

# Maximizing the Gains and Minimizing the Pains of Divergence

Perspectives on Psychological Science

10, 742-748

DOI: [10.1177/1745691615598513](https://doi.org/10.1177/1745691615598513)

Citation Report

#	ARTICLE	IF	CITATIONS
1	The Rise of Psychology in Policy. <i>Perspectives on Psychological Science</i> , 2015, 10, 768-771.	5.2	12
2	Memos to the President From a "Council of Psychological Science Advisers". <i>Perspectives on Psychological Science</i> , 2015, 10, 697-700.	5.2	14
3	On Interesting Policymakers. <i>Perspectives on Psychological Science</i> , 2015, 10, 764-767.	5.2	9
4	Intergroup Contact Theory. , 0, , .		25
5	The opportunities and challenges of diversity: Explaining its impact on individuals and groups. <i>European Journal of Social Psychology</i> , 2016, 46, 793-806.	1.5	14
6	Beyond one-size-fits-all: Tailoring diversity approaches to the representation of social groups.. <i>Journal of Personality and Social Psychology</i> , 2016, 111, 547-566.	2.6	86
7	A 5-Year Update on the Uneven Distribution of Women in Orthopaedic Surgery Residency Training Programs in the United States. <i>Journal of Bone and Joint Surgery - Series A</i> , 2016, 98, e64.	1.4	75
8	Collective hormonal profiles predict group performance. <i>Proceedings of the National Academy of Sciences of the United States of America</i> , 2016, 113, 9774-9779.	3.3	34
9	Diversity in work groups. <i>Current Opinion in Psychology</i> , 2016, 11, 49-53.	2.5	36
10	When Passionate Advocates Meet Research on Diversity, Does the Honest Broker Stand a Chance?. <i>Journal of Social Issues</i> , 2016, 72, 199-222.	1.9	130
11	But You Don't Look Like A Scientist!: Women Scientists with Feminine Appearance are Deemed Less Likely to be Scientists. <i>Sex Roles</i> , 2016, 75, 95-109.	1.4	78
12	The double-edged sword of diversity: Toward a dual pathway model. <i>Social and Personality Psychology Compass</i> , 2017, 11, e12313.	2.0	35
13	The future of women's economic empowerment in the Indian Ocean region: governance challenges and opportunities. <i>Journal of the Indian Ocean Region</i> , 2017, 13, 4-24.	0.2	6
14	"Going out" of the box: Close intercultural friendships and romantic relationships spark creativity, workplace innovation, and entrepreneurship.. <i>Journal of Applied Psychology</i> , 2017, 102, 1091-1108.	4.2	78
15	Women's Careers in Biomedical Sciences: Implications for the Economy, Scientific Discovery, and Women's Health. <i>Journal of Women's Health</i> , 2017, 26, 525-529.	1.5	20
16	Reactions of Law Enforcement to LGBTQ Diversity Training. <i>Human Resource Development Quarterly</i> , 2017, 28, 197-226.	2.1	16
17	What "blindness" to gender differences helps women see and do: Implications for confidence, agency, and action in male-dominated environments. <i>Organizational Behavior and Human Decision Processes</i> , 2017, 142, 28-44.	1.4	58
19	Multicultural meritocracy: The synergistic benefits of valuing diversity and merit. <i>Journal of Experimental Social Psychology</i> , 2017, 73, 34-41.	1.3	29

