: the negotiation gap (Jongen et al., 2019; Kugler et al., 2018; Lückcrath-Rovers, 2020). The negotiation gap is a result of following phenomena; women compared to men are less likely to initiate negotiations, advance slower in their career path, have lower pay expectations, are less effective in advocating for their own needs, have less competitive negotiation strategies, and are more likely to reach an impasse during negotiations (Blau & Kahn, 2016; Bowles et al., 2019; Dannals et al., 2021; Greig, 2008; Johnson, 2016; Kaman & Hartel, 1994; Leuze & Strauß, 2016; Mazei et al., 2015; Small et al., 2007; Solnick et al., 2004; Stuhlmacher & Walters, 1999). This is alarming, because negotiation has the power to influence one's career, as the success of a negotiation affects salary and chances for promotions (Marks & Harold, 2009). The leadership gap and negotiation gap maintain each other and together they perpetuate the gender wage gap. This research will focus on the negotiation gap.

Current solutions to close this gap, mainly focus on the individual. For example, organizations are offering a negotiation training for women titled "Learning women how to ask" (Fischer & Bajaj, 2017). In resolving the negotiation gap, it is important to approach the negotiation gap as a systemic problem instead of focusing on developing individual skills. Research has indicated that the influence of gender stereotypes is an underlying factor in the negotiation setting (Blau & Kahn, 2016; Bowles et al., 2007; De Ruijter et al., 2003). Gender stereotypes attribute behavior and characteristics to a specific gender (Eagly, 1997). Stereotypes are not a direct reflection of reality but a general assumption that all members belonging to the same gender, have the same traits and characteristics and thus behave in a similar manner (Heilman, 2012). The stereotype for women is that they are caring and communal, the stereotype for men is that they are agentic and assertive (Eagly, 1997). Resorting to gender stereotypes by treating them as a reflection of reality, maintains workplace bias and contributes to gender inequities in negotiation (Bowles et al., 2019; Heilman, 2012; Kray & Thompson, 2004). Whether we believe these stereotypes reflect reality, and how we perceive gender, is our gender ideology. Therefore, gender ideology may predict whether we acknowledge the role of gender stereotypes in negotiations. Additionally, gender ideology may dictate the approach in closing the negotiation gap. The current research on the negotiation gap is acknowledging the influence of gender stereotypes but does not acknowledge the role of gender ideology. In

resolving the negotiation gap, we should build on the preexisting knowledge of gender stereotypes in negotiation, by further exploring the role of gender ideology. This will give insight in the processes maintaining gender inequities in negotiation. This study will focus on the effect of gender ideology on the negotiation gap and interventions aimed to resolve this.

### **Bias and stereotypes**

Bias and gender stereotypes can be explained by social identity theory and social role theory. Social identity theory proposes that the sense of belonging to a group, gives us a sense of social identity which is related to our sense of pride and self-esteem (Tajfel, 1979). Two processes of social identity theory are relevant to the forming of stereotypes: social categorization and social identification. Social categorization is a cognitive process to organize information about a person (Park & Judd, 2005; Taylor et al., 1978). An example of social categorization is categorizing information by gender; gender categorization. In the gender categorization process, we attribute traits, behaviors, and competencies to a gender category (Park & Judd, 2005). For example, dominant behavior is categorized as male and accommodating behavior is categorized as female. By attributing behavior to gender, we create a description of a group, the descriptive stereotype. Women are stereotypically described as accommodating, caring, and communal. Men are stereotypically described as dominant, agentic, and focused on individual gain (Eagly & Karau, 2002; Gu & Su, 2016). The descriptive stereotype becomes a prescriptive stereotype, because the described behavior is also expected from anyone belonging to the social group (Eagly, 1997). Because women are generally described as accommodating, caring, and communal, they are also expected to behave in such a way (Prentice & Carranza, 2002).

Social role theory proposes that women and men should behave according to the prescribed roles (Sim & Biddle, 1982). If our behavior does not comply with the prescribed role behavior, this is registered as counter stereotypical role behavior. This leads to backlash risks such as negative reactions, penalization, and reprisals (Prentice & Carranza, 2002). In the workplace, backlash can appear in the form of social reprisals such as gossiping, exclusion or bullying behaviors. It can also present in an economic reprisal by being passed over for a promotion or denied a raise or job opportunity (Rudman & Phelan, 2008). For instance, when a woman negotiates a raise, she must display behavior such as risk taking, assertiveness, and pursuing individual gain. This behavior is necessary for negotiation, but incongruent to the female stereotype. By displaying negotiation behavior, her character is negatively judged based on the prescribed gender role for women. She is judged as too self-confident or arrogant and thus risks social and economic reprisals. However, when a man is asking for a raise, this

behavior is congruent to the prescribed gender role for men. Thus, he does not risk backlash for engaging in negotiations. However, men do suffer from backlash when they display counter-stereotypical behavior (Heilman & Wallen, 2010). In a negotiation, men experience backlash from displaying softness or understanding, which is contrary to the male-stereotype (Vandello & Bosson, 2013). Men may feel pressure to assert their masculinity in fear of being viewed too weak (Mazei et al., 2021; Vandello et al., 2008).

Whether people decide to behave according to the prescribed role, depends on the level of social identification (Hornsey, 2008). By categorizing yourself in a social category, you socially identify with the category group. Gender identification is the degree to which you identify with your gender. A high gender identified woman will behave more congruently to the prescribed stereotype than a low gender identified woman. However, there is not always a match between category and level of identification. A person can be both female and a negotiator. Negotiations require competencies such as agency, assertiveness and focus on individual gain, which are considered masculine qualities. This means that women are stereotypically perceived as worse negotiators than men. This may lead to women experiencing stereotype threat. Stereotype threat is a situation where a person's performance is at risk because they may be categorized in a social group (women) with a negative group (Steele et al., 2002). The degree of gender identification affects the match between personal identity and negotiator identity. Women are more at risk of stereotype threat, when they highly identify with their gender (Schmader, 2002). That means that women who highly identify with their gender, have a higher risk of decreased performance in a negotiation due to stereotype threat. Additionally, a woman's risk for backlash increases the higher she identifies with her gender (Amanatullah & Tinsley, 2013; Bowles et al., 2007; Kray & Thompson, 2004; Prentice & Carranza, 2002). This effect is even stronger for women in male gender-typed jobs such as information technology as the environment emphasizes the incongruity between the prescriptive stereotype of women and negotiators (Parks-Stamm et al., 2007).

### **Meritocratic ideology**

When you negotiate a new job, this is often with a manager, someone who holds a leadership position. This is most likely to be a man, as women are substantially underrepresented in leadership positions (Jongen et al., 2019; Lückerrath-Rovers, 2020). The 'Think Manager Think Male' phenomenon states that we believe traits such as agency should be favored in a manager over traits such as communality (Schein & Davidson, 1993; Sczesny et al., 2004). This explains why men are favored over women in managerial positions as the

descriptive and prescriptive stereotypes for managers are congruent to the male stereotype (Schein et al., 1996).

Meritocracy is often used to explain the lack of female representation in leadership positions. Meritocracy is the ideology that the system fairly rewards competence and effort (Scully, 2002). Meritocratic views fail to include the influence of stereotypes and bias. Castilla (2008) has investigated organizations that pursue a meritocratic reward system. They offered bonus structures, promoted diversity, and ensured equal rewards. However, women and minority groups, with a migrant background or ethnic minorities, had to work harder to be rewarded equal to their white male colleagues. Mark Rutte, prime minister of the Netherlands, addressed the lack of female representation in the cabinet of 2017. *"I would have liked to have more women, but in the end, we go for the best people. It is what it is"* (NOS, 2017). In theory, a meritocratic system rewards people who are best fit for the job, because they are perceived as the most competent. However, the meritocratic ideology does not account for the influence of stereotypes, which is underlying our perception of competence. In a negotiation, the meritocratic ideology states that negotiators will be successful if they possess the 'right' skills. But as the research above has shown, the 'right' skills are congruent to male skills and displaying these skills puts women at risk for backlash (Rudman & Phelan, 2008). A meritocratic view is biased, and assuming it is fair is incorrect and harmful. To diminish gender disparities in negotiation (the negotiation gap), we should acknowledge the influence of gender stereotypes on the perception of the negotiator. We need to examine how people in leadership positions perceive the causes of the negotiation gap and whether they acknowledge the influence stereotypes.

