Supplementary Materials

A Balance Testing

We investigate here whether there is any evidence that treatment effects could be driven by a random imbalance in treatment assignment. We report the tests for each study separately.

We find no evidence that respondents in Study 1 were distributed unevenly on any given characteristic across the masculine and feminine conditions.

Table S1: Balance Tests for Study 1.

	Estimate	Std. Error	z value	Pr($>$|z|)
(Intercept)	-0.3659	0.5125	-0.71	0.4752
R.Independent	-0.0904	0.1363	-0.66	0.5070
R.Republican	-0.0701	0.1575	-0.45	0.6562
R.Female	0.0246	0.1204	0.20	0.8382
Edu:High school graduate	0.3004	0.4861	0.62	0.5365
Edu:Some college	0.4493	0.4771	0.94	0.3463
Edu:2-year	0.3291	0.5019	0.66	0.5121
Edu:4-year	0.5399	0.4818	1.12	0.2625
Edu:Post-grad	0.2524	0.4932	0.51	0.6089
Age:25-29	0.1464	0.2890	0.51	0.6125
Age:30-34	0.0003	0.2886	0.00	0.9991
Age:35-39	0.0764	0.2971	0.26	0.7969
Age:40-44	-0.1196	0.3052	-0.39	0.6951
Age:45-49	0.0546	0.2974	0.18	0.8543
Age:50-54	0.0328	0.2822	0.12	0.9074
Age:55-64	-0.1111	0.2346	-0.47	0.6360
Age:65 or older	0.1014	0.2390	0.42	0.6714
Race:Black	-0.0952	0.2554	-0.37	0.7092
Race:Hispanic	-0.0158	0.1474	-0.11	0.9145
Race:Asian	-0.2226	0.2343	-0.95	0.3421
Race:Native American	1.7439	1.1032	1.58	0.1139
Race:Mixed	0.5751	0.4347	1.32	0.1858
Race:Other	-0.1032	0.4063	-0.25	0.7996
Race:Middle Eastern	-0.5381	1.2491	-0.43	0.6666

We also find no evidence that respondents in Study 2 were distributed unevenly on any given characteristic across the masculine and feminine conditions.

Table S2: Balance Tests for Study 2.

	Estimate	Std. Error	z value	Pr(>|z|)
(Intercept)	0.2872	0.3873	0.74	0.4584
R.Independent	-0.0697	0.1108	-0.63	0.5290
R.Republican	-0.2158	0.1308	-1.65	0.0991
R.Female	-0.0919	0.0972	-0.95	0.3443
Edu:High school graduate	-0.1354	0.3483	-0.39	0.6974
Edu:Some college	-0.2167	0.3403	-0.64	0.5242
Edu:2-year	-0.2551	0.3583	-0.71	0.4764
Edu:4-year	-0.1337	0.3429	-0.39	0.6965
Edu:Post-grad	-0.1630	0.3511	-0.46	0.6426
Age:25-29	-0.0497	0.2622	-0.19	0.8497
Age:30-34	0.4621	0.2458	1.88	0.0601
Age:35-39	0.0753	0.2563	0.29	0.7689
Age:40-44	-0.1152	0.2849	-0.40	0.6859
Age:45-49	-0.2272	0.2538	-0.90	0.3707
Age:50-54	0.0820	0.2452	0.33	0.7380
Age:55-64	-0.0396	0.2209	-0.18	0.8579
Age:65 or older	-0.0330	0.2217	-0.15	0.8818
Race:Black	-0.0185	0.1921	-0.10	0.9231
Race:Hispanic	-0.0684	0.1214	-0.56	0.5731
Race:Asian	0.0665	0.1922	0.35	0.7295
Race:Native American	-0.6930	0.5167	-1.34	0.1799
Race:Middle Eastern	-0.9041	1.2432	-0.73	0.4671
Race:DK/Refused	0.1483	0.3429	0.43	0.6655