#	ARTICLE	IF	CITATIONS
20	The Impact of Organizational Diversity Policies on Minority Employees' Leadership Self-Perceptions and Goals. <i>Journal of Leadership and Organizational Studies</i> , 2017, 24, 172-188.	2.1	22
21	The Cultural Boundaries of Perspective-Taking: When and Why Perspective-Taking Reduces Stereotyping. <i>Personality and Social Psychology Bulletin</i> , 2018, 44, 928-943.	1.9	13
22	Benefiting from Diversity: How Groups' Coordinating Mechanisms Affect Leadership Opportunities for Marginalized Individuals. <i>Journal of Social Issues</i> , 2018, 74, 56-74.	1.9	7
23	Friends Without Benefits: Understanding the Dark Sides of Workplace Friendship. <i>Academy of Management Review</i> , 2018, 43, 635-660.	7.4	146
24	Gender Disparities Within US Army Orthopedic Surgery: A Preliminary Report. <i>Military Medicine</i> , 2018, 183, e162-e166.	0.4	8
25	Change, Challenge, and Prospects for a Diversity Paradigm in Social Psychology. <i>Social Issues and Policy Review</i> , 2018, 12, 7-56.	3.7	31
26	Measuring the impact of board characteristics on the performance of Croatian insurance companies. <i>International Journal of Engineering Business Management</i> , 2018, 10, 184797901876586.	2.1	8
27	Hormone-Diversity Fit: Collective Testosterone Moderates the Effect of Diversity on Group Performance. <i>Psychological Science</i> , 2018, 29, 859-867.	1.8	3
28	Multiculturalism and Entrepreneurial Intentions: Understanding the Mediating Role of Cognitions. <i>Entrepreneurship Theory and Practice</i> , 2018, 42, 426-466.	7.1	54
29	State Authenticity as Fit to Environment: The Implications of Social Identity for Fit, Authenticity, and Self-Segregation. <i>Personality and Social Psychology Review</i> , 2018, 22, 228-259.	3.4	177
30	Multicolored Blindfolds. <i>Social Psychological and Personality Science</i> , 2018, 9, 825-834.	2.4	14
32	The preeminence of ethnic diversity in scientific collaboration. <i>Nature Communications</i> , 2018, 9, 5163.	5.8	251
33	Zero-Sum Thinking and the Masculinity Contest: Perceived Intergroup Competition and Workplace Gender Bias. <i>Journal of Social Issues</i> , 2018, 74, 529-550.	1.9	31
34	LGBTQ scientists are still left out. <i>Nature</i> , 2018, 559, 27-28.	13.7	50
35	Identity-safe or threatening? Perceptions of women-targeted diversity initiatives. <i>Group Processes and Intergroup Relations</i> , 2018, 21, 745-766.	2.4	22
36	Gender in Science, Technology, Engineering, and Mathematics: Issues, Causes, Solutions. <i>Journal of Neuroscience</i> , 2019, 39, 7228-7243.	1.7	88
37	When moral identity harms: The impact of perceived differences in core values on helping and hurting. <i>Personality and Individual Differences</i> , 2019, 151, 109489.	1.6	7
38	I Don't See Race (or Conflict): Strategic Descriptions of Ambiguous Negative Intergroup Contexts. <i>Journal of Social Issues</i> , 2019, 75, 1002-1034.	1.9	11

#	ARTICLE	IF	CITATIONS
39	â€œMake the World a Better Placeâ€, 2019, , 301-314.		0
40	Forging Diversityâ€Scienceâ€Informed Guidelines for Research on Race and Racism in Psychological Science. Journal of Social Issues, 2019, 75, 1240-1261.	1.9	21
41	Can a diversity statement increase diversity in MOOCs?. , 2019, , .		7
42	Learning through urban labour pools: Collected worker experiences and innovation in services. Environment and Planning A, 2019, 51, 1720-1740.	2.1	9
43	Blind to bias: The benefits of gender-blindness for STEM stereotyping. Journal of Experimental Social Psychology, 2019, 82, 294-306.	1.3	18
44	Adverse racial climates in academia: Conceptualization, interventions, and call to action. New Ideas in Psychology, 2019, 55, 58-67.	1.2	45
45	Diversity and Equality Issues in Modern Organisations. , 2019, , 17-43.		0
46	Dealing with diversity in workgroups: Preventing problems and promoting potential. Social and Personality Psychology Compass, 2019, 13, e12465.	2.0	22
47	Allyship as a Diversity and Inclusion Tool in the Workplace. Advanced Series in Management, 2019, , 131-152.	0.8	8
48	Seeking authenticity in diverse contexts: How identities and environments constrain â€œfreeâ€choice. Social and Personality Psychology Compass, 2019, 13, e12450.	2.0	13
49	Understanding Diversity Ideologies From the Target's Perspective: A Review and Future Directions. Frontiers in Psychology, 2019, 10, 282.	1.1	30
50	Double Trouble: How Being Outnumbered and Negatively Stereotyped Threatens Career Outcomes of Women in STEM. Frontiers in Psychology, 2019, 10, 150.	1.1	46
51	Diversity within Diversity Management. Advanced Series in Management, 2019, , .	0.8	3
52	Sacred Alters: The Effects of Ego Network Structure on Religious and Political Beliefs. Socius, 2019, 5, 237802311987382.	1.1	7
53	Applying Conflict Management Strategies to the Pediatric Operating Room. Anesthesia and Analgesia, 2019, 129, 1109-1117.	1.1	16
54	International migration, cross-cultural interaction, and the development of personal wisdom. Migration Studies, 2019, , .	0.9	7
55	A dynamical systems description of privilege, power and leadership in academia. Nature Astronomy, 2019, 3, 1060-1066.	4.2	7
56	Loosening Categorical Thinking: Extending the Terrain of Theory and Research on Demographic Identities in Organizations. Academy of Management Review, 2019, 44, 592-617.	7.4	16