### **Gender ideology**

A gender ideology is the perception of gender and gender stereotypes (Davis & Greenstein, 2009). This study will examine two gender ideologies: gender awareness and gender blindness (Martin & Phillips, 2016). Gender awareness is the belief that we should accept and celebrate distinctive qualities of men and women. Gender awareness embraces social categorization and suggests that by celebrating female qualities, women become more authentic. To achieve gender equality, women's authentic qualities should be equally rewarded compared to male qualities. Gender blindness is the belief that gender differences are overemphasized and that this is harmful in achieving gender equality. Gender blindness ideology suggests that we should downplay gender differences and focus on similarities between individuals.

The current research has examined the role of gender ideology in the gender wage gap. Research found that the gender wage gap is higher in regions endorsing gender aware ideology compared to regions endorsing gender blind ideology (Hamjediers, 2021). Gender ideology is also related to behaviors in the workplace (Martin & Phillips, 2016). Women with a gender blind ideology felt more confident and were more likely to take risks in gambling compared to women with a gender aware ideology. The usual difference in amount of risk taking between women and men diminished when women had a gender blind ideology but did not with a gender aware ideology. Taking risks and gambling are stereotypically male attributes and closely related to negotiation (Johnson, 2016). Therefore, gender blindness might be a promising ideology in closing the negotiation gap.

### **Interventions**

The causes of the negotiation gap indicate three starting points to create a fair negotiation setting and close the negotiation gap: negotiation strategies, stereotype awareness, and managers involved in the negotiation. To emphasize, in any intervention aimed at closing the negotiation gap, it is important to address the influence of gender stereotypes in the negotiation setting. This study will focus on how effective people perceive interventions aimed at the negotiation gap. This is important because the perceived effectiveness may be predictive in how willing people are to support the intervention. Willingness to support the intervention is important because the support of participants is a determining factor for the eventual success of the intervention (Nielsen & Randall, 2013). The current research will investigate what gender ideologies are predictive of endorsing support for interventions aimed at closing the negotiation gap. If the perception of the causes is in line with gender blindness, one may be more inclined to perceive interventions as effective. As gender blindness acknowledges gender stereotypes and gender awareness does not, a gender blind approach may perceive interventions as more effective in closing the negotiation gap.

### **Overview**

Gender ideology is the lens through which we perceive the gender wage gap and by extension the negotiation gap and possible solutions (interventions). The current study will investigate the effect of gender ideology on our perception of the causes of the negotiation gap. A gender aware cause of the negotiation gap is that we are not equally rewarding men and women for their distinct qualities. According to gender aware ideology, gender stereotypes are only harmful because we prefer the male stereotype over the female stereotype. A gender blind cause of the negotiation gap is that we are thinking of men and women as different from each other, while we should focus on what makes us similar. According to gender blind ideology

gender stereotypes should be acknowledged, and we should try and see the person separate from the stereotype. We expect that gender blind ideology to lead to perceiving the causes of the negotiation gap in line with gender blind ideology (Hypothesis 1).

As gender ideology may be predictive of perceiving a problem, it may also be predictive in perceiving the solution. We expect that gender blind ideology will lead to a higher perceived effectiveness of interventions which will be mediated by the perception of the causes of the negotiation gap (Hypothesis 2). Additionally, we expect that gender blindness will lead to higher willingness to support which will be mediated by the perception of the causes of the negotiation gap (Hypothesis 3).

Women who identify highly with their gender, have a higher risk of decreased performance in a negotiation due to stereotype threat. Therefore, women with a high gender identification, with a gender blind ideology, have the most to gain by interventions aimed at the negotiation gap. This leads us to expect that a high gender identification for women, will lead to a stronger agreement of gender blind causes (Hypothesis 4a), a higher perceived effectiveness of interventions (Hypothesis 4b), and a higher willingness to support interventions (Hypothesis 4c).

## Method

### Participants and design

A sensitivity power analysis (two-tailed,  $\alpha = .05$ ) performed with G\*Power (Faul et al., 2007) based on a power of 0.80, and an expected effect size of  $f = .15$  on the hypothesized interaction between gender ideology and perceived causes resulted in a required sample size of  $N = 144$ . participants were recruited via LinkedIn through personal and professional networks and social media channels. A total of 127 participants participated in the study (55% female, 45% male;  $M_{age} = 32.68$ ,  $SD = 12.75$ ; occupation, 62.2% working, 29.1 % student, 6.3% student working a side job, and 2.4% unemployed). Of all participants, 3.9% declared they had difficulty understanding the language in the questionnaire. However, since participants indicated they did not feel obstructed in answering the questions, we decided not to exclude these participants.

The study had a cross-sectional between-groups design (IV, moderator, mediator, DV). The analysis using PROCESS macro model 8 (Hayes, 2017). The independent variable is the gender ideology (2 levels, gender awareness, gender blindness, standardized). The moderator is gender identification (continuous and standardized). The mediating variable is perception of causes of negotiation outcome differences (continuous and standardized). There are two dependent variables, which are perceived effectiveness of intervention (continuous and



standardized) and willingness to support intervention (continuous and standardized). All variables are measured on a Likert scale from 1 = strongly disagree to 7 strongly agree unless indicated otherwise.

### **Procedure**

Participants filled in an online questionnaire. After the information letter and obtaining active consent, participants were randomly assigned to a gender ideology condition, either gender aware ( $N = 64$ ) or gender blind ( $N = 63$ ). Participants then read a text conveying the viewpoint of gender ideology. It was a fictional article about Dr. Katherine Richardson, author of 'The Gender Paradox,' and she gave suggestions for how society should cope with gender issues (Martin & Phillips, 2016). The complete manipulation can be found in Appendix A. Subsequently, participants answered manipulation check items. Then participants were asked to rate their agreement on statements about the negotiation gap and interventions based on the text they read at the start of the questionnaire. Last, the participants were asked to fill in demographic information, their experience in negotiation, and a gender identification scale. Finally, the participants were debriefed and thanked for participation.

### **Measurements**

The complete and original measures can be found in Appendix A.

#### ***Manipulation check***

Participants were asked to what extent they agreed with four different statements regarding the view on gender. For example, "All people are basically the same regardless of their gender", "The differences between men and women should be acknowledged and celebrated" (second item is reverse-coded;  $M = 4.02$ ,  $SD = 1.12$ ;  $\alpha = .60$ ).

#### ***Perceived causes***

Participants were asked to what extent they agreed with nine statements regarding the causes of the negotiation gap. The statements from the research of Hahn et al. (2015) were used and adjusted to fit the negotiation setting. The statements used in this study and the original statements from the gender ideology items can be respectively found in Appendix A. For example, "In a negotiation you can find commonalities with every person no matter what their gender is" (gender blind item), "Men and women have different but equally useful ways of negotiating" (gender aware item, reverse-coded;  $M = 3.72$ ,  $SD = .76$ ;  $\alpha = .64$ ).

#### ***Perceived effectiveness and willingness to support***

Participants were asked to rate effectiveness of interventions ( $M = 4.78$ ,  $SD = 1.67$ ;  $\alpha = .79$ ). For example, "Negotiation training for women." These statements are drawn from research

of Mazei et al. (2021) where they tested the perceived effectiveness of negotiation interventions. After rating all interventions for effectiveness, the participants were asked to rate to what extent they were willing to support these interventions ( $M = 4.64$ ,  $SD = 1.32$ ;  $\alpha = .83$ ).

