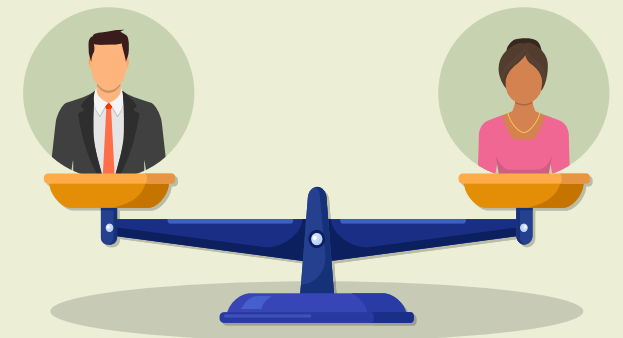


# Gender Bias in Evaluating Subordinates' Potential in Male-Dominated Workplaces

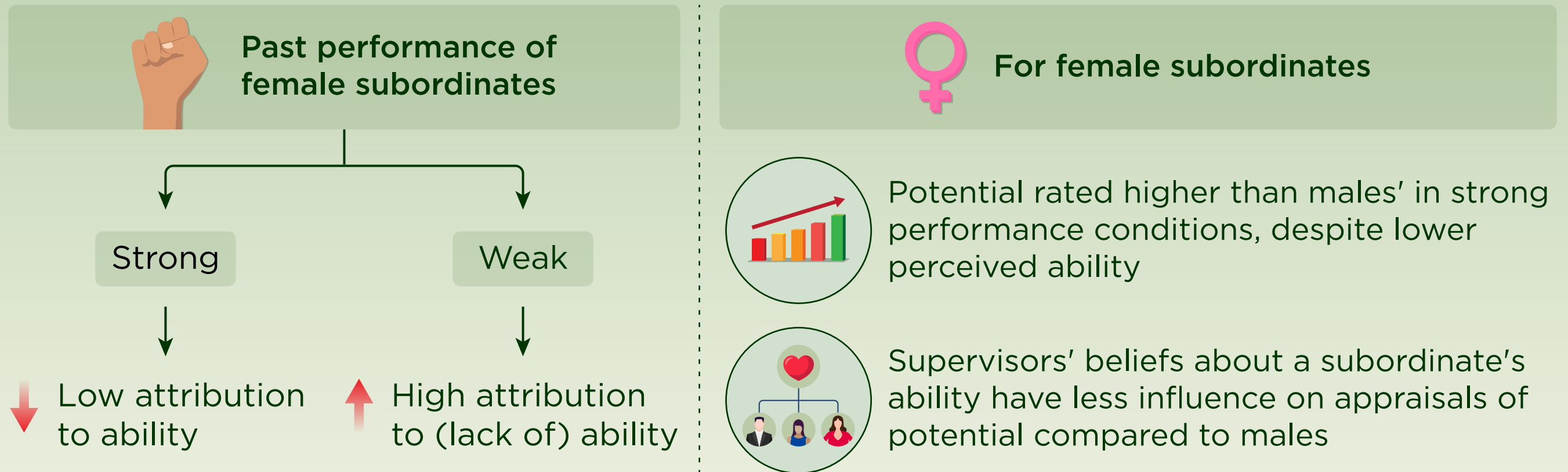
The assessment of an employee's potential for higher-level positions within a company is influenced by social and organizational contexts, especially in male-dominated fields



Gender stereotypes can influence the supervisors' subjective assessments of a subordinate's past performance and potential, leading to differential evaluations



Hypothetical case set study with 160 business school alumni (25.6% female) in the banking and financial services industry



The unintended consequences associated with implementing programs designed to identify high-potential employees from underrepresented groups may limit high-potential females' advancement

**Persisting gender stereotypes make it challenging to accurately assess and support the advancement of female employees**