

Research project Why are women in the context of job selection evaluated along multiple criteria, whereas competence is the fundamental dimension of evaluation for men? A provisional answer to this question can be derived from the stereotype content model (Fiske et al., 2002), according to which women are, in general terms, conceived as lower in social status than men. For this reason, it is likely that in order to compensate for their lower status, they will be requested to be performative on multiple dimensions, thus showing a Perfection bias. Specifically, the pilot Study and Study 1 will address this issue. Studies 2 to 5 will extend evidence on the Perfection Bias by considering further unexplored dimensions of evaluation. They will also examine whether men and women are attributed different prestige under competence vs. multiple judgemental dimensions portrayal.

Pilot study. It will assess the relative prestige attributed to the judgement dimensions used in previous studies (e.g., Moscatelli et al., 2020), that is, competence, morality, and sociability. It will also consider other dimensions that can be evaluated and influence selection processes, such as dominance, physical appearance, private life, leisure activities, depending on whether such dimensions pertain to men or women.

Study 1. Based on Pilot study results, it will (N = 120) experimentally test whether women displaying multiple dimensions are evaluated as having higher prestige than women displaying only competence. As for men, we hypothesize that their social status will be generally perceived as higher than women. Participants will be presented with a (male or female) candidate's self-presentation letter, which will portray the candidate as being characterized by multiple dimensions (e.g., competence, morality, sociability, dominance, physical appearance, private life) or competence only. The experimental design will be 2 (candidate gender: man, woman) × 2 (content of the description: competence, multiple dimensions). Participants will rate the perceived status of the target on three items adapted from previous research (e.g., "How much do you think the person earns"). Then stable individual differences in need for closure will be assessed through the Need For Closure scale (e.g., "Any solution to a problem is better than remaining in a state of uncertainty"). We expect participants high in need for closure to have a more pronounced preference for women portrayed by multiple dimensions, since multiple dimensions allow to secure one's judgement more than reference to competence only.

Study 2. (N = 120) It will assess how expectations affect personnel selection decisions by manipulating the information about male and female candidates provided through bogus reports of professional selectors. The task of participants will be deciding whether the candidate will be

interviewed a second time to acquire further useful information for the recruitment. We hypothesize that male candidates will be considered suitable for a second interview even when the report focuses on competence only, whereas women should be portrayed through multiple dimensions to be considered suitable for a second interview. The experimental design will be 2(candidate gender) × 2 (Content of the description: competence, multiple dimensions), both manipulated within participants. The dependent variables will be: a) the order with which the candidates will be called back for a second interview, b) their likelihood of being selected for the job, c) the attribution of prestige to the candidates and the salary they should get if hired.

Study 3. It is (N = 120) meant to assess the perfection bias through a procedure of information searching. Specifically, it will examine the extent to which participants in the role of job selectors actively search for information on female and male candidates. Information will be related to the possible dimensions that can be considered in selection procedures, as reported in Study 2. We predict that competence information will be searched for when the candidate is a man, whereas different dimensions will be searched for a female candidate. This effect should be even more pronounced if the recruitment is related to a high-status job. The design will be 2(candidate gender) × 2 (type of job: high status, low status). Participants will be informed that a first job interview has been carried out and will be presented with a matrix containing relevant information related to different dimensions. They will be told that they can access 5 further pieces of information and asked what dimension they want to access. We will register what type of information they will require. Participants will also be asked to attribute prestige to the candidate and to indicate the likelihood of selection and the salary the candidate should get.

Study 4. It is (N = 150) is meant to provide convergent evidence on the perfection bias by employing physiological measures obtained through an eye-tracking device. Specifically, this study addresses which information people search for when they have the task of hiring a candidate. We will employ a 2(candidate gender) × 2(job status: high, low) experimental design. As in study 3, participants will be informed that a first interview has been already conducted and that they will have the possibility to read the report written by another recruiter. Participants will be exposed to written information related to different judgement dimensions. Participants' eyes movements will be recorded, focusing on gaze direction and time spent scrutinizing information. In addition, the same dependent variables of previous studies will be measured. We predict that participants will focus their gaze more on competence information when the target is a man compared to a woman. We also expect them to take more time in reading all information when the candidate is a woman.

PIANO FORMATIVO L'assegnista avrà il compito di formare un campo di conoscenza condivisa con i membri del gruppo di ricerca sulla letteratura relativa ai modelli bidimensionali e multidimensionali degli stereotipi di genere e sui processi di formazione delle informazioni. Sarà poi condotto ad affinare le competenze statistiche multivariate per l'analisi di dati derivanti da evidenze sperimentali e cross-sectional. Avrà il compito di condurre studi pilota per la messa a punto del materiale sperimentale, di sviluppare competenze relative all'uso di strumentazioni per rilevare "eye tracking" e di estrapolare dati derivanti da tali procedure, Condurrà esperimenti sia nella sede Bolognese che quella Cesenate del Dipartimento di Psicologia. Contribuirà insieme al gruppo di ricerca alla messa a punto del disegno di ricerca, delle misure dei costrutti, alla elaborazione dei dati ed alla stesura dei prodotti scientifici della ricerca. L'assegnista incontrerà regolarmente il gruppo di ricerca per relazionare sui progressi e per far fronte ad eventuali criticità incontrate.