### **Gender identification**

For assessing gender identification, a subscale of the Collective Self-Esteem Scale of Schmader (2002) was used (i.e., "My gender is an important part of my self-image", "My gender has very little to do with how I feel about myself" (second item is reverse-coded;  $M = 3.43$ ,  $SD = .87$ ;  $\alpha = .74$ ). The items are scored on a 5-point scale (1 = strongly disagree and 5 = strongly agree) and are worded to participants' own gender.

### **Data analysis**

Hypothesis 1 was tested using a one-way ANOVA. Hypotheses 2, 3, 4a, 4b, and 4c were tested using a moderated mediation analysis in PROCESS macro v4.1 model number 8 developed for *IBM SPSS Statistics v28* with bias-corrected 95% confidence intervals ( $n = 5000$ ) (Hayes, 2017; IBM corp, 2019).

## **Results**

### **Descriptive statistics**

Table 2 shows the mean scores, standard deviations, and correlations of the used scales.

**Table 2**

*Means, standard deviations and correlations of all measures.*

Variables	<i>M</i>	<i>SD</i>	1.	2.	3.	4.	5.	6.	7.
1. Condition	1.50	.50	-						
2. Gender	1.55	.50	-.02	-					
3. Gender identification	3.43	.87	-.14	.34	(.74***)				
4. Manipulation check	4.02	1.17	.31	.05	-.26	(.60***)			
5. Perception of causes	3.72	.76	.26	.02	-.06	.64	(.64***)		
6. Perceived effectiveness	4.78	1.17	-.05	.13	.12	.04	-.02	(.79***)	
7. Willingness to support	4.64	1.32	-.03	.20	.09	.11	-0.5	.78	(.83***)

*Note:* Cronbach's alphas are shown in the diagonal.

\*\*\* $p < .001$

### **Manipulation check**

The manipulation worked as intended. Participants in the gender blind condition were more of the opinion that people are more similar than different despite gender ( $M_{blind} = 4.38$ ,  $SD = 1.15$ ) compared to participants in the gender aware condition ( $M_{aware} = 3.65$ ,  $SD = 1.07$ ),  $F(1,126) = 13.69$ ,  $p < .001$ , *partial*  $\eta^2 = .09$ .

### Perceived causes

To test the direct effect of gender ideology on perceived causes, a one-way ANOVA was run. The analysis showed a main effect of gender ideology on the perceived causes of negotiation differences,  $F(1,126) = 9.37, p = .003, \text{partial } \eta^2 = .07$ . In line with hypothesis 1, participants in the gender blind condition scored higher on the perceived causes of negotiation outcome differences ( $M_{\text{blind}} = 3.92, SD = .78$ ) than participants in the gender aware condition ( $M_{\text{aware}} = 3.52, SD = .70$ ). Participants in the gender blind condition thus agreed more strongly with causes that acknowledge the gender blind ideology (e.g., gender blind statement: Men and women negotiate fundamentally the same, regardless of their gender) than with causes that acknowledge gender aware ideology (Participants in the gender aware condition scored lower, which means they agree more with causes that acknowledge a gender aware ideology, and less strong with causes that acknowledge gender blind ideology (e.g., gender aware statement: Men and women have different but equally useful ways of negotiating).

In contrast to Hypothesis 2, the mediation analysis of gender ideology on perceived causes and perceived effectiveness, showed no direct or indirect effects of gender ideology on perceived effectiveness mediated by perceived causes,  $b = -.12, B_{SE} = .22, t = -.55, p = .581, 95\% \text{ CI } [-.55; .31]; b = -.01, B_{SE} = .07, 95\% \text{ CI } [-.15; .13]$ . Gender ideology had no direct effect on the perceived effectiveness of the interventions, nor did the perceived causes of the negotiation gap mediate a relation between gender ideology and the perceived effectiveness of interventions.

In contrast to Hypothesis 3 The mediation analysis of gender ideology on perceived causes and willingness to support, showed no indirect or direct effects of gender ideology on willingness to support mediated by perceived causes,  $b = -.03, B_{SE} = .07, 95\% \text{ CI } [-.20; .10]; b = -.05, B_{SE} = .25, t = -.20, p = .884, 95\% \text{ CI } [-.54; .44]$ . Gender ideology had no direct effect on the willingness to support interventions, nor did the perceived causes of the negotiation gap mediate a relation between gender ideology and the willingness to support interventions.

### Moderation gender identification

In contrast to Hypothesis 4a, the moderated mediation analysis showed that gender identification did not moderate the direct effect of gender ideology on perceived causes of the negotiation gap,  $b = -.33, B_{SE} = .25, t = -1.35, p = .179$ . Gender identification did not affect the effect of gender blindness on the perceived causes of negotiation outcome differences.

Second, the direct and indirect effects of gender ideology on perceived effectiveness were tested for three levels of gender identification (-1SD, mean, +1SD). In contrast to Hypothesis 4b, the moderated mediation analysis showed that gender identification did not

moderate a direct effect between gender ideology on perceived effectiveness,  $b_{-1SD} = -.06$ ,  $B_{SE} = .29$ ,  $t = .22$ ,  $p = .826$ ,  $b_{mean} = -.09$ ,  $B_{SE} = .23$ ,  $t = -.40$ ,  $p = .691$ ,  $b_{+1SD} = -.25$ ,  $B_{SE} = .35$ ,  $t = -.71$ ,  $p = .481$ , nor an indirect effect between gender ideology on perceived effectiveness through perceived causes,  $b_{-1SD} = .00$ ,  $B_{SE} = .05$ , 95% CI [-.12; .01],  $b_{mean} = .00$ ,  $B_{SE} = .07$ , 95% CI [-.14; .15],  $b_{+1SD} = .01$ ,  $B_{SE} = .10$ , 95% CI [-.20; .23].

The direct and indirect effects of gender ideology on willingness to support were tested for three levels of gender identification (-1SD, mean, +1SD). In contrast to Hypothesis 4c, gender identification did not moderate the direct of gender ideology on the participants' willingness to support interventions,  $b_{-1SD} = .33$ ,  $B_{SE} = .33$ ,  $t = .99$ ,  $p = .320$ ,  $b_{mean} = -.03$ ,  $B_{SE} = .26$ ,  $t = -.12$ ,  $p = .906$ , nor indirect effect of gender ideology on the participants' willingness to support interventions,  $b_{-1SD} = -.01$ ,  $B_{SE} = .05$ , 95% CI [-.14; .07],  $b_{mean} = -.02$ ,  $B_{SE} = .08$ , 95% CI [-.19; .12],  $b_{+1SD} = -.02$ ,  $B_{SE} = .11$ , 95% CI [-.24; .20]. To conclude, results showed that gender ideology affects the perception of causes of the negotiation gap, but no mediating or moderating effects of perceived causes of the negotiation gap and gender identification were found.<sup>1</sup>

### Discussion

As women systematically underperform in negotiations compared to men, the need for insight into this negotiation gap arises. The present research aimed to investigate what people think the causes of the negotiation gap are and how this is influenced by the gender ideology condition (Hypothesis 1). Specifically, we examined whether people's perceived causes of the negotiation gap affect both their perceived effectiveness of interventions aimed to close the gap (Hypothesis 2), and their willingness to support these interventions (Hypothesis 3). Furthermore, we examined whether people's level of gender identification moderated the effect of gender ideology on 1. perceived causes of the negotiation gap (Hypothesis 4a) 2. the perceived effectiveness of interventions (Hypothesis 4b), and 3. the willingness to support interventions (Hypothesis 4c).

