

Supplementary Information

Article title: Avoiding Backlash or Proving One's Manhood? Beliefs about Gender Differences in Negotiation

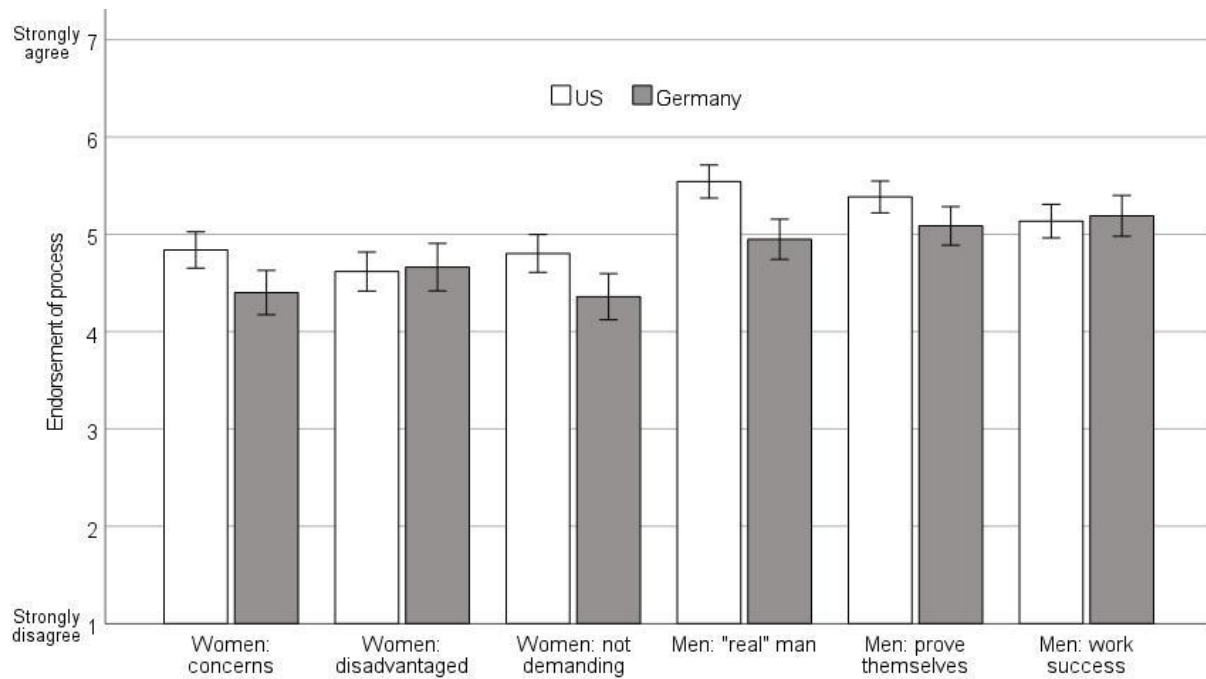
Journal name: *Group Decision and Negotiation*

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To visualize the additional interactions involving the process-factor observed in Study 3 (see the main manuscript), Figures 1 to 3 (each $N = 621$; error bars indicate 95% CIs) in this Online Supplement again show estimated marginal means following from the mixed ANCOVA (see the Results section for Study 3 in the main manuscript). For creating Figure 3 in this Online Supplement, experience was not included as a covariate but as a dichotomized factor, such that values of 1 to 3 were recoded as 0 = *less experience*, $n = 331$, and values of 4 to 7 were recoded as 1 = *more experience*, $n = 290$ (see also Study 2 in the main manuscript).

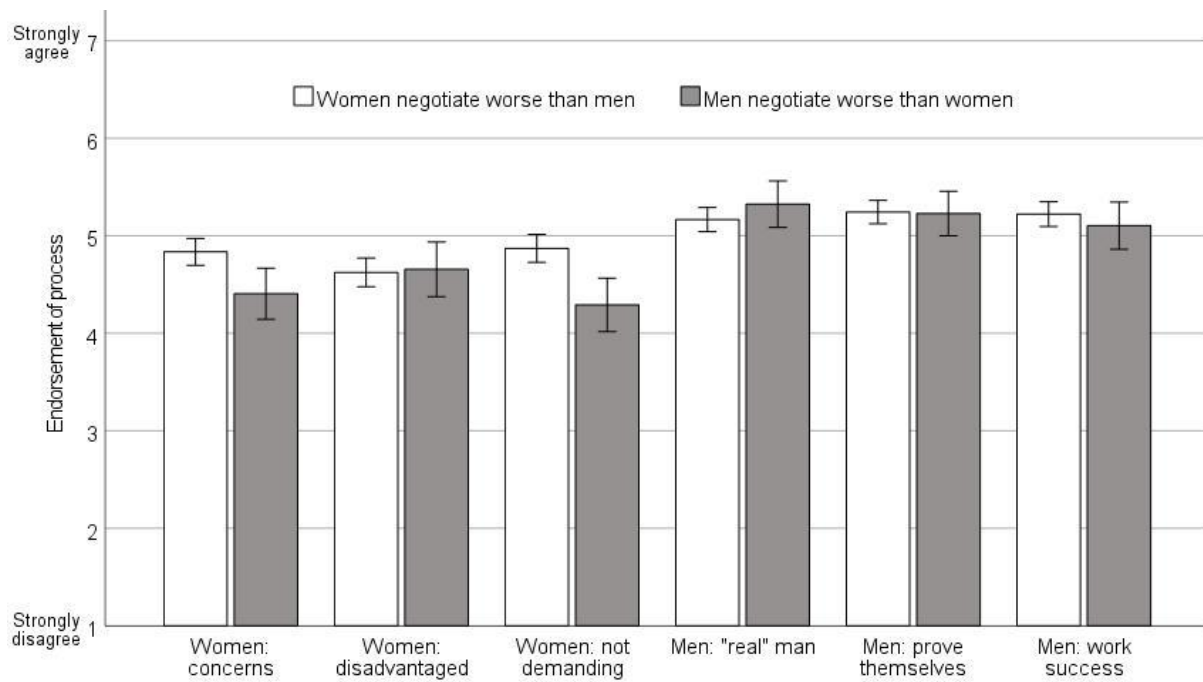
The tendency to endorse more strongly processes concerning men appeared somewhat more pronounced among participants from the U.S. (see Figure 1 in this Online Supplement), as well as among participants who perceived men to be less successful negotiators compared to women (see Figure 2 in this Online Supplement). People with less experience, as compared to people with more experience, appeared to endorse two processes concerning women slightly more (see Figure 3 in this Online Supplement). By contrast, people with less experience, as compared to people with more experience, appeared to endorse processes concerning men slightly less. Yet, across different levels of experience, people again appeared to endorse processes concerning men somewhat more than processes concerning women.