#	ARTICLE	IF	CITATIONS
57	MOSAIC: A Model of Stereotyping Through Associated and Intersectional Categories. <i>Academy of Management Review</i> , 2019, 44, 643-672.	7.4	101
58	Mixed Signals: The Unintended Effects of Diversity Initiatives. <i>Social Issues and Policy Review</i> , 2020, 14, 152-181.	3.7	92
59	Salient practices of award-winning undergraduate research mentors – balancing freedom and control to achieve excellence. <i>Studies in Higher Education</i> , 2020, 45, 1519-1532.	2.9	18
60	Balancing Professional Prototypes Increases the Valuation of Women in Male-Dominated Professions. <i>Organization Science</i> , 2020, 31, 119-140.	3.0	17
61	Effect of generational status on immigrants' intentions to start new ventures: The role of cognitions. <i>Journal of World Business</i> , 2020, 55, 101069.	4.6	16
62	Research Impact Through Matchmaking (RITM): Why and How to Connect Researchers and Practitioners. <i>PS - Political Science and Politics</i> , 2020, 53, 265-269.	0.3	4
63	Beyond the Surface: Exploring the Relationship between Value Diversity and Team Creativity. <i>Creativity Research Journal</i> , 2020, 32, 113-126.	1.7	4
65	Measuring and Resolving LGBTQ Disparities in STEM. <i>Policy Insights From the Behavioral and Brain Sciences</i> , 2020, 7, 141-148.	1.4	48
66	Anti-racist actions and accountability: not more empty promises. <i>Equality, Diversity and Inclusion</i> , 2020, 39, 775-786.	0.7	29
67	Culture and Business: How Can Cultural Psychologists Contribute to Research on Behaviors in the Marketplace and Workplace?. <i>Frontiers in Psychology</i> , 2020, 11, 1304.	1.1	10
68	Distancing from a stigmatized social identity: State of the art and future research agenda on self-group distancing. <i>European Journal of Social Psychology</i> , 2020, 50, 1089-1107.	1.5	31
69	OKC-enabled online knowledge integration: role of group heterogeneity and group interaction process. <i>Information Technology and People</i> , 2021, 34, 336-359.	1.9	2
70	The role of diversity in science: a case study of women advancing female birdsong research. <i>Animal Behaviour</i> , 2020, 168, 19-24.	0.8	26
71	Open science, communal culture, and women's participation in the movement to improve science. <i>Proceedings of the National Academy of Sciences of the United States of America</i> , 2020, 117, 24154-24164.	3.3	36
72	Experimental Shareholder Activism: A novel approach for studying top management decision making and employee career issues. <i>Journal of Vocational Behavior</i> , 2020, 120, 103429.	1.9	6
74	The Diversity-Uncertainty-Valence (DUV) model of generalized trust development. <i>Organizational Behavior and Human Decision Processes</i> , 2020, 161, 49-64.	1.4	18
75	Dual-anonymization Yields Promising Results for Reducing Gender Bias: A Naturalistic Field Experiment of Applications for Hubble Space Telescope Time. <i>Publications of the Astronomical Society of the Pacific</i> , 2020, 132, 034503.	1.0	14
76	Nule'ntli Pa'kw. <i>British Journal of Clinical Pharmacology</i> , 2020, 86, 8-9.	1.1	0

