

The Gender–Leader Implicit Association Test

Instructions: This exercise begins with a practice trial. Using a pencil, classify each of the words in the middle column into one of the two categories indicated, *Flower* or *Insect*, by putting a check mark in the column to the left or the right. Please do this task as quickly as possible, taking care not to skip over any words.

Practice Trial

Flower		Insect
<input type="radio"/>	Rose	<input type="radio"/>
<input type="radio"/>	Lily	<input type="radio"/>
<input type="radio"/>	Dragonfly	<input type="radio"/>
<input type="radio"/>	Beetle	<input type="radio"/>
<input type="radio"/>	Gnat	<input type="radio"/>
<input type="radio"/>	Daffodil	<input type="radio"/>
<input type="radio"/>	Mosquito	<input type="radio"/>
<input type="radio"/>	Daisy	<input type="radio"/>
<input type="radio"/>	Roach	<input type="radio"/>
<input type="radio"/>	Tulip	<input type="radio"/>

You will now complete the two test trials; you will need a stopwatch for this portion of the test. For these test trials, the options are *Male* or *Female* and *Leader* or *Supporter*, and the categories will be combined. If the word you read belongs to the *Male* or *Leader* category, put a check in the left column; if it belongs to the *Female* or *Supporter* category, put a check in the right column. You will record how long it takes you to complete this task by starting your stopwatch when you begin and stopping it after you make your final classification. Remember to work as quickly as possible, without skipping any words.

Test Trial A

Male or Leader		Female or Supporter
<input type="radio"/>	Emily	<input type="radio"/>
<input type="radio"/>	Josh	<input type="radio"/>
<input type="radio"/>	Supporter	<input type="radio"/>
<input type="radio"/>	Leader	<input type="radio"/>
<input type="radio"/>	Brandon	<input type="radio"/>
<input type="radio"/>	Ambitious	<input type="radio"/>
<input type="radio"/>	Peter	<input type="radio"/>
<input type="radio"/>	Determined	<input type="radio"/>
<input type="radio"/>	Donna	<input type="radio"/>

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Male or Leader		Female or Supporter
<input type="radio"/>	Debbie	<input type="radio"/>
<input type="radio"/>	Helpful	<input type="radio"/>
<input type="radio"/>	Dynamic	<input type="radio"/>
<input type="radio"/>	Understanding	<input type="radio"/>
<input type="radio"/>	Katherine	<input type="radio"/>
<input type="radio"/>	Ian	<input type="radio"/>
<input type="radio"/>	Sympathetic	<input type="radio"/>
<input type="radio"/>	Compassionate	<input type="radio"/>
<input type="radio"/>	Jane	<input type="radio"/>
<input type="radio"/>	Andrew	<input type="radio"/>
<input type="radio"/>	Assertive	<input type="radio"/>

Time to complete Test Trial A: _____

You will do this same task a second time, but this time the combination of categories has been switched. If the word you read belongs to the *Male or Supporter* category, put a check in the left column; if it belongs to the *Female or Leader* category, put a check in the right column. Again, use your stopwatch to time how long it takes you to complete the task.

Test Trial B

Male or Supporter		Female or Leader
<input type="radio"/>	Supporter	<input type="radio"/>
<input type="radio"/>	Emily	<input type="radio"/>
<input type="radio"/>	Josh	<input type="radio"/>
<input type="radio"/>	Leader	<input type="radio"/>
<input type="radio"/>	Ambitious	<input type="radio"/>
<input type="radio"/>	Brandon	<input type="radio"/>
<input type="radio"/>	Peter	<input type="radio"/>
<input type="radio"/>	Donna	<input type="radio"/>
<input type="radio"/>	Helpful	<input type="radio"/>
<input type="radio"/>	Determined	<input type="radio"/>
<input type="radio"/>	Dynamic	<input type="radio"/>
<input type="radio"/>	Assertive	<input type="radio"/>
<input type="radio"/>	Debbie	<input type="radio"/>

Male or Supporter		Female or Leader
<input type="radio"/>	Katherine	<input type="radio"/>
<input type="radio"/>	Understanding	<input type="radio"/>
<input type="radio"/>	Ian	<input type="radio"/>
<input type="radio"/>	Sympathetic	<input type="radio"/>
<input type="radio"/>	Andrew	<input type="radio"/>
<input type="radio"/>	Compassionate	<input type="radio"/>
<input type="radio"/>	Jane	<input type="radio"/>

Time to complete Test Trial B: _____

Scoring

The logic behind the IAT is that the longer it takes to categorize the words when the categories have counterstereotypical pairings (i.e., *Female* and *Leader*, *Male* and *Supporter*) compared with stereotypical pairings, the more one automatically associates women with supportive qualities as opposed to leadership qualities.

The gender bias effect is computed by subtracting the time it took to complete Trial A (the stereotype-congruent task) from the time to complete Trial B (the stereotype-incongruent task). Positive scores reflect automatic associations between *Female* and *Supporter* and between *Male* and *Leader*. Many people are surprised to find out that they have a biased association favoring males and leadership, especially when it is incompatible with their stated egalitarian values. This test is designed to show people that they might hold associations that they are unaware of and to make people aware of the broad reach of these stereotypes. Please see the IAT website at Harvard University (<https://implicit.harvard.edu>) for more information on the IAT and a more detailed understanding of the results.