

Feedback and Gender Homophily in Teams

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Abstract :

We study the role of feedback and gender homophily in teamwork through a lab experiment. Participants endogenously sort into teams to perform a real effort task. They receive feedback that varies across treatments, with the salience of individual errors increasing. We measure gender homophily by studying whether women choose to team up with women, and men with men. We examine how homophily responds to feedback and assess its implications for team performance and beliefs. Preliminary results show that men exhibit no gender preference in partner selection, while women choose 25% more women as negative feedback becomes more salient. Additionally, salient negative feedback reduces optimism about others' performance for both genders and lowers women's confidence. Communication mitigates the latter effect, boosting women's confidence and satisfaction.