#	ARTICLE	IF	CITATIONS
77	The conversations we seek to avoid. <i>Organizational Behavior and Human Decision Processes</i> , 2020, 160, 87-105.	1.4	13
78	LGBT Workplace Equality Policy and Customer Satisfaction: The Roles of Marketing Capability and Demand Instability. <i>Journal of Public Policy and Marketing</i> , 2021, 40, 7-26.	2.2	28
79	Women leaders' views on demand-side strategies. <i>Journal of Managerial Psychology</i> , 2021, 36, 31-50.	1.3	2
80	What happens to diversity at work in the context of a toxic triangle? Accounting for the gap between discourses and practices of diversity management. <i>Human Resource Management Journal</i> , 2021, 31, 553-574.	3.6	15
81	Why Do Firms Fail to Engage Diversity? A Behavioral Strategy Perspective. <i>Organization Science</i> , 2021, 32, 1193-1209.	3.0	8
82	Why we shouldn't blame women for gender disparity in academia: perspectives of women in zoology. <i>Zoologia</i> , 0, 38, 1-9.	0.5	5
83	The generalization of intergroup contact effects: Emerging research, policy relevance, and future directions. <i>Journal of Social Issues</i> , 2021, 77, 105-131.	1.9	43
84	Welcome to Be Like Us: Expectations of Outgroup Assimilation Shape Dominant Group Resistance to Diversity. <i>Personality and Social Psychology Bulletin</i> , 2022, 48, 268-282.	1.9	11
85	Unraveling the association between socioeconomic diversity and consumer price index in a tourism country. <i>Humanities and Social Sciences Communications</i> , 2021, 8, .	1.3	2
86	Global Leaders for Global Teams: Leaders with Multicultural Experiences Communicate and Lead More Effectively, Especially in Multinational Teams. <i>Organization Science</i> , 2022, 33, 1554-1573.	3.0	10
87	Responding to diversity in groups: exploring professional uses of self. <i>Social Work With Groups</i> , 2022, 45, 370-386.	0.3	2
88	Managing Team Conscientiousness Diversity: The Role of Leader Emotion-Regulation Knowledge. <i>Small Group Research</i> , 2022, 53, 532-562.	1.8	2
89	Fostering Inclusivity: Exploring the Impact of Identity Safety Cues and Instructor Gender on Students' Impressions and Belonging. <i>Teaching of Psychology</i> , 0, , 009862832110437.	0.7	4
90	Culture and personality processes: Basic tenets and current directions. , 2021, , 247-271.		1
91	Masculinity at Work. , 2021, , 103-122.		0
92	On the Relationship Between the Developer's Perceptible Race and Ethnicity and the Evaluation of Contributions in OSS. <i>IEEE Transactions on Software Engineering</i> , 2022, 48, 2955-2968.	4.3	10
93	The source model of group threat: Responding to internal and external threats.. <i>American Psychologist</i> , 2019, 74, 218-231.	3.8	55
94	People in more racially diverse neighborhoods are more prosocial.. <i>Journal of Personality and Social Psychology</i> , 2018, 114, 497-515.	2.6	20

