

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



Gerhard Speckbacher & Martin Wiernsperger



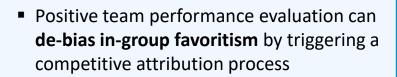
How does a team-level performance evaluation affect the in-group favoritism bias in peer performance assessments?



(Field) Experiment with a 2 × 2 betweensubjects 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



 Negative team performance evaluation does not trigger a competitive situation