B Preferences by Candidate

Here we break down the size of the average treatment effect (feminine condition-masculine condition) by candidate. In eight of the nine cases, we see a positive treatment effect. This bar chart depicts a difference of means (feminine style - masculine style) for each candidate and does not condition on any other covariates. As such, the confidence intervals are quite large, as there is substantial heterogeneity amongst respondents (unsurprising given our hypotheses).
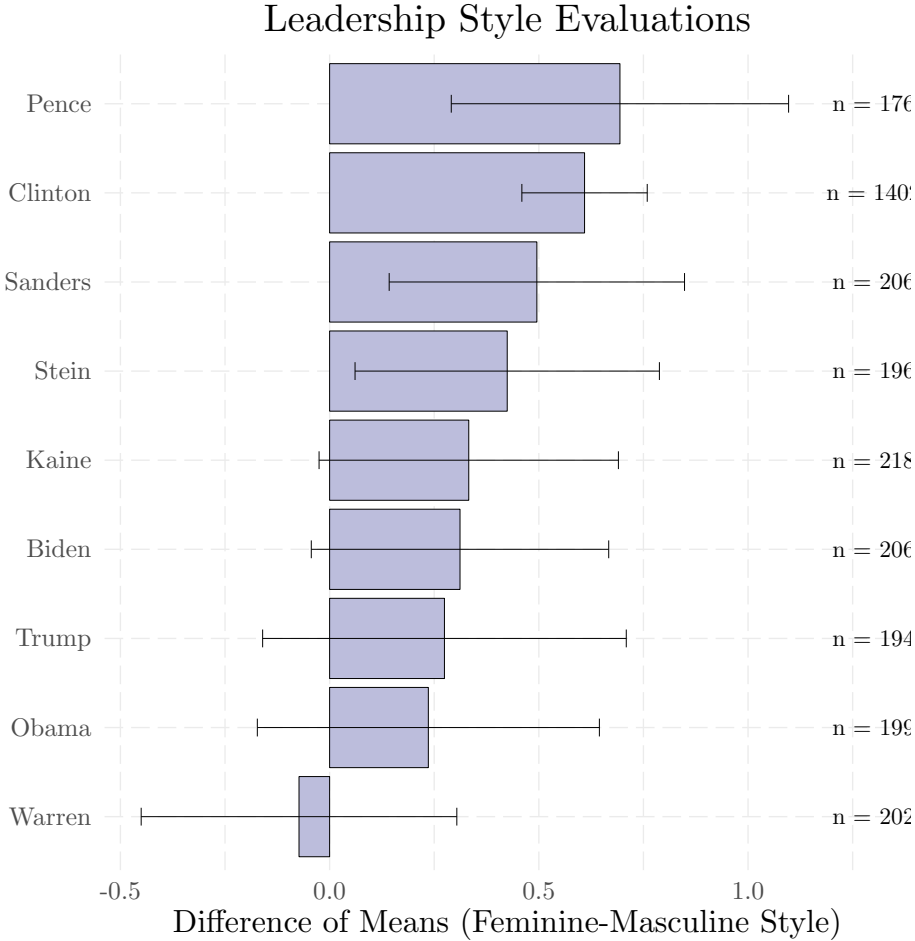

Figure S1: *Aggregate Leadership Preferences by Candidate.*
Figure shows mean preference for feminine leadership by candidate with 95% confidence intervals.