#### Perceived causes and gender identification

We expected that people with gender blind (compared to gender aware) ideology perceive the causes of the negotiation gap to be more due to gender blind causes than to gender

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<sup>1</sup> An exploratory analysis (PROCESS, model 8) was run to examine whether gender had a direct effect on perceived effectiveness and willingness to support, which was moderated by gender identification. See appendix B for the complete analyses. High gender identified women (compared to men) perceived the interventions as more effective ( $b = .66$ ,  $B_{SE} = .30$ ,  $t = 2.16$ ,  $p = .033$ ). Moderate and high gender identified women (compared to men) were more willing to support interventions ( $b_{Moderate} = .52$ ,  $B_{SE} = .35$ ,  $t = 2.07$ ,  $p = .040$ ;  $b_{High} = .89$ ,  $B_{SE} = .36$ ,  $t = 2.51$ ,  $p = .014$ ).

aware causes. People with a gender blind ideology, indicated that the causes of the negotiation gap are due to our gendered perception of women and men. People with a gender aware ideology indicated that the cause of the negotiation gap is due to the unequal appreciation of feminine and masculine qualities. This is in line with gender aware ideology. Martin and Phillips (2016) found gender blindness to be predictive of reducing gender disparities in stereotypically masculine activities such as risk taking in gambling. The result of the current study supports the finding by Martin and Phillips (2016) and adds that there is also a link between gender ideology and negotiation. People perceived the causes of the negotiation gap according to their gender ideology. This is important because the nature of a problem indicates what the solution should focus on. People with a gender blind ideology believed we should carefully consider whether our perception and judgment of another person is influenced by gender stereotypes. People with a gender aware ideology believed the negotiation gap is due to unequal rewarding of stereotypical female traits compared to stereotypical male traits. The gender aware ideology is harmful it is maintaining the stereotypical beliefs about men and women. The results show that people with a gender blind ideology compared to gender aware ideology acknowledge stereotypes as a cause of the negotiation gap. To change the perception of the negotiation gap, this study shows support for gender blindness as a more effective ideology in discussing the influence of gender stereotypes compared to gender awareness.

We expected that gender blindness compared to gender awareness would lead to a higher perceived effectiveness of interventions to address the negotiation gap, which was mediated by the perceived causes of the negotiation gap (Hypothesis 2). We also expected that gender blindness compared to gender awareness would lead to a higher willingness to support interventions to address the negotiation gap, which was mediated by the perceived causes of the negotiation gap (Hypothesis 3).

Contrary to our expectations, no mediating effect was found of the perception of causes of the negotiation gap on the effect of gender ideology on the perception of effectiveness. Gender blindness did not lead to a higher perceived effectiveness of interventions (Hypothesis 2). Contrary to our expectations, no mediating effect was found of the perception of causes of the negotiation gap on the effect of gender ideology on the willingness to support interventions. Gender blindness did not lead to a higher willingness to support interventions (Hypothesis 3). Even though the perception of the negotiation gap is in line with the gender ideology, this did not lead to a higher perceived effectiveness of interventions or a higher willingness to support interventions. Looking at the mean scores, people in the gender blind and gender aware had an equally high perception of effectiveness of the interventions and a high willingness to support

the interventions. This could be explained by the nature of the manipulation text. In both the gender aware and gender blind text, the reader was encouraged that a change was needed to address gender issues. This may explain the equally high distribution of perceived effectiveness and willingness to support. Gender awareness and gender blindness did not have contrasting views on whether interventions were effective and if they should be supported or not. To investigate what gender ideology is hindering change and what gender ideology is facilitating change, future research should focus on how the gender ideology defines the next course of action.

Another approach of gender ideology is in terms of traditional and egalitarian (Davis & Greenstein, 2009; Greenstein, 1996; Hamjediers, 2021). Traditional gender ideology portrays expectations of a gendered division where men take responsibility as breadwinner and women take responsibility for the family life. This ideology would not be supportive of interventions aimed at the advancement of women in negotiations, because this is incongruent to the prescribed gender roles. More importantly, traditional gender ideology suggests we should strive for a traditional role division compliant with gender stereotypes. An egalitarian gender ideology proposes a more equal division of labor, separate from the prescribed gender roles. This ideology would be more supportive of interventions aimed to diminish gender differences in negotiation. We recommend future research to investigate the role of gender ideology in the distinct traditional and egalitarian gender ideology, and how this affects the perception of interventions and people's willingness to support them.

Willingness to support interventions could also be labeled as intention to support. Research showed that political ideology predicted donation intent during the covid-19 pandemic (van Esch et al., 2021). This is relevant to this study as gender ideology is related to political ideology since our many political parties include the debate on gender equality in their political agenda. Initiatives such as 'Vote for a Woman' address the underrepresentation of women in Dutch politics and the foundations WOMEN Inc, gives voting advice regarding gender equality (Het Gendergelijkheid Stemadvies van WOMEN Inc, 2022). This study assumed that gender ideology would be directly affecting perception of interventions and the intent to support. It may be possible we did not find a similar effect because we approached gender ideology as the predictor variable. The study of van Esch et al. (2021) found that political ideology was predicting the intent to donate to charity. An intent to donate is a way of conveying support to an intervention. If we translate this to the negotiation setting, it may be possible that gender ideology predicts a person's willingness to support an intervention.

Social identity theory can explain why this study found no effect of gender ideology on the willingness to support interventions. Gender ideology may be another social category with which people identify themselves, thus steering them into the direction of supporting behavior. If the gender ideology is endorsing a call for change, this may affect people's willingness to support interventions. This is in line with the finding that women are more likely to support such programs and interventions than men (Harrison et al., 2006). In accordance with social identity theory, men may feel more social identity threat by AAPs than women. This affects how they perceive the beneficiaries of the AAPs (Faniko et al., 2017). The beneficiaries, the women, were judged more communally than agentic. This is harmful because AAPs may backlash against women, by emphasizing gender (counter-)stereotypical traits as they are judged within the female stereotype. We recommend future research to investigate whether gender ideology has a moderating role in affecting the willingness to support interventions. This would provide insight in how ideology, perception, and intent line up before a person is eventually led to behavior. Additionally, future research should explore if the level of stereotype threat, affects the intent to support interventions regarding negotiation.

Third, we expected that the mediation of perceived causes of the negotiation gap on the relation between gender ideology and the perceived effectiveness and willingness to support an intervention, would be moderated by the gender identification level of the participant. High gender identified women would score higher on perceived effectiveness and willingness to support interventions compared to low gender identified women. Contrary to our expectations, no moderating effect of gender identification was found. This is not surprising, because no mediation effect was found for the perceived causes on the perceived effectiveness and willingness to support the intervention. Additionally, no moderating effect was found for the effect of gender ideology on perceived causes of the negotiation gap. Seeing how gender ideology did affect the perceived causes of the negotiation gap, we can conclude that gender identification levels did not play a moderating factor on gender ideology. This could be explained by the fact that the analysis did not distinguish between women and men. In the current analysis it was not considered that women and men might react differently in gender ideology condition. Previous research on social identity theory suggested that the experience of stereotype threat is dependent on social category (Steele et al., 2002; Tajfel, 1979). In line with this social identity theory, women and men will experience different stereotype threats in a negotiation (Schmader, 2002). Additionally, research showed that this effect would be moderated by gender identification. The current analysis did not distinguish between men and

women in the moderated mediation analysis. If the independent variable would have been gender, it would have been more logical for gender identification to have a moderating effect.

Future research should investigate the effect of gender on the perceived effectiveness on interventions and the willingness to support, moderated by gender ideology and gender identification. This model should test whether high gender identified women with a gender blind or egalitarian gender ideology score higher on perceived effectiveness and willingness to support compared to low gender identified women/men with a gender aware or traditional gender ideology.

### **Gender as a predictor**

An additional finding has come to light by the exploratory analysis. Gender has a direct effect on both perceived effectiveness and willingness to support, which is moderated by gender identification. Women compared to men, especially high gender identified women, perceive the interventions as more effective, and score higher on their willingness to support the interventions. This is in line with the research of Harrison et al. (2006) which found that perceiver characteristics (such as gender) affect attitudes towards affirmative action programs (AAPs) in employment (i.e., preferential hiring of women over men). Women had a more positive attitude towards AAPs than men. It may be that women anticipate benefit from AAPs and interventions. This is also in line with social identity theory and stereotype threat. The exploratory analysis provides support for the earlier recommendations for future research.