#	ARTICLE	IF	CITATIONS
95	Internal motivation to respond without prejudice fosters respectful responses in interracial interactions.. Journal of Personality and Social Psychology, 2020, 119, 1037-1056.	2.6	18
96	The science of training I: Admissions, curriculum, and research training.. Training and Education in Professional Psychology, 2018, 12, 219-230.	0.9	14
98	The intersection of geoethics and diversity in the geosciences. Geological Society Special Publication, 2021, 508, 67-99.	0.8	13
99	The Divergent Effects of Diversity Ideologies for Race and Gender Relations. Proceedings - Academy of Management, 2019, 2019, 18555.	0.0	2
100	The Diversity Gap: When Diversity Matters for Knowledge. Perspectives on Psychological Science, 2022, 17, 752-767.	5.2	23
102	SOCIAL-DEMOGRAFICANDCULTURALDIVERSITYINTHE WORKFORCE: RISKS AND OPPORTUNITIES. NauÅnye IssledovaniÅ¢ ÅkonomiÅeskogo FakulÉteta, 2017, 9, 52-70.	0.1	0
103	Demographic Diversity in Teams: The Challenges, Benefits, and Management Strategies. , 2019, , 197-205.		10
104	A longer way in: Tryouts as alternative hiring arrangements in organizations. Research in Organizational Behavior, 2019, 39, 100122.	0.9	4
105	Workforce Diversity. , 2020, , 49-58.		0
106	Exploring the Complexities Associated to Victimization. , 2020, , 250-261.		0
107	Improving African American confidence in law enforcement: Recruit to optimize procedural justice, not racial quotas. International Journal of Police Science and Management, 2021, 23, 102-118.	0.8	2
108	Improving African-American Confidence in Law Enforcement: Recruit to Optimize Procedural Justice, not Racial Quotas. SSRN Electronic Journal, 0, , .	0.4	0
109	Solving the problem of maximizing diversity in public sector teams. Socio-Economic Planning Sciences, 2021, , 101191.	2.5	1
110	Exploring the Complexities Associated to Victimization. Advances in Religious and Cultural Studies, 0, , 296-311.	0.1	0
111	The importance of diversity on boards of directorsâ€™ effectiveness and its impact on innovativeness in the bioeconomy. Humanities and Social Sciences Communications, 2020, 7, .	1.3	9
112	Rainbows should reign not only on LGBTQ+ STEM Day. Nature Human Behaviour, 2021, 5, 1459-1460.	6.2	0
113	Minority salience and the overestimation of individuals from minority groups in perception and memory. Proceedings of the National Academy of Sciences of the United States of America, 2022, 119, e2116884119.	3.3	12
115	Why Antibias Interventions (Need Not) Fail. Perspectives on Psychological Science, 2022, 17, 1381-1403.	5.2	20

#	ARTICLE	IF	CITATIONS
116	Understanding affirmative action leadership in the South African financial context. African Journal of Business Management, 2022, 16, 90-103.	0.4	0
117	Revisiting congruence effects in diversity research: views of diversity initiatives and experiences of belonging in a New Zealand healthcare organization. Equality, Diversity and Inclusion, 2022, 41, 1262.	0.7	0
118	The Influence of Colorblind and Race-Acknowledged Organizational Socialization Messages During Offer Consideration. International Journal of Business Communication, 2023, 60, 892-911.	1.4	2
119	The Impact of Mandated Pay Gap Transparency on Firms' Reputations as Employers. Administrative Science Quarterly, 2022, 67, 1136-1179.	4.8	9
121	Why, how, and when divergent perceptions become dysfunctional in organizations: A Motivated cognition perspective. Research in Organizational Behavior, 2022, 42, 100177.	0.9	1
122	Blind spots in medical education: how can we envision new possibilities?. Perspectives on Medical Education, 2023, 11, 365-370.	1.8	3
123	Seeking justice, equity, diversity and inclusion in pediatric nephrology. Frontiers in Pediatrics, 0, 10, .	0.9	2
124	Equity, Diversity, and Community as the Basis for Critical Zone Science and Education. Earth's Future, 2023, 11, .	2.4	3
125	Change the People or Change the Policy? On the Moral Education of Antiracists. Ethical Theory and Moral Practice, 2024, 27, 91-110.	0.4	2
126	Correction to: Change the People or Change the Policy? On the Moral Education of Antiracists. Ethical Theory and Moral Practice, 0, , .	0.4	0
127	Practicing Dialogue: How an Organization can Facilitate Diverse Collaborative Action. Journal of Business Ethics, 2024, 189, 453-478.	3.7	0
128	Reprint of: Why, how, and when divergent perceptions become dysfunctional in organizations: A motivated cognition perspective. Research in Organizational Behavior, 2022, 42, 100183.	0.9	0
129	The divergent effects of diversity ideologies for race and gender relations. Organizational Behavior and Human Decision Processes, 2023, 175, 104226.	1.4	5
130	The impact of country of schooling and gender on secondary school students' conceptions of and interest in becoming an engineer in Ireland, Kenya and Sweden. International Journal of STEM Education, 2023, 10, .	2.7	2
141	Debiasing Psychology: What Is to Be Done?. , 2023, , 929-954.		2