Supplementary Information—Figure 1*Beliefs about the Causes of Gender Differences by Cultural Background (Study 3)*

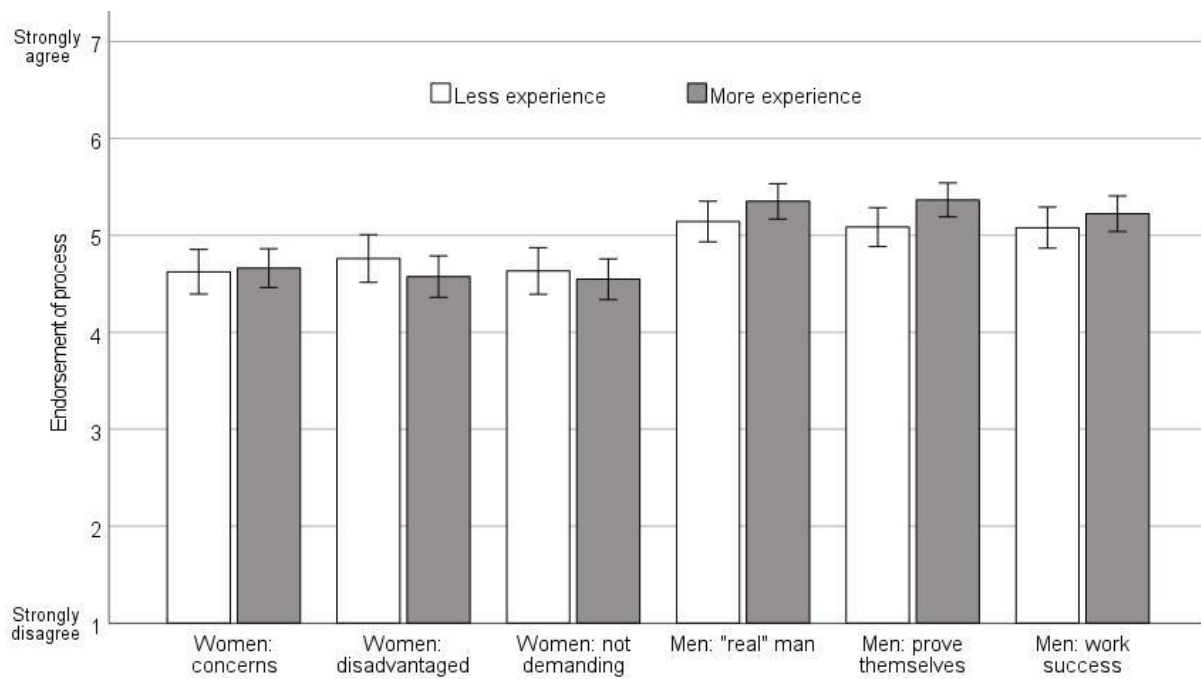
Note. There were significant differences among the six processes for U.S. participants ($n = 309$), $\chi^2(5) = 115.16$, $p < .001$, and for German participants ($n = 312$), $\chi^2(5) = 44.26$, $p < .001$.

Supplementary Information—Figure 2

Beliefs about the Causes of Gender Differences by Perception of the Direction of Gender Differences (Study 3)



Note. There were significant differences among the six processes for participants who perceived women to negotiate worse ($n = 473$), $\chi^2(5) = 71.19$, $p < .001$, and for participants who perceived men to perform worse ($n = 148$), $\chi^2(5) = 92.82$, $p < .001$.

Supplementary Information—Figure 3*Beliefs about the Causes of Gender Differences by Negotiation Experience (Study 3)*

Note. There were significant differences among the six processes for participants with less negotiation experience ($n = 331$), $\chi^2(5) = 26.63$, $p < .001$, and for participants with more negotiation experience ($n = 290$), $\chi^2(5) = 132.35$, $p < .001$.