The intervention specifically emphasizes the advancement of women. Learning from the research by Harrison et al. (2006), it is important to consider how one justifies interventions and AAPs. The justification and argumentation cannot solely be focused on the advancement of one party. This backfires as people who do not directly benefit from the AAP, are less motivated to support this intervention. Practitioners should emphasize the improvement for all parties involved. Anticipated benefit may be of influence in how effective one perceives the intervention. Feeling involved or feeling responsible may affect how willing one is to support it. Future research should build on this exploratory finding and further investigate the effect of gender and stereotype threat on the negotiation gap and interventions. Researchers should investigate how these variables affect the relation between gender and perceived effectiveness and willingness to support interventions aimed to close the negotiation gap.

### **Limitations and recommendations for future research**

There are two limitations which could explain why the findings did not support the hypothesized moderated mediation effects. First, there might be a mismatch between the manipulated gender ideology and the participants personal ideology. As people were randomly



assigned a gender ideology this might not match their own ideology on gender. Some comments suggested that the participant absolutely did not agree with the text written at the beginning, which made it hard for them to answer the questions. Even though the participants are reminded to answer the questions considering the text, this mismatch may affect their answers in such a way that they skewed towards personal conviction instead of the information given to them by the manipulation. For future research we recommend to first test the participant on their personal gender ideology and then categorize them accordingly instead of randomly assigning them to a condition.

Second, this study had only two gender ideology options which focused solely on women and men. A recent study has proposed a multidimensional approach to gender ideology (Grunow et al., 2018). The study investigated and found five different ideologies (egalitarian, egalitarian essentialism, intensive parenting, moderate traditional and traditional). These ideologies are more descriptive of a gendered division such as ideals for division of work-family responsibilities. The dichotomous approach of gender ideology as gender aware or gender blind may have been too narrow. It may be even more nuanced, considering gender is also not binary. The current descriptions of gender ideology are binary and exclude other genders. Offering a perspective on equal rights may provide a more inclusive approach than solely focusing on a difference between only two genders. Future research should focus on a more inclusive approach of gender ideologies by understanding the nuance in gender ideology and adopt an inclusive definition of gender. We recommend future researchers to define gender ideology in terms of an envisioned future instead of the approach of men and women. Future researchers should start by investigating the proposed ideologies by Grunow et al. (2018). Along with the other recommendations, future research should focus on a gender inclusive gender ideology and how this moderates the relation between gender and the perception of the negotiation gap and interventions.

### **Implications and conclusion**

The purpose of this study was to gain a better understanding of the influence of gender ideology on the perception of the negotiation setting and the role gender identification plays in this relation. Herein gender ideology affects the perceived causes of the negotiation gap and gender predicts the perception of the negotiation setting. This study provides first evidence that gender ideology is one of the many complex factors influencing the perception of the negotiation setting. The multidimensionality of gender ideology should be considered in both future research and in practice. The results support the belief that gender ideology may indeed be the lens through which we perceive the negotiation setting. This study is an example of how

negotiation is influenced by personal perceptions of gender. It is important for stakeholders in hiring positions to be made aware of their ideologies and how this affects workplace bias to ensure fair negotiations for everyone. We recommend including the discussion about gender ideology at the beginning of any interventions regarding gender equality. More specifically, we should strive to collectively embrace a gender ideology which acknowledges the influence of gender stereotypes. This is vital if we want to close the negotiation gap.

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## Appendix A

### Measurements

#### *Gender ideology manipulation (Martin & Philips, 2016)*

*The following information is important. Please read the text carefully.*

Sociologists, psychologists, economists, and political scientists all agree that gender issues are a #1 concern for Western countries. Social scientists note that it is extremely important to embrace our differences, rather than denying them. According to this perspective, we will be in a better position to advance as a society if we embrace that the two genders bring different perspectives to life, providing a richness in viewpoints, styles of interaction, and problem-solving strategies. Each gender can contribute in its own unique way. Recognizing this diversity would help build a sense of harmony and complementarity amongst men and women. Men and women have their own talents, as well as their own problems, and by acknowledging both these strengths and weaknesses, we validate the identity of each gender.

Dr. Katherine Richardson, author of *The Gender Paradox*, suggests that modern society would be better off if people would recognize that women and men have their own strengths, weaknesses, experiences, and issues. Acknowledging this diversity would help build a sense of harmony and unity amongst men and women. “That is really the story here – the most striking thing about men and women is how different they are. There is great variety between the two groups. The most important thing is to pay attention to these differences - recognizing these differences builds a sense of harmony and complementarity to each group”. “The notion of ‘the opposite sex’ has some truth,” says Michael Klein, a Sociology Professor at Columbia University, who agrees with Richardson’s point of view. “The genders are more different than they are alike.” Klein points out that these differences could be due to biological make-up, or they may simply be learned and socialized through our culture. According to Klein, where the differences come from is unimportant. “Understanding men and women approach

life tasks in different ways is productive to society,” says Klein. Klein believes that men and women would be more successful, more satisfied with their lives, and interact more cooperatively if people embraced the idea that the genders often approach situations and problems differently. According to Klein, understanding and utilizing women and men’s unique strongpoints would not only contribute to a more cooperative and efficient workplace, but could help people in interpersonal relationships between men and women. Thus, social scientists encourage us to see the larger picture, and to appreciate that at our core, men and women really are all different.

*The following information is important. Please read the text carefully.*

Sociologists, psychologists, economists, and political scientists all agree that gender issues are a #1 concern for Western countries. Social Scientists note that it is extremely important to heed our creed in the Declaration of Independence that “all men and women are created equal.” According to this perspective, we will be in a better position to advance as a society if we remember that we are all, first and foremost human beings. According to this perspective, we will be in a better position to advance as a society if we stop thinking of men and women as different from each other, and instead see each person as an individual. Dr. Katherine Richardson, author of *The Gender Paradox*, suggests that modern American society would be better off if people would recognize that women and men are much more similar than they are different. Acknowledging this similarity would help build a sense of harmony and unity amongst men and women. “That is really the story here – The most striking thing about men and women is how much they have in common. There is simply so much overlap between the two groups. The most important thing is to pay attention to the characteristics that make a person a unique individual rather than focusing on his or her gender.” “The notion of ‘the opposite sex’ is just a historical artifact,” says Michael Klein, a Sociology Professor at Columbia

University. “The genders are much more alike than they are different.” Klein points out that these similarities may be due to the largely identical biological make-up that all humans share, or they may be shaped and molded through our culture. According to Klein, where the similarities come from is unimportant. “Pretending men and women approach life tasks in fundamentally different ways is counterproductive to society,” says Klein. Klein believes that men and women would be more successful, more satisfied with their lives, and interact more cooperatively if people embraced the idea that the genders typically approach situations and problems in much the same way. According to Klein, understanding and focusing upon individual differences, not group differences, would not only contribute to a more cooperative and creative workplace, but could also help people in interpersonal relationships between men and women. Thus, social scientists encourage us to see the larger picture, and to appreciate that at our core, we really are all the same.

***Manipulation check***

Please indicate how much you agree with the following statements based on the text you have read.

*1 = Strongly disagree to 7 = Strongly agree*

- All people are basically the same regardless of their gender
- We should describe others in terms of their individual traits rather than their gender
- It is easier for men and women to get along if they acknowledge they approach things differently
- The differences between men and women should be acknowledged and celebrated

***Slide after first part of the questionnaire***

The first part of this questionnaire was about yourself. Now we are curious how you think about people in general based on the text you have read in the beginning. Please keep this in mind while answering the following questions.

***Perception of causes of negotiation differences***

Negotiations have different outcomes, and these outcomes differ between people. We are interested in what you believe might be the cause for this. Based on the text you read at the start of this questionnaire, to what extent do you agree with the following statements?