We can also look at the evaluations of individual candidates by condition and respondent partisanship. One can see three general trends: Democrats tended to prefer all candidates when they saw the feminine version. Independents were relatively neutral between the two versions, though feminine versions were slightly preferred for seven of the nine candidates. For Republicans, masculine versions of the candidates were preferred for all candidates save, interestingly, Trump.
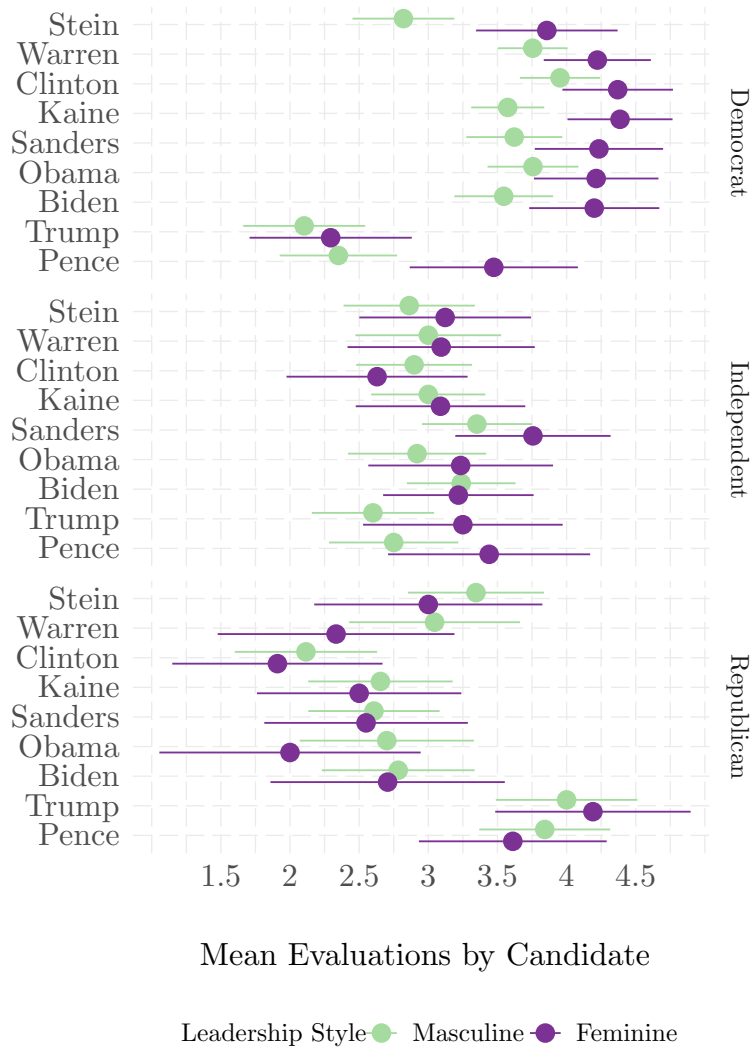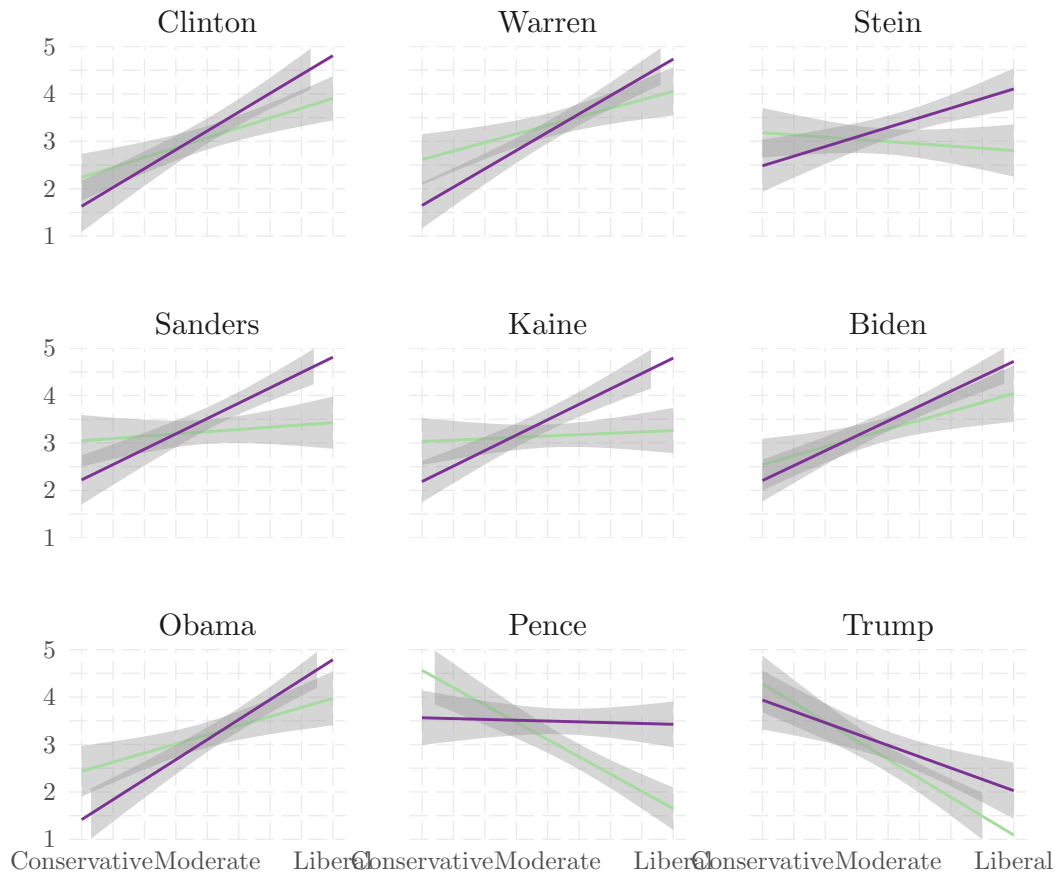

