

DR. CHRISTA NATER

University of Bern

PUBLICATIONS

JOURNAL ARTICLES

- Nater, C.**, Heilman, M. E., & Sczesny, S. (2023). Footsteps I would like to follow? How gender quotas affect the acceptance of women leaders as role models and inspirations for leadership. *European Journal of Social Psychology*, *53*, 129-146. <https://doi.org/10.1002/ejsp.2892>
- Malayeri, S., **Nater, C.**, Krahe, B., Sczesny, S. (2022). Sexual aggression among women and men in an Iranian sample: Prevalence and correlates. *Sex Roles*, *87*, 139-153. <https://doi.org/10.1007/s11199-022-01312-2>
- Sczesny, S., **Nater, C.**, & Haines, S. (2021). Perceived to be incompetent, but not a risk: Why men are evaluated as less suitable for childcare work than women. *Journal of Applied Social Psychology*, *52*, 693-703. <https://doi.org/10.1111/jasp.12845>
- Eagly, A. H., **Nater, C.**, Miller, D., Kaufmann, M., & Sczesny, S. (2020). Gender stereotypes have changed: A cross-temporal meta-analysis of U.S. public opinion polls from 1946-2018. *American Psychologist*, *75*, 301-315. <https://doi.org/10.1037/amp0000494>
- Nater, C.**, & Sczesny, S. (2018). Managing gender balance: How policy interventions may increase women's striving for leadership. *Academy of Management Proceedings*, *1*, 16334. <https://doi.org/10.5465/AMBPP.2018.16334symposium>
- Nater, C.**, & Sczesny, S. (2016). Affirmative action policies in job advertisements for leadership positions: How they affect women's and men's inclination to apply. *European Journal of Social Psychology*, *46*, 891-902. <https://doi.org/10.1002/ejsp.2200>
- Nater, C.**, & Zell, E. (2015). Accuracy of social perception: An integration and review of meta-analyses. *Social and Personality Psychology Compass*, *9*, 481-494. <https://doi.org/10.1111/spc3.12194>

BOOK CHAPTERS

- Schmader, T., & **Nater, C.** (2024). Gender. In D. Gilbert, S. Fiske, E. Finkel, W. B. Mendes (Eds.), *The Handbook of Social Psychology* (pp. xx-xx). Princeton University Library Publishing.
- Sczesny, S., **Nater, C.**, & Eagly, A. H. (2019). Agency and communion: Their implications for gender stereotypes and gender identities. In A. E. Abele & B. Wojciszke (Eds.), *Current Issues in Social Psychology. Agency and Communion in Social Psychology* (pp. 103-116). New York, NY: Routledge.

MANUSCRIPTS UNDER REVIEW

- Nater, C.**, Eagly, A. H., Heilman, M. E., Messerli-Bürgy, N., & Sczesny, S. (revise and resubmit). Emphasizing the communal demands of a leader role makes job interviews less stressful for women but not more successful. *Journal of Applied Psychology*.
- Haines, S., **Nater, C.**, & Sczesny, S. (revise and resubmit). How to best encourage men to care? An integrative review and recommendations for men's sustainable representation in care-oriented careers. *Sex Roles*.
- Dorrough, A. R.*, **Nater, C.***, Eagly, A. H., Miller, D. I., Greitemeyer, T., & Kastenmüller A. (revise and resubmit). Exposure to Misogynous Media Relates to Greater Hostility Toward Women: A Meta-Analysis of 227 Studies. *Psychological Bulletin*.
- Zehnter, M., & **Nater, C.** (under review). Beyond Being Beneficiaries: Explaining Women's More Favorable Explicit and Implicit Attitudes Towards Women Quotas. *European Journal of Social Psychology*.

MANUSCRIPTS IN PREPARATION

- Nater, C.**, Eagly, A. H., Miller, D., & Sczesny, S. (in prep.). Gender stereotypes vary across nations: A cross-cultural meta-analysis of representative public opinion polls. Progress: 80%, Target: *PNAS*.
- Nater, C.**, Koyama, J., Hall, W., & Schmader, T. (in prep.). An Inclusive Culture Frees Women (and Men) from the Masculine Default of Dominant Leadership. Target: *Journal of Personality and Social Psychology*
- Nater, C.**, Cabrera, S., Schmader, T. (in prep.). Rolling towards gender equality in leadership: Effects of focal random selection on evaluations of women and men leaders.
- Pietraszkiewicz, A., **Nater, C.**, & Sczesny, S. (in prep.). Female candidates describe themselves as more communal, but not as less agentic, than male candidates: Capturing the Big Two in natural language during self-presentation in organizational contexts.
- Sczesny, S.*, **Nater, C.***, Rudman, L., Lohmore, A., Malayeri, S., Sakalli, N., Saxler, F., & Gustafsson Sendén, M. (in prep.). How women and men should (not) be: Gender rules and their alignment with status beliefs in seven nations.

