

Supplemental Table. ACT-predicted Interactions between Female and Male Executives and Workplace Objects

Behaviors	Object	Actor-based Deflection for		Deflection Difference	Gender-deviant for
		Female Executive	Male Executive		
Concepts Rated by Women					
(1.62, .98, 1.29) collaborate with, chat up, beam at	competitor (.69, 1.65, 1.78)	.82	1.38	−.56	male executive
(.40, 1.29, 1.45) bargain with, stop, discipline		1.50	.64	.86	female executive
(2.04, .45, 1.73) chitchat with, drink with, chat up	VIP (1.79, 2.79, 1.87)	.90	2.28	−1.38	male executive
(.93, .54, 1.67) chatter to, drink with, jest with		.96	1.21	−.25	neither
(.92, 1.53, .98) direct, sell something to, bargain with	opponent (−.54, .79, 1.32)	1.31	.76	.55	female executive
(−.16, 1.90, 1.41) discipline, command, penalize		2.11	.42	1.69	female executive
Concepts Rated by Men					
(1.32, .01, .53) concur with, show something to, pay for	competitor (1.26, 1.66, 1.57)	.08	1.01	−.93	male executive
(1.41, 1.15, 1.01) barter with, talk to, supervise		.06	.39	−.33	neither
(1.38, −.15, .55) concur with, show something to, pay for	VIP (1.30, 2.25, 1.33)	.12	1.12	−1.00	male executive
(1.48, .89, 1.03) place order with, speak to, barter with		.02	.49	−.47	neither
(.66, .44, .19) pay for, tell something to, turn to	opponent (−.46, .24, 1.01)	.43	1.20	−.77	male executive
(.57, 1.81, .71) discipline, confront, exalt		.71	.67	.04	neither

Notes: Simulation results come from the 2001–2003 U.S. *Interact* dictionaries (Francis and Heise 2006). The EPA profiles in the Behaviors column create the least total deflection for a female executive (first profile) or a male executive (second profile) directing an action at the object in that row. All results except the “opponent” identity come from the business institution of the dictionary. We included “opponent” because it offers a unique EPA profile not available among the business identities and because we felt that executives may perceive executives who run competing companies as their opponents.