## APPENDIX A (Study 1)

Table 1
Climbing Specific Ambivalent Sexism (ASIc) and Feminism Items

Scales		Items	Factor loadings				
		Men should offer to lead a difficult pitch when climbing with women.	.81	22	.37	.43	
Benevolent sexism (BSc) – protective paternalism		It is a man's responsibility to lead uncomfortable pitches, when climbing with a woman.  Men should be willing to risk their own	.81	16	.56	.37	
	4	security in order to protect women in dangerous situations when climbing. In the event of a helicopter rescue in the mountains, women should be flown	.62	11	.27	.21	
		out first.	.51	10	.26	.33	
Benevolent sexism (BSc) – complementary gender differentiation		Women are more aesthetic climbers and have a more refined climbing style compared to men.	.27	.02	.38	.69	
	_	Men use more strength and women use more technique when climbing.	.31	.00	.15	.67	
		Male climbers are more adventurous, and female climbers are more cautious.	.50	13	.41	.59	
	8	Women climbers are more sensitive and more caring climbing partners than men.	.24	.13	.21	.58	
	9	When climbing with women, men have to resolve any difficult situations.	.58	13	.78	.31	
	10	Most women are not brave enough to become really good climbers.	.26	02	.77	.33	
Hostile sexism (HSc)	11	Women climbers exaggerate the risks and difficulty of climbing.	.53	14	.62	.46	
		Men are better prepared to deal with an accident than women.	.50	46	.59	.13	
		Female climbers solve critical situations very well.	28	.39	51	09	
Feminist (F)		Women still experience sexism in the climbing world.	09	.77	10	.13	
		Women should stop whining about gender issues since they are non-existent in the climbing world.  Women are still regarded as second-	.21	76	.29	08	
		class climbers.  When climbing the help offered by	17	.67	14	06	
		men often undermines women's competences.	29	.57	.15	.13	

## SEXISM AND LEADERSHIP

Table 2

Means and Standard Deviations of the Gender Ideology Measures and Correlations between them

Ideological	Participant	Correlations						
measure	Gender							
		M	SD	1.	2.	3.	4.	5.
1. BS (ASI)	Women	3.46	1.09	-	.67***	.60***	.39**	57***
F(1,90)=7. 536**	Men	4.00	0.73	-	09	.41**	.37*	.16
2. HS (ASI)	Women	3.00	1.17		-	.56***	.53***	66***
F(1,90)=7.437**	Men	3.62	0.95		-	.07	.19	22
3. BSc (ASIc)	Women	3.34	0.91			-	.68***	35*
F(1,90)=9.81**	Men	3.95	0.95			-	.28 <sup>t</sup>	.44**
4. HSc (ASIc)	Women	2.48	1.09				-	32*
F(1,90)=7.619**	Men	3.06	0.87				-	.18
5. Feminism	Women	4.05	1.37					-
F(1,90)=1.159	Men	3.76	1.16					-

Note.  ${}^{t}p < .10; {}^{***}p < .001; {}^{**}p < .01; {}^{*}p < .05,$  F-values from a MANOVA indicate differences between women (n = 51) and men (n = 41)

Table 3a

Leading in Alpine Climbing as a Function of Partner Gender, Sexist Attitudes (ASI), and Expertise for Female Participants

Within-participants effects	F(1,27)	p	${\eta_p}^2$
Partner Gender	5.048	.033	.158
Partner Gender × Expertise	2.978	.096	.099
Partner Gender × BS	1.019	.322	.036
Partner Gender × HS	1.589	.218	.056
Partner Gender $\times$ BS $\times$ HS	0.007	.934	<.001
Partner Gender × Expertise × BS	1.282	.267	.045
Partner Gender × Expertise × HS	1.414	.245	.050
Partner Gender $\times$ Expertise $\times$ BS $\times$ HS	0.017	.896	.001

