



# Performance Assessments in Diverse Teams: Who Gets Unfair Credit for Joint Team Performance?

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How does a team-level performance evaluation affect the in-group favoritism bias in peer performance assessments?



**(Field) Experiment** with a  $2 \times 2$  between-subjects design: 247 participants work in gender-balanced teams with 2 female and 2 male members on a creative task



- **In-group favoritism:** individuals assess the performance of their similar (same gender) in-group team members more favorably



- Positive team performance evaluation can **de-bias in-group favoritism** by triggering a competitive attribution process



- Negative team performance evaluation does not trigger a competitive situation

Interaction Effect of *Team Evaluation* and *Team Performance* on the *In-Group Favoritism Bias* in Peer Assessments