Figure S2: *Leadership Preferences by Candidate Leadership Style and Respondent Partisanship.*
Figure shows mean preference for feminine and masculine versions of each candidate with 95% confidence intervals.

Finally, we can also look at the evaluations of each candidate by respondent ideology. Voters from all parties are grouped here (e.g., liberal Democrats, liberal Independents, and liberal Republicans appear together). In all cases, the feminine version is preferred by liberals and the masculine by conservatives, though for some candidates the differences are not significant. For Pence, voters of different ideologies did not exhibit distinct preferences from one another.

Mean Evaluations for Candidates by Respondent Ideology

Leadership Style — Masculine — Feminine

Figure S3: *Evaluations of Candidate Leadership Styles by Respondent Ideology.* Figure shows mean preference for feminine and masculine versions of each candidate with 95% confidence intervals.

C   Analysis: Manipulation and Content Checks

Voters in Study 2 reported seeing masculine candidates as less likely to solve problems by listening to others (a communitarian rather than agentic style.)

Table S3: Voters Found Masculine Candidates More Agentic.

	Estimate	Std. Error	t value	Pr(>|t|)
(Intercept)	3.2453	0.0444	73.12	0.0000
Feminine Style	-0.3302	0.0629	-5.25	0.0000

Voters who received a description of the masculine candidate style saw it as significantly more common among men, and the feminine style, significantly more common among women. This held for both studies.

Table S4: Voters in Study 1 Saw Masculine Style as More Common Among Men.

	Estimate	Std. Error	t value	Pr(>|t|)
(Intercept)	3.4337	0.0558	61.49	0.0000
Saw Masculine Style Description	-0.8245	0.0807	-10.22	0.0000

Table S5: Voters in Study 2 Saw Masculine Style as More Common Among Men.

	Estimate	Std. Error	t value	Pr(>|t|)
(Intercept)	3.3698	0.0319	105.73	0.0000
Saw Masculine Style Description	-0.9609	0.0450	-21.35	0.0000

Prior reviewers expressed concern that voters would not see the masculine style as more common among men when they saw a female candidate. We do not find evidence that this is the case. (Only results for Study 2 are shown as respondents for Study 1 only saw a female candidate; results are depicted in Table S4.

Table S6: Voters in Study 2 Saw Masculine Style as More Common Among Men Even When They Saw a Masculine Woman.

	Estimate	Std. Error	t value	Pr(>|t|)
(Intercept)	3.3698	0.0319	105.73	0.0000
Saw Masculine Style Description	-1.0035	0.0634	-15.83	0.0000
Female Candidate	0.0641	0.0673	0.95	0.3403

D   Analyses for H1

We do not find any evidence that masculine leadership styles are preferred in either study, even among male candidates, falsifying Hypothesis 1. The preference for femininity is strong and significant in both studies. However, the size of the effect is smaller in Study 2 than in Study 1.

We also document here that the aggregate sample, combined across both studies, has a significant preference for femininity. As in the text, we argue that this is due to the Democratic and liberal make-up of the California electorate.

