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Abstract

Gender Discrimination in Negotiator Deception:
An Archival Analysis of Behavior in the MBA Classroom

In this article, the relationship between gender and the likelihood of being deceived is examined. In strategic interactions, rational actors deceive on the basis of expected consequences (Gneezy, 2005). Gender stereotypes suggesting women are more easily misled than men predict that women will be deceived more so than men. Study 1 involved an archival analysis of deception in a real estate negotiation simulation in the MBA classroom (N = 298). Consistent with a rational analysis of gender stereotypes, women were deceived more frequently than men, yet women perceived no less honesty in their counterparts than did men. Economic and psychological consequences of deception were also examined, including agreement rates, sale price, and negotiator subjective experience. When believed by their target, lies facilitated deal making. However, psychologically, lying impaired subjective negotiation experiences. Studies 2 (N = 131), 3A (N = 107) and 3B (N = 132) were designed to explore the potential role of gender stereotypes in driving gender discrimination in negotiator deception. As expected, negotiator gender activated gender stereotypes, which in turn influenced the expected consequences of deception. Both theoretical and applied implications are discussed.