PRESS & PUBLIC DISSEMINATION

- Haines, S., **Nater, C.**, & Sczesny, S. (2023). Overcoming barriers to increase men's representation in early childhood education and care. [Child Links](#), 2, 19-23.
- Pratelli, C. & **Nater, C.** (2021) Führungskräfte als Rollenmodelle [Corporate leaders as role models]. [HR Today](#), 7-8.
- Nater, C.** (2021) So wirken Sie «Gender Biases» entgegen [How to reduce gender biases]. [Werkeplatz Égalité](#).
- Dorrough, A. R., **Nater, C.**, & Leszczyńska, M. (2019). Die Frauenquote greift in mehreren europäischen Ländern: Was sind die positiven und negativen Nebenwirkungen? [The women's quota is taking effect in several European countries: What are its positive and negative side effects?]. [Das In-Mind Magazin](#), 1.

Dorrough, A. R., **Nater, C.**, & Leszczyńska, M. (2019). What are positive and negative side effects of gender quotas? *International In-Mind Magazin*, 12.

INVITED TALKS & KNOWLEDGE TRANSFER

Nater, C. (2023, November 2). The costs and consequences of gender bias in the workplace. Colloquia series of the Vetsuisse Faculty. University of Bern, Switzerland.

Nater, C. (2023, June 8; June 12; June 14). Unbewusste Vorurteile: Ursprung und Auswirkungen von Gender Biases [Unconscious biases: Origins and consequences of gender biases]. Mitarbeitenden-Workshops des Eidgenössischen Department für Verkehr, Umwelt, Energie und Kommunikation (UVEK).

Nater, C. (2023, January). Gender Diversity and Inclusion in STEM. Guest lecturer at the Department of Mechanical Engineering. University of British Columbia, Canada.

Nater, C. (2022, April). Herausforderung Gender Diversity: Ursprung und Auswirkungen von Gender Bias [The challenge of gender diversity: the origins and consequences of gender biases]. Kadertagung des Bundesamts für Zivilluftfahrt BAZL, Flughafen Zürich, Switzerland.

Nater, C. (2021, December). «Unconscious biases»: Ursprung und Auswirkungen für die Arbeitswelt [«Unconscious biases»: Origins and consequences for the workplace]. Kadertagung des Bundesamts für Raumentwicklung ARE, Switzerland. (delivered remotely)

Nater, C. (2021, October). Understanding and addressing gender segregation and gender bias in workplace settings. Department of Psychology, Social and Personality Psychology Colloquium Series. University of British Columbia, Canada.

Nater, C. (2021, June). Teilnahme an der Kadertagung des Eidgenössischen Department für Verkehr, Umwelt, Energie und Kommunikation (UVEK) mit Schwerpunkt Geschlechterdiversität, in Magglingen, auf Einladung der Bundesrätin Simonetta Sommaruga. [Participation at the management conference of the Federal Department of the Environment, Transport, Energy and Communications (DETEC) on gender diversity, in Magglingen, by invitation from the Federal Council Simonetta Sommaruga].

Nater, C. (2021, June) Vorurteile und Stereotype und deren Auswirkungen in der Rekrutierung und Entwicklung von Mitarbeitenden [Prejudices and stereotypes and how they may affect recruitment and development of employees]. HR-Tagung des Eidgenössischen Departments für Verkehr, Umwelt, Energie und Kommunikation (UVEK), Switzerland. (delivered remotely due to Covid-19)

Nater, C. (2021, June) «Gender Biases» in Rekrutierung und Beförderung: Wirkungsvolle Massnahmen und Tools [Gender biases in recruitment and promotion: Effective measures and tools]. Werkplatz Égalité des Kantons Bern, Switzerland. (delivered remotely due to Covid-19)

Nater, C. (2020, January). Geschlechtsstereotype und ihre Auswirkungen im beruflichen Kontext [Gender stereotypes and their implications for the workplace]. Neue Helvetische Gesellschaft, Switzerland.