Table S7: Preferences for Masculinity Overall, By Study, and By Candidate Sex.

Study	Candidate Sex	$\bar{X}_M\text{-}\bar{X}_F$	$\bar{X}_M$	$\bar{X}_F$	t value	Pr(>|t|)	ν	N
Both	Overall	-0.47	2.87	3.33	-9.02	0.00	2989.08	2999
Study 1	Overall	-0.69	2.53	3.22	-8.43	0.00	1186.54	1200
Study 2	Overall	-0.32	3.09	3.41	-4.88	0.00	1792.58	1799
Study 1	Female	-0.69	2.53	3.22	-8.43	0.00	1186.54	1200
Study 2	Female	-0.18	3.17	3.34	-1.58	0.11	590.88	600
Study 2	Male	-0.39	3.06	3.45	-4.85	0.00	1196.51	1199

E   Analyses for H2

We find evidence that Democrats exhibit distinct preferences for femininity consistent with the first part of Hypothesis 2. However, the results are somewhat weaker for Independents, as we might expect. However, we did not find evidence that Republicans preferred a masculine style, falsifying the second part of Hypothesis 2.

Table S8: Overall Preference for Masculinity by Respondent Party and Study.

Study	Respondent Party	$\bar{X}_M$-$\bar{X}_F$	$\bar{X}_M$	$\bar{X}_F$	t value	Pr(>|t|)	ν	N
Study 1	Democrat	-0.89	3.25	4.14	-8.97	0.00	477.66	507
Study 1	Independent	-0.58	2.28	2.85	-4.55	0.00	411.16	429
Study 1	Republican	-0.36	1.61	1.97	-2.62	0.01	254.61	264
Study 2	Democrat	-0.60	3.29	3.89	-6.45	0.00	731.51	754
Study 2	Independent	-0.25	2.96	3.21	-2.31	0.02	646.48	653
Study 2	Republican	0.22	2.96	2.74	1.53	0.13	376.66	392

Prior reviewers expressed concern that these effects might be different when respondents were evaluating co-partisan versus out-partisan candidates. While we see as expected that respondents are generally more favorable towards their co-partisans, we do not see evidence that partisans prefer femininity (or masculinity) more when evaluating co-partisans.

Table S9: Overall Preference for Masculinity as a Function of Respondent and Candidate Co-Partisanship.

Study	Respondent	Candidate	$\bar{X}_M$-$\bar{X}_F$	$\bar{X}_M$	$\bar{X}_F$	t value	Pr(>|t|)	ν	N
Study 1	Democrat	Democrat	-0.89	3.25	4.14	-8.97	0.00	477.66	507
Study 1	Independent	Democrat	-0.58	2.28	2.85	-4.55	0.00	411.16	429
Study 1	Republican	Democrat	-0.36	1.61	1.97	-2.62	0.01	254.61	264
Study 2	Democrat	Republican	-0.57	2.23	2.80	-2.55	0.01	163.59	168
Study 2	Democrat	Democrat	-0.63	3.58	4.22	-7.31	0.00	543.98	586
Study 2	Independent	Republican	-0.68	2.67	3.35	-2.72	0.01	116.72	125
Study 2	Independent	Democrat	-0.14	3.05	3.19	-1.17	0.24	523.87	528
Study 2	Republican	Republican	-0.00	3.92	3.92	-0.01	0.99	74.18	77
Study 2	Republican	Democrat	0.34	2.75	2.41	2.17	0.03	300.51	315

F   Analyses for H3

We see strong evidence in support of Hypothesis 3 that women voters prefer feminine candidates, across both studies. Men also preferred feminine candidates, but to a significantly lesser degree than women.

We do also find mild evidence of gender affinity amongst respondents (compare the mean ratings of female candidates to the mean ratings of male candidates). However, the effect is driven by male respondents, who significantly prefer male candidates to female candidates. Women evidence no significant preference between male and female candidates.

Table S10: Overall Preference for Masculinity by Respondent Sex and Study.

