

Consequences of expressing dissent and staying silent depend on status and group diversity

התייחסות לחברים בקבוצה המביעים דעה שונה באופן שקט בקבוצות הומוגניות והטרוגניות

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Members of small groups are often faced with the dilemma of whether they should speak up to present a dissenting view, at the risk of appearing unlikeable or incompetent. They also must choose between being vocal and being silent in their engagement, and the consequences for how they are perceived. These dilemmas are heightened with the presence of diversity and status differences. Although previous research has investigated what supports or prevents people from expressing a minority opinion, this research examines ratings from other group members on the warmth, competence, and value of contribution for group members who disagree and stay silent, across groups that are homogeneous, diverse with no status differences, and diverse with status differences. Results indicate that diverse groups are the most positively inclined towards members who disagree. On the other hand, silence tends to lead consistently to more negative ratings, with the exception of high-status members of diverse groups, for whom silence confers benefits.

Most recently **Negin Toosi** was a postdoctoral research scholar and adjunct assistant professor at Columbia Business School, NY, after getting her Ph.D. in social psychology at Tufts University ('11). Her research addresses diversity in terms of race, gender, religion, and their intersections, and has been published in *Psychological Bulletin*, *Journal of Experimental Social Psychology*, *Social Psychology and Personality Science*, and other academic journals. She has been the recipient of honors and awards including a U.S. National Science Foundation Graduate Research Fellowship