Nater, C. (2019, September). Frauenquoten im europäischen Vergleich: Wie erfolgreich sind sie? [Comparing gender quotas across Europe: How successful are they?]. Faculty of Law, University of Lucerne, Switzerland.

Nater, C. (2019, March). Do affirmative action measures help or hinder the development of gender balance in leadership positions in the long-run? INSEAD Business School, Singapore.

CONFERENCE PRESENTATIONS

- Malayeri, S., **Nater, C.**, Krahé, B., Vandello, J., & Sczesny, S. (2024, February). Is she a good muslima? How the victim's wearing hijab affects muslims' perceptions of rape. Society for Personality and Social Psychology (SPSP), San Diego, CA.
- Nater, C.**, Miller, D. I., Eagly, A. H., & Sczesny, S. (2023, October). Gender stereotypes vary across nations: An analysis of public opinion polls in 1995 and 2023. In **Christa Nater** & Toni Schmader (Co-Chairs), *Gender Stereotypes and Gendered Interests Across Culture and Time*. Society of Experimental Social Psychology (SESP), Madison, WI.
- Nater, C.**, Schmader, T., Bergsieker, H., Koyama, J., & Hall, W. (2023, February). Explaining how inclusive cultures free women from dominant behaviors. In **Christa Nater** & Toni Schmader (Co-Chairs), *Implications of masculine defaults for organizations and academia*. Society for Social and Personality Psychology (SPSP), Atlanta, GA.
- Pietraszkiewicz, A., **Nater, C.**, Eagly, A. H., & Sczesny, S. (2023, July). Women more than men adjust their language when applying for a masculine leadership position. *Featured Blitz Talks*. European Association of Social Psychology (EASP), Krakow, Poland.
- Haines, S., Graf, S., **Nater, C.**, & Sczesny, S. (2023, July). Men in childcare work: Gender stereotypes as barriers to men's engagement and potential solutions. In Marie Gustafsson Sendén (Chair), *Barriers and facilitators of achieving gender diversity*. European Association of Social Psychology (EASP), Krakow, Poland.
- Nater, C.**, Schmader, T., Bergsieker, H., Koyama, J., Hall, W. (2022, October). Does an inclusive culture free women from masculine defaults: Implications for dominant leadership and career constraints. In **Christa Nater** & Toni Schmader (Co-Chairs), *Novel insights on masculine defaults' far-reaching consequences for organizations and academia*. Society of Experimental Social Psychology (SESP), Philadelphia, PA.
- Cabrera, S., **Nater, C.**, Schmader, T. (2022, September). Rolling towards gender equality in leadership: Effects of focal random selection on how women are perceived. Western Canadian Conference on Undergraduate Research & Psychology (CURP), Kelowna, BC, Canada.
- Moor, J., Baumgartner, C., Streit, S., **Nater, C.**, (2022, June). Do women not want to become senior-level physicians in General Internal Medicine? Swiss Society of General Internal Medicine, Lausanne, Switzerland.
- Malayeri, S., **Nater, C.**, Krahé, B., Sczesny, S. (2022, February). How prevalent is sexual aggression in Iran? A detailed understanding of victimization and perpetration between women and men. Society for Personality and Social Psychology (SPSP), San Francisco, CA.
***** Graduate Student Travel Award awarded to Shera Malayeri *****
- Nater, C.**, & Sczesny, S., & Rudman, L. (2022, February). How women and men should (not) be: Gender rules and their alignment with social status beliefs in seven nations. Society for Personality and Social Psychology (SPSP), San Francisco, CA.
***** Selected for Single Presenter Panel (as one of 72, out of 1900 submissions) *****
- Pietraszkiewicz, A.*, **Nater, C.***, & Sczesny, S. (2022, February). Agentic vs. Communal Self-Presentation: Women's and Men's Spoken and Written Language Use Depends on the Framing of the Leadership Position. Society for Personality and Social Psychology (SPSP), San Francisco, CA.
***** Selected for Data Blitz Presentation (as one of 30, out of 1900 submissions) *****
- Pietraszkiewicz, A.*, **Nater, C.***, & Sczesny, S. (2022, February). "I'm an Agentic Leader": How Women Adjust Their Natural Language When Interviewing for a Masculine Construed Leadership Position. Gender Preconference, Society for Personality and Social Psychology (SPSP), San Francisco, CA.

