

Essays on competitive attitude

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Summary Ph.D. Thesis | DIOGO GERALDES

Title: Essays on Competitive Attitude

Subtitle: Sex, stereotypes, and group membership

Keywords: competitiveness, gender gaps, lab experiments, social identity, stereotypes, workplace diversity

Summary: In this dissertation, I pursue two fundamental objectives. Firstly, through the combination of economic experiments, economic theory, and psychology theory, I investigate motivations underlying behavior in economically relevant **competitive** settings. Secondly, I use the behavioral insights from my research to draw policy implications for the labor market. The main practical implications of my research are: i. To encourage women entering a male-dominated labor market, information in job advertisements that highlight women's underrepresentation should be replaced by references to recent female applicants and/or existing female workers; ii. The appropriate intervention to prevent the adverse effect of stereotype threat in performance is to avoid any information referring to the stereotype; iii. To deter reckless decisions in competitive labor markets (e.g., hedge funds), we should index the bonus of workers to the performance of their peers.