*7-point scale: 1 = Strongly disagree to 7 = Strongly agree*

- In a negotiation you can find commonalities with every person no matter what their gender is.
- Men and women negotiate fundamentally the same, regardless of their gender.
- To level differences in negotiation outcomes, we must stop thinking of men and women as different from each other. Instead focus on what makes us similar.
- Judging the causes of differences in negotiation performance, it is important to pay attention to individual characteristics, rather than their gender.
- Learning about the different ways that men and women come to a resolution in negotiation will contribute to a more equal society.
- If we want to help create a more equal society, we must recognize that men and women have a right to maintain their own unique perspectives in negotiating which results in different outcomes.
- The differences between men and women should be acknowledged and celebrated and this should lead to more equal negotiation outcomes.
- We must appreciate the unique characteristics of men and women which result in different negotiation strategies.
- Men and women have different but equally useful ways of negotiating.

**Original statements from research of Hahn et al., 2015**

- You can find commonalities with every person no matter what their gender is.
- All humans are fundamentally the same, regardless of their gender
- In order to achieve a harmonious society, we must stop thinking of man and women as different from each other, and instead focus on what makes us similar.
- It is important to pay attention to the individual characteristics that make a person unique rather than his or her gender.
- Learning about the different ways that men and women resolve conflict will help us create a more harmonious society.
- The differences between men and women should be acknowledged and celebrated.
- If we want to help create a harmonious society, we must recognize that men and women have a right to maintain their own unique perspectives.
- We must appreciate the unique characteristics of men and women to have a cooperative society.
- Men and women have different but equally useful ways of accomplishing tasks.

***Perceived effectiveness of interventions***

Imagine the interventions below are being implemented in your organization. Based on the text you read please rate how effective you think these interventions are for people in general.

*7-point scale: 1 = Strongly disagree to 7 = Strongly agree*

- Negotiation training for women. This training focuses on the goals that women have in negotiations and on women's expectations about how other people might perceive and evaluate them in negotiations. In addition, this training focuses on strategies for dealing with these concerns.
- Negotiation training for men. This training focuses on the goals that men have in negotiations and on men's expectations about how other people might perceive and evaluate them in negotiations. In addition, this training focuses on strategies for dealing with these concerns.
- Negotiation training for people who negotiate salaries with employees. This training focuses on societal beliefs (stereotypes) about women. These beliefs are covered because they might influence reactions to women's behavior.
- Negotiation training for people who negotiate salaries with employees. This training focuses on societal beliefs (stereotypes) about men. These beliefs are covered because they might influence reactions to men's behavior.
- Training to change an overly "masculine contest culture" that may be common in organizations. This culture is characterized, for example, by the expectation that especially men show dominating behavior.
- Training to change an overly "feminine concession culture" that may be common in organizations. This culture is characterized, for example, by the expectation that especially women avoid showing dominating behavior.

- This is an attention test. If you read this sentence, please choose on this scale the second response option from the left.
- Make salary ranges public so that job holders can compare their own salary with those of other people in similar positions.



***Willingness to support interventions***

Now please rate the same statements on your willingness to actively support the interventions.

How strongly would you support the following interventions, for example by personally investing time and energy for their development, announcement, and implementation?

*7-point scale: 1 = Strongly disagree to 7 = Strongly agree*

- Negotiation training for women. This training focuses on the goals that women have in negotiations and on women's expectations about how other people might perceive and evaluate them in negotiations. In addition, this training focuses on strategies for dealing with these concerns
- Negotiation training for men. This training focuses on the goals that men have in negotiations and on men's expectations about how other people might perceive and evaluate them in negotiations. In addition, this training focuses on strategies for dealing with these concerns
- Negotiation training for people who negotiate salaries with employees. This training focuses on societal beliefs (stereotypes) about women. These beliefs are covered because they might influence reactions to women's behavior.
- Negotiation training for people who negotiate salaries with employees. This training focuses on societal beliefs (stereotypes) about men. These beliefs are covered because they might influence reactions to men's behavior.
- Training to change an overly "masculine contest culture" that may be common in organizations. This culture is characterized, for example, by the expectation that especially men show dominating behavior.
- Training to change an overly "feminine concession culture" that may be common in organizations. This culture is characterized, for example, by the expectation that especially women avoid showing dominating behavior.

- Make salary ranges public so that job holders can compare their own salary with those of other people in similar positions.

**Demographic variables**

- What is your age? (in years)
- What is your gender?
  - Male
  - Female
  - Self-described, namely:
- To what extent do you identify with your gender? (The items are scored on a 5-point scale from 1= Strongly disagree to 5 = Strongly agree and are worded to participants' own gender)
  - My gender is an important part of my self-image
  - My gender is unimportant to my sense of what kind of person I am
  - My gender is an important reflection of who I am
  - My gender has very little to do with how I feel about myself
- Which of the following best describes your current occupation?
  - Working
  - Student and working side job
  - Student
  - Currently not working
- Is English your native language, or do you speak English fluently?
  - Yes
  - No
  - I had difficulty understanding the language in this questionnaire
- How experiences in negotiating do you consider yourself?
  - Not experienced at all (1)
  - (2)

- (3)
- (4)
- (5)
- (6)
- Very experienced (7)
- Did you recognize anything else about this study that you would like to mention?

***Debriefing and thank you***

This is the end of the survey thank you for participating.

Firstly, we would like to emphasize we are aware that gender goes beyond the binary. For the purpose of our research, we deliberately focused only on two genders, male and female.

This survey serves two studies. Central to the study is exploring the influence of gender ideology: how you view the genders male and female and whether you think differences should be promoted and celebrated (gender aware) or we should focus on similarities and how we are all unique and gender should not be the first focus point (gender blind).

The first part of the survey aims to examine what the influence is of endorsed gender ideology on an individuals' negotiation self-efficacy. We are also interested in the relation between these gender ideologies and experienced sense of power in a negotiation.

The second part of the survey focuses on the differences in negotiation outcomes. The aim of the study is to explore the relation between gender ideology and what might be the cause of the difference in negotiation outcomes. We are also interested in the relation between gender ideology, the causes and interventions aimed to lower differences in negotiation outcomes.

If you have any further questions about this study, you may email the researchers (c.s.bruinewoud@uu.nl), (y.x.vanderveen@uu.nl). For formal complaints about this research, please contact [klachtenfunctionaris-fetcsocwet@uu.nl](mailto:klachtenfunctionaris-fetcsocwet@uu.nl).

We would appreciate it greatly if you shared our research for others to participate. To preserve the integrity of this research, please only discuss its content with people after they have participated.

If you are interested in receiving the final analysis of this master thesis research, you can leave your e-mail address below. Individual results will not be shared or made public. Please click the 'next' button to finalize the survey.

## Appendix B

### Exploratory analyses output

#### Matrix

		Notes
Output Created		05-JUN-2022 14:09:06
Comments		
Input	Data	/Users/xanne-livanderveen/Documents/Msc SHOP/Msc Thesis/SPSS/Xanne-Li Gender and negotiation - Heiligegraal.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	127

## Notes

Syntax	Notes
	<pre> MATRIX. compute wnames='xxxxx'. compute znames='xxxxx'. compute mcerpt=0. compute wiscov=0. compute ziscov=0. compute tooman=0. compute errcode=make (100,1,0). compute notecode=make (100,1,0). compute model = trunc( 8 ). compute iterate = abs (trunc( 100 )). compute converge = abs ( 0.00001 ). compute itprobtg=0. compute v2tag=0. compute ydich=0. compute maxwwarn=0. compute minwwarn=0. compute maxzwarn=0. compute minzwarn=0. compute toomany=0. compute wdich=0. compute zdich=0. compute wnotev=0. compute znotev=0. compute nxpval=1. compute nwpval=1. compute nzpval=1. compute errs=1. compute notes=1. compute criterr=0. compute novar=0. compute adjust=0. compute ncs=0. compute serial=0. compute sobelok=0. compute hasw=0. compute hasz=0. compute printw=0. compute printz=0. compute counterf=0. compute wmodcust=0. compute zmodcust=0. compute booting=0. compute bootiter=0. compute iterrmod=0. compute cov = 'xxxxx'. compute varorder=( 0 &lt;&gt; 0). compute nws=0. compute w= 'GIDENtot'. compute nzs=0. compute z = 'xxxxx'. compute nms=0. compute m = 'CAUtot'. compute nys=0. compute y = 'WStot'. compute nxs=0. compute x = 'Gender'. compute v = 'xxxxx'. compute q = 'xxxxx'. compute linsum={ -999 }. compute nlinsum=ncol (linsum). do if (linsum(1,1) = -999). compute nlinsum=0. end if. compute oldvare= </pre>