- Nater, C.** (2021, December). Change in gender stereotypes over time: What does U.S. public opinion poll data say? Annual UBC Postdoctoral Research Conference, Vancouver, Canada.
- Nater, C.** (2021, November). The burden of stereotypes: How an inclusive culture frees women from the male default and backlash for dominant leadership. Engendering Success in STEM Consortium Annual Meeting. virtual.
- Malayeri, S., **Nater, C.**, Krahé, B., Sczesny, S. (2021, May). High prevalence of sexual aggression in Iran: Examining antecedents of sexual victimization and perpetration between women and men. Association for Psychological Science (APS), virtual.
- Nater, C.**, Eagly, A. H., Heilman, M. E., Messerli-Bürgy, N., & Sczesny, S. (2021, February). Women's difficulties in attaining leadership begin with the stresses of the job interview. Society for Personality and Social Psychology (SPSP), virtual.
- Pietraszkiewicz, A., **Nater, C.**, & Sczesny, S. (2021, February). Women's and men's self-presentation in job interviews for leadership positions: Expressions of agency and communion in natural language use. Society for Personality and Social Psychology (SPSP), virtual.
- Nater, C.**, Eagly, A. H., Heilman, M. E., Messerli-Bürgy, N., & Sczesny, S. (2020, July – accepted symposium; cancelled due to Covid-19). Explaining women's vulnerability in job interviews for leadership positions: The implications of stress for performance quality. In **Christa Nater** (Chair), *Novel insights on why women are less likely to strive for leadership than men*. European Association of Social Psychology (EASP), Krakow, Poland.
- Eagly, A. H., **Nater, C.**, Miller, D., Kaufmann, M., & Sczesny, S. (2020, July – accepted symposium; cancelled due to Covid-19). Gender stereotypes have changed, and the changes are surprising. In Renata Bongiorno (Chair), *A new look at gender stereotype content and implications for overcoming bias*. European Association of Social Psychology (EASP), Krakow, Poland.
- Nater, C.** (2019, September). Gender quotas for leadership: Can they help establish effective role models for the next generation of women leaders? Swiss Society for Psychology (SGP), Bern, Switzerland.
- Sczesny, S., **Nater, C.**, & Rudman, L. (2019, July). Contemporary gender rules: A cross-cultural comparison. European Congress of Psychology (ECP), Moscow, Russia.
- Nater, C.**, Heilman M. E., & Sczesny, S. (2019, May). Inspired to become a leader: Are gender quotas helpful in establishing effective role models for other women? In Julie Brückner (Chair), *Women's underrepresentation in leadership: The role of self and others' perceptions*. European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Sczesny, S., **Nater, C.**, Messerli-Bürgy, N., Heilman M. E., & Eagly, A. H. (2019, May). Women's lack of fit for leadership predicts their physiological stress response and performance evaluations in simulated job interviews for leadership positions. In Tanja Hentschel (Chair), *Understanding gendered career trajectories: A focus on self-stereotyping and women's reactions in the face of bias*. European Association of Work and Organizational Psychology (EAWOP), Turin, Italy.
- Nater, C.**, Heilman M. E., & Sczesny, S. (2019, March). Gender quotas for corporate boards across Europe: Can they help establish effective female role models for the next generation of women leaders? In April Bailey (Chair), *Approaching gender equity: Evidence from research on quota-based hiring, #metoo, and language change*. International Convention of Psychological Science (ICPS) in Paris, France.

