

# The effects of subordinate's gender on professionals' likelihood to accept a career-advancing job offer

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**Abstract.** Although decades of research show how gender bias raises unique challenges for women in leadership position, much less work has examined the potentially deterrent effects that anticipation of these challenges has on women's appraisal of prospective leadership positions. In the present research, we take a closer look at the specific contextual features of job opportunities to examine how future subordinates' gender differentially affects men's and women's assessment of a prospective leadership position. We hypothesize that female—but not male—professionals take into account the gender composition of their potential future subordinate team when assessing the attractiveness of a job offer, such that their attitude toward the position becomes less favorable as the ratio of opposite sex to same sex subordinates increases. To explain this phenomenon, we root our analysis in a status perspective of gender and propose that female professionals anticipate more conflict with male subordinates, whom, they expect, will be more likely to challenge the legitimacy of a woman's authority and less likely to cooperate under their leadership. We find early support of these hypotheses in a pre-registered, within-subject study with professionals in non-managerial positions ( $N = 155$  participants and 620 observations).