Note. Significant effects are marked in bold. BS = Benevolent Sexism, HS = Hostile Sexism

Table 3b

Leading in Alpine Climbing as a Function of Partner Gender, Climbing-Specific Benevolent Sexism (BSc) and Hostile Sexism (HSc), and Expertise for Female Participants

Within-participants effects	F(1,27)	p	$\eta_p^{\ 2}$
Partner Gender	6.183	.019	.186
Partner Gender × Expertise	1.652	.210	.058
Partner Gender × BSc	0.092	.764	.003
Partner Gender × HSc	0.145	.706	.005
Partner Gender $\times$ BSc $\times$ HSc	0.088	.769	.003
Partner Gender × Expertise × BSc	0.028	.868	.001
Partner Gender × Expertise × HSc	0.092	.764	.003
Partner Gender $\times$ Expertise $\times$ BSc $\times$ HSc	0.105	.748	.004

Note. Significant effects are marked in bold. BSc = climbing-specific Benevolent Sexism, HSc = climbing-specific Hostile Sexism

Table 4a

Leading in Alpine Climbing as a Function of Partner Gender, Sexist Attitudes (ASI), and Expertise for Male Participants

Within-participants effects	F(1,28)	p	${\eta_p}^2$
Partner Gender	21.561	<.001	.435
Partner Gender × Expertise	1.507	.230	.051
Partner Gender × BS	4.705	.039	.144
Partner Gender × HS	0.005	.942	<.001
Partner Gender $\times$ BS $\times$ HS	1.573	.220	.053
Partner Gender $\times$ Expertise $\times$ BS	0.862	.361	.033
Partner Gender × Expertise × HS	0.954	.337	.03
Partner Gender $\times$ Expertise $\times$ BS $\times$ HS	1.173	.288	.040

Note. Significant effects are marked in bold. BS = Benevolent Sexism, HS = Hostile Sexism

Table 4b

Leading in Alpine Climbing as a Function of Partner Gender, Climbing-Specific Benevolent Sexism (BSc) and Hostile Sexism (HSc), and Expertise for Male Participants

Within-participants effects	F(1,28)	p	${\eta_p}^2$
Partner Gender	21.725	<.001	.437
Partner Gender × Expertise	2.794	.106	.091
Partner Gender × BSc	3.106	.089	.100
Partner Gender × HSc	0.530	.473	.019
Partner Gender $\times$ BSc $\times$ HSc	< 0.001	.991	<.001
Partner Gender × Expertise × BSc	0.525	.475	.018
Partner Gender × Expertise × HSc	0.548	.465	.019
Partner Gender $\times$ Expertise $\times$ BSc $\times$ HSc	0.956	.337	.033

Note. Significant effects are marked in bold. BSc = climbing-specific Benevolent Sexism, HSc = climbing-specific Hostile Sexism

## **Results of Table 4b**

For male participants a non-significant Partner Gender × BSc interaction was revealed,  $F(1,28) = 3.106, p = .089, \eta_p^2 = .100$ . Decomposing this interaction showed that high (+ 1 SD) benevolent sexist men reported to lead more with women (M = 8.69, SE = 0.66) than with men (M = 6.87, SE = 0.49),  $F(1,28) = 16.074, p < .001, \eta_p^2 = .365$ . For low (-1 SD) BS men this effect was not significant ( $F(1,28) = 3.388, p = .076, \eta_p^2 = .108$ ). Moreover, parameter estimates showed that male participants' BS positively predicted leading with female partners,  $B = 1.253, p = .017, \eta_p^2 = .186, 95\%$  CI [0.238, 2.268], but not with male partners,  $B = 0.647, p = .091, \eta_p^2 = .099, 95\%$  CI [-0.110, 1.405]. The between-participants analysis further revealed a main effect of BS on leading,  $F(1, 28) = 5.590, p = .025, \eta_p^2 = .166$ , suggesting that benevolent sexist men generally led more.