**Notes**

Resources	Processor Time	00:00:05,59
	Elapsed Time	00:00:05,00

Run MATRIX procedure:

\*\*\*\*\* PROCESS Procedure for SPSS Version 4.1 \*\*\*\*\*

Written by Andrew F. Hayes, Ph.D.      www.afhayes.com  
 Documentation available in Hayes (2022). www.guilford.com/p/hayes3

\*\*\*\*\*

Model : 8  
 Y : WStot  
 X : Gender  
 M : CAUtot  
 W : GIDENTot

Sample  
 Size: 127

\*\*\*\*\*

OUTCOME VARIABLE:  
 CAUtot

Model Summary

	R	R-sq	MSE	F(HC4)	df1	df2	p
	.075	.006	.594	.303	3.000	123.000	.823

Model

	coeff	se(HC4)	t	p	LLCI	ULCI
constant	3.615	.227	15.924	.000	3.166	4.065
Gender	.062	.147	.424	.673	-.229	.354
GIDENTot	-.129	.236	-.544	.587	-.597	.339
Int_1	.042	.168	.253	.801	-.290	.375

Product terms key:  
 Int\_1 : Gender x GIDENTot

Test(s) of highest order unconditional interaction(s):

	R2-chng	F(HC4)	df1	df2	p
X*W	.001	.064	1.000	123.000	.801

-----  
 Focal predict: Gender (X)  
 Mod var: GIDENTot (W)

Data for visualizing the conditional effect of the focal predictor:  
 Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/  
 Gender GIDENTot CAUtot .  
 BEGIN DATA.  
 1.000      -.870      3.753  
 2.000      -.870      3.778  
 1.000      .000      3.678  
 2.000      .000      3.740  
 1.000      .870      3.603



```

2.000      .870      3.702
END DATA.
GRAPH/SCATTERPLOT=
  GIDENTot WITH  CAUtot  BY      Gender  .

*****
OUTCOME VARIABLE:
  WStot

Model Summary
      R      R-sq      MSE      F(HC4)      df1      df2      p
      .246      .060      1.695      2.184      4.000      122.000      .075

Model
      coeff      se(HC4)      t      p      LLCI      ULCI
constant      4.100      .650      6.313      .000      2.814      5.386
Gender          .519      .250      2.074      .040      .024      1.014
CAUtot         -.087      .161      -.543      .588      -.406      .231
GIDENTot       -.599      .481      -1.246     .215     -1.551     .353
Int_1          .428      .286      1.497     .137     -.138     .993

Product terms key:
  Int_1      :      Gender  x      GIDENTot

Test(s) of highest order unconditional interaction(s):
      R2-chng      F(HC4)      df1      df2      p
X*W          .018      2.242      1.000     122.000     .137
-----
      Focal predict: Gender  (X)
      Mod var: GIDENTot (W)

Data for visualizing the conditional effect of the focal predictor:
Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/
  Gender  GIDENTot  WStot  .
BEGIN DATA.
  1.000   -.870     4.443
  2.000   -.870     4.590
  1.000   .000     4.294
  2.000   .000     4.813
  1.000   .870     4.145
  2.000   .870     5.036
END DATA.
GRAPH/SCATTERPLOT=
  GIDENTot WITH  WStot  BY      Gender  .

***** CORRELATIONS BETWEEN MODEL RESIDUALS *****

      CAUtot      WStot
CAUtot      1.000      .000
WStot       .000      1.000

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Conditional direct effect(s) of X on Y:
      GIDENTot      Effect      se(HC4)      t      p      LLCI      ULCI
      -.870      .147      .350      .420      .675     -.545     .839
      .000      .519      .250      2.074     .040     .024     1.014
      .870      .890      .355      2.506     .014     .187     1.594

```

Conditional indirect effects of X on Y:

INDIRECT EFFECT:

Gender	->	CAUtot	->	WStot	
GIDENTot	Effect	BootSE	BootLLCI	BootULCI	
	-.870	-.002	.037	-.090	.070
	.000	-.005	.028	-.078	.048
	.870	-.009	.041	-.111	.066

Index of moderated mediation:

	Index	BootSE	BootLLCI	BootULCI
GIDENTot	-.004	.031	-.077	.057

---

\*\*\*\*\* ANALYSIS NOTES AND ERRORS \*\*\*\*\*

Level of confidence for all confidence intervals in output:  
95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:  
5000

W values in conditional tables are the mean and +/- SD from the mean.

NOTE: A heteroscedasticity consistent standard error and covariance matrix estimator w as used.

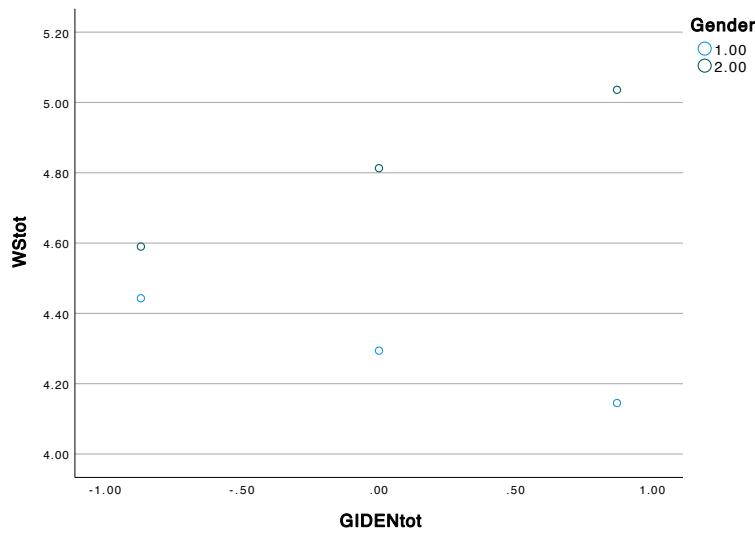
NOTE: The following variables were mean centered prior to analysis:  
GIDENTot

----- END MATRIX -----

**Graph**

**Notes**

Output Created	05-JUN-2022 14:12:08	
Comments		
Input	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	6
Syntax	GRAPH/SCATTERPLOT= GIDENTot WITH WStot BY Gender .	
Resources	Processor Time	00:00:00,24
	Elapsed Time	00:00:00,00



**Matrix**

**Notes**

Output Created		05-JUN-2022 14:26:40
Comments		
Input	Data	/Users/xanne-livanderveen/Documents/Msc SHOP/Msc Thesis/SPSS/Xanne-Li Gender and negotiation - Heiligegeaal.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	127

## Notes

Syntax	
	<pre> MATRIX. compute wnames='xxxxx'. compute znames='xxxxx'. compute mcerpt=0. compute wiscov=0. compute ziscov=0. compute tooman=0. compute errcode=make (100,1,0). compute notecode=make (100,1,0). compute model = trunc( 8 ). compute iterate = abs (trunc( 100 )). compute converge = abs ( 0.00001 ). compute itprobtg=0. compute v2tag=0. compute ydich=0. compute maxwwarn=0. compute minwwarn=0. compute maxzwarn=0. compute minzwarn=0. compute toomany=0. compute wdich=0. compute zdich=0. compute wnotev=0. compute znotev=0. compute nxpval=1. compute nwpval=1. compute nzpval=1. compute errs=1. compute notes=1. compute criterr=0. compute novar=0. compute adjust=0. compute ncs=0. compute serial=0. compute sobelok=0. compute hasw=0. compute hasz=0. compute printw=0. compute printz=0. compute counterf=0. compute wmodcust=0. compute zmodcust=0. compute booting=0. compute bootiter=0. compute iterrmod=0. compute cov = 'xxxxx'. compute varorder=( 0 &lt;&gt; 0). compute nws=0. compute w= 'GIDENtot'. compute nzs=0. compute z = 'xxxxx'. compute nms=0. compute m = 'CAUtot'. compute nys=0. compute y = 'PETot'. compute nxs=0. compute x = 'Gender'. compute v = 'xxxxx'. compute q = 'xxxxx'. compute linsum={ -999 }. compute nlinsum=ncol (linsum). do if (linsum(1,1) = -999). compute nlinsum=0. end if. compute oldvare= </pre>

