



## Online-Appendix zu

# „The Glass Cliff – Women’s Thrive to Save Poor Performance and how to Approach it in the Workplace“

Julia Vetter

ESCP Europe

Junior Management Science 6(1) (2021) 39-59

## Appendix 1

**Stereotype:** something conforming to a fixed or general pattern, especially a standardized mental picture that is held in common by members of a group and that represents an oversimplified opinion, prejudiced attitude, or uncritical judgment. <sup>18</sup>

**Ingroup Bias:** the tendency to favor one's own group, its members, its characteristics, and its products, particularly in reference to other groups. The favoring of the ingroup tends to be more pronounced than the rejection of the outgroup, but both tendencies become more pronounced during periods of intergroup contact. At the regional, cultural, or national level, this bias is often termed ethnocentrism. Also called **ingroup favoritism**. (APA Dictionary of Psychology)

**Me too Movement:** The #MeToo movement had already been around for years before it started gaining national attention after allegations of sexual assault and harassment by Hollywood producer Harvey Weinstein began dominating the headlines "... doing it from a framework that's central to survivors, and to make sure the most that marginalized among survivors have access to resources that will help them cross the human journey." <sup>19</sup>

---

<sup>18</sup> Stereotype. (n.d.) In *Merriam-Webster's collegiate dictionary*.

<sup>19</sup> Langone, A. (2018, March 08).