- Nater, C.,** Heilman M. E., & Sczesny, S. (2019, February). How preferentially selected female leaders impact other women's and men's interest in aspiring to leadership positions. Society for Personality and Social Psychology (SPSP), Portland, OR.
***** Graduate Student Poster Award *****
- Nater, C.,** & Sczesny, S. (2018, August). Managing gender balance: How policy interventions may increase women's striving for leadership positions. In Zoe Kinias (Chair), *Novel insights on improving gender balance*. Academy of Management Meeting, Chicago, IL.
***** Best Paper Award *****
- Nater, C.,** Sczesny, S., & Heilman M. E. (2018, March). Can preferentially selected female leaders impact other women's leadership inclinations? Society for Personality and Social Psychology (SPSP), Atlanta, GA.
- Nater, C.,** & Sczesny, S. (2017, July). Managing diversity at the workplace: Can affirmative action policies increase interest in leadership positions? In Miguel Ramos (Chair), *The positive and negative effects of social diversity: Explaining its impact on individuals and groups*. European Association of Social Psychology (EASP), Granada, Spain.
- Nater, C.,** Sczesny, S., Rudman, L., Gustafsson Sendén, M., Sakalli-Uğurlu, N., & Lohmore, A. (2017, June). Cross-cultural variations of gender rules: How women and men should (not) be in Sweden, Switzerland, Turkey, India, and the United States. EASP Small Group Meeting "Gender Roles in the Future", Berlin, Germany.
- Kocher, D., **Nater, C.,** & Sczesny, S. (2017, June). Why are men perceived to be unsuitable for work in childcare? EASP Small Group Meeting "Gender Roles in the Future", Berlin, Germany.
- Nater, C.,** Kocher, D., & Sczesny, S. (2017, May). Men's lack of fit for childcare: A matter of denying childcare competences or of suspecting child abuse? European Association of Work and Organizational Psychology (EAWOP), Dublin, Ireland.
- Nater, C.,** & Sczesny, S. (2016, September). The impact of affirmative action policies on the self-ascribed fit and motivation to apply for leadership positions. In Myriam Bechtoldt (Chair), *Bridging the gender divide: Structural approaches to gender equality at work*. German Society for Psychology (DGP), Leipzig, Germany.
- Nater, C.,** & Sczesny, S. (2016, July). Affirmative action policies for leadership positions? Certain policies may pave the way for female applicants. EAWOP Small Group Meeting "Applicant Behavior", Vrije Universiteit Amsterdam, The Netherlands.
- Nater, C.,** & Sczesny, S. (2016, April). How policy interventions may enhance women's striving for leadership positions. Society for Industrial and Organizational Psychology (SIOP), Anaheim, CA.
- Zell, E., & **Nater, C.** (2015, October). Accuracy of social perception: A metasynthesis. Southeastern Society for Social Psychology (SSSP), Winston-Salem, NC.
- Nater, C.,** & Sczesny, S. (2015, September). How quota-based procedures affect the self-ascribed fit and motivation of European women and men striving for leadership positions. Swiss Society for Psychology (SGP), Geneva, Switzerland.
- Morf, C. C., Torchetti, L., & **Nater, C.** (2015, February). How narcissistic self-construction sabotages their relationships: Accuracy and bias in partner perception. Society for Personality and Social Psychology (SPSP), Long Beach, CA.

MEDIA COVERAGE (selected)

Die Zeit: Campus (2023, February). Mansplaining: Benevolent sexism persists all the more tenaciously [Mansplaining: Wohlwollender Sexismus hält sich umso hartnäckiger] ([Link](#)).

Über Medien (2022, November). Finally explained: Why men like to explain [Endlich erklärt: Warum Männer so gerne erklären] ([Link](#)).

Engendering Success in STEM Consortium (2021, December). Consortium member feature: Dr. Christa Nater ([Link](#)).

Interdisciplinary Centre for Gender Studies at University of Bern (2020, September). Portrait of Dr. Christa Nater: Durch Wissenschaft die soziale Diskriminierung in der Arbeitswelt verringern [Portrait of Dr. Christa Nater: Using science to address social biases in workplaces] ([Link](#))

New York Times (2019, July). Americans finally consider women as competent as men ([Link](#))

Business Insider (2019, July). Women are now seen as just as competent as men, but less ambitious—and it's a good and bad thing ([Link](#))

USA Today (2019, July). Women are now seen as equally intelligent as men, study finds ([Link](#))

Yahoo!Finance (2019, July). Women in the US are seen to be as smart as men, but not ready to lead ([Link](#))

Psychology Today (2019, July). Have gender stereotypes changed since the mid-20th century? ([Link](#))

Atlanta TV station (2019, July). Women seen as more competent than men, but less ambitious, study says ([Link](#))

Der Bund (2019, July). Frauen gelten jetzt als gleich kompetent wie Männer ([Link](#))

China Internet Information Center (2019, July). Women no longer regarded as less competent than men: study ([Link](#))

Med India (2019, July). Women now seen as equally as or more competent than men: Study ([Link](#))

INSEAD Knowledge (2019, April). What makes for inclusive working cultures? ([Link](#))