**Notes**

Resources	Processor Time	00:00:06,15
	Elapsed Time	00:00:06,00

Run MATRIX procedure:

\*\*\*\*\* PROCESS Procedure for SPSS Version 4.1 \*\*\*\*\*

Written by Andrew F. Hayes, Ph.D.      www.afhayes.com  
 Documentation available in Hayes (2022). www.guilford.com/p/hayes3

\*\*\*\*\*

Model : 8  
 Y : PEtot  
 X : Gender  
 M : CAUtot  
 W : GIDENTot

Sample  
 Size: 127

\*\*\*\*\*

OUTCOME VARIABLE:  
 CAUtot

Model Summary

	R	R-sq	MSE	F(HC4)	df1	df2	p
	.075	.006	.594	.303	3.000	123.000	.823

Model

	coeff	se(HC4)	t	p	LLCI	ULCI
constant	3.615	.227	15.924	.000	3.166	4.065
Gender	.062	.147	.424	.673	-.229	.354
GIDENTot	-.129	.236	-.544	.587	-.597	.339
Int_1	.042	.168	.253	.801	-.290	.375

Product terms key:

Int\_1 : Gender x GIDENTot

Test(s) of highest order unconditional interaction(s):

	R2-chng	F(HC4)	df1	df2	p
X*W	.001	.064	1.000	123.000	.801

-----  
 Focal predict: Gender (X)  
 Mod var: GIDENTot (W)

Data for visualizing the conditional effect of the focal predictor:  
 Paste text below into a SPSS syntax window and execute to produce plot.

DATA LIST FREE/

```
Gender      GIDENTot  CAUtot      .
BEGIN DATA.
  1.000      -.870      3.753
  2.000      -.870      3.778
  1.000       .000      3.678
  2.000       .000      3.740
  1.000       .870      3.603
```

```

2.000      .870      3.702
END DATA.
GRAPH/SCATTERPLOT=
  GIDENTot WITH CAUtot BY Gender .

*****
OUTCOME VARIABLE:
  PETot

Model Summary
      R      R-sq      MSE      F(HC4)      df1      df2      p
      .228      .052      1.332      2.266      4.000      122.000      .066

Model
      coeff      se(HC4)      t      p      LLCI      ULCI
constant      4.447      .605      7.355      .000      3.250      5.644
Gender          .239      .223      1.072      .286      -.202      .681
CAUtot         -.031      .158      -.194      .847      -.343      .281
GIDENTot       -.598      .382     -1.566      .120     -1.355      .158
Int_1          .481      .231      2.081      .040      .023      .939

Product terms key:
  Int_1      :      Gender      x      GIDENTot

Test(s) of highest order unconditional interaction(s):
      R2-chng      F(HC4)      df1      df2      p
X*W          .028      4.330      1.000      122.000      .040
-----
      Focal predict: Gender (X)
      Mod var: GIDENTot (W)

Conditional effects of the focal predictor at values of the moderator(s):

      GIDENTot      Effect      se(HC4)      t      p      LLCI      ULCI
      -.870      -.179      .296      -.605      .547      -.766      .408
      .000      .239      .223      1.072      .286      -.202      .681
      .870      .658      .304      2.163      .033      .056      1.260

Moderator value(s) defining Johnson-Neyman significance region(s):
      Value      % below      % above
      .591      81.102      18.898

Conditional effect of focal predictor at values of the moderator:
      GIDENTot      Effect      se(HC4)      t      p      LLCI      ULCI
      -2.425      -.928      .598      -1.551      .124      -2.112      .256
      -2.225      -.831      .556      -1.497      .137      -1.931      .268
      -2.025      -.735      .514      -1.432      .155      -1.752      .281
      -1.825      -.639      .472      -1.353      .179      -1.574      .296
      -1.625      -.543      .432      -1.256      .211      -1.398      .313
      -1.425      -.447      .393      -1.136      .258      -1.225      .332
      -1.225      -.350      .356      -.984      .327      -1.055      .355
      -1.025      -.254      .321      -.791      .431      -.890      .382
      -.825      -.158      .290      -.545      .587      -.732      .416
      -.625      -.062      .263      -.235      .815      -.582      .458
      -.425      .035      .241      .143      .886      -.443      .513
      -.225      .131      .228      .575      .567      -.320      .582
      -.025      .227      .223      1.018      .310      -.214      .668
      .175      .323      .228      1.420      .158      -.127      .774
      .375      .420      .241      1.738      .085      -.058      .897
      .575      .516      .263      1.965      .052      -.004      1.035

```

.591	.524	.265	1.980	.050	.000	1.047
.775	.612	.290	2.113	.037	.039	1.185
.975	.708	.321	2.206	.029	.073	1.344
1.175	.804	.356	2.261	.026	.100	1.509
1.375	.901	.393	2.292	.024	.123	1.679
1.575	.997	.432	2.309	.023	.142	1.852

Data for visualizing the conditional effect of the focal predictor:  
 Paste text below into a SPSS syntax window and execute to produce plot.

```

DATA LIST FREE/
  Gender  GIDENTtot  PETot  .
BEGIN DATA.
  1.000   -.870     4.675
  2.000   -.870     4.496
  1.000    .000     4.573
  2.000    .000     4.812
  1.000    .870     4.471
  2.000    .870     5.129
END DATA.
GRAPH/SCATTERPLOT=
  GIDENTtot WITH  PETot  BY  Gender  .

***** CORRELATIONS BETWEEN MODEL RESIDUALS *****

          CAUtot      PETot
CAUtot    1.000      .000
PETot     .000      1.000

***** DIRECT AND INDIRECT EFFECTS OF X ON Y *****

Conditional direct effect(s) of X on Y:
  GIDENTtot  Effect  se(HC4)  t      p      LLCI      ULCI
  -.870     -.179    .296    -.605  .547    -.766    .408
  .000      .239    .223    1.072  .286    -.202    .681
  .870      .658    .304    2.163  .033    .056    1.260

Conditional indirect effects of X on Y:

INDIRECT EFFECT:
  Gender  ->  CAUtot  ->  PETot

  GIDENTtot  Effect  BootSE  BootLLCI  BootULCI
  -.870     -.001    .034    -.086    .061
  .000      -.002    .026    -.072    .038
  .870      -.003    .036    -.096    .057

  Index of moderated mediation:
          Index  BootSE  BootLLCI  BootULCI
  GIDENTtot  -.001    .028    -.064    .052
  ---

***** ANALYSIS NOTES AND ERRORS *****

Level of confidence for all confidence intervals in output:
  95.0000

Number of bootstrap samples for percentile bootstrap confidence intervals:
  5000
    
```

W values in conditional tables are the mean and +/- SD from the mean.

NOTE: A heteroscedasticity consistent standard error and covariance matrix estimator was used.

NOTE: The following variables were mean centered prior to analysis:  
GIDENTot

----- END MATRIX -----

**Graph**

**Notes**

Output Created		05-JUN-2022 14:27:35
Comments		
Input	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	6
Syntax		GRAPH/SCATTERPLOT= GIDENTot WITH PEtot BY Gender .
Resources	Processor Time	00:00:00,20
	Elapsed Time	00:00:00,00