Study	Respondent Sex	Respondent Party	$\bar{X}_M$-$\bar{X}_F$	$\bar{X}_M$	$\bar{X}_F$	t value	Pr($>$|t|)	ν	N
Study 1	Female	Democrat	-1.04	3.23	4.27	-9.07	0.00	287.16	322
Study 1	Female	Independent	-0.76	2.25	3.01	-4.46	0.00	190.06	201
Study 1	Female	Republican	-0.50	1.47	1.97	-2.92	0.00	125.52	130
Study 1	Male	Democrat	-0.62	3.28	3.90	-3.39	0.00	179.57	185
Study 1	Male	Independent	-0.43	2.29	2.72	-2.31	0.02	221.11	228
Study 1	Male	Republican	-0.23	1.74	1.97	-1.10	0.27	123.26	134
Study 2	Female	Democrat	-0.68	3.19	3.87	-5.66	0.00	426.13	434
Study 2	Female	Independent	-0.65	2.93	3.59	-4.25	0.00	298.02	304
Study 2	Female	Republican	-0.09	2.84	2.94	-0.49	0.62	201.10	214
Study 2	Male	Democrat	-0.49	3.43	3.92	-3.30	0.00	301.24	320
Study 2	Male	Independent	0.11	2.98	2.88	0.71	0.48	334.88	349
Study 2	Male	Republican	0.60	3.12	2.52	2.70	0.01	173.63	178

Table S11: Evidence of Gender Affinity for Men.

Study	Respondent Sex	Candidate Sex	$\bar{X}_M$-$\bar{X}_F$	$\bar{X}_M$	$\bar{X}_F$	t value	Pr($>$|t|)	ν	N
Study 1	Female	Female	-0.86	2.57	3.43	-8.16	0.00	649.04	653
Study 1	Male	Female	-0.48	2.48	2.96	-3.80	0.00	537.09	547
Study 2	Female	Female	-0.38	3.13	3.51	-2.54	0.01	313.06	317
Study 2	Female	Male	-0.65	2.98	3.63	-6.17	0.00	631.31	635
Study 2	Male	Female	0.05	3.21	3.16	0.28	0.78	276.92	283
Study 2	Male	Male	-0.10	3.15	3.26	-0.86	0.39	559.73	564

G   Analyses for H4

We find strong evidence in support of Hypothesis 4, which suggested that liberals would prefer a feminine style. Note that as ideology increases, respondents identify as more liberal ("0" means very conservative, and "1" means very liberal).

Table S12: Liberals Prefer Femininity.

	Estimate	Std. Error	t value	Pr(>|t|)
(Intercept)	3.0843	0.0941	32.77	0.0000
Feminine Style	-0.7720	0.1346	-5.73	0.0000
R.Ideology	0.0086	0.1621	0.05	0.9577
Feminine Style * R.Ideology	1.9923	0.2247	8.87	0.0000

However, we find mixed evidence that this is true conditioning on candidate sex and respondent partisanship. While liberal Democrats preferred femininity more strongly than conservative Democrats, for candidates of both sexes, this was only moderately true for Independents, and not true for Republicans.

Table S13: Overall Preference for Masculinity by Candidate Sex and Respondent Ideology and Party.

	Estimate	Std. Error	t value	Pr(>|t|)
(Intercept)	3.8736	0.2397	16.16	0.0000
Feminine Style	-0.5946	0.3428	-1.73	0.0830
R.Independent	-0.4227	0.3136	-1.35	0.1778
R.Republican	-0.9607	0.3092	-3.11	0.0019
R.Ideology	-1.1481	0.3480	-3.30	0.0010
Female Candidate	-0.1596	0.3894	-0.41	0.6820
Feminine Style * R.Independent	-0.9996	0.4480	-2.23	0.0258
Feminine Style * R.Republican	0.3950	0.4376	0.90	0.3668
Feminine Style * R.Ideology	1.8385	0.4823	3.81	0.0001
R.Independent * R.Ideology	0.2467	0.4977	0.50	0.6202
R.Republican * R.Ideology	1.5688	0.6724	2.33	0.0198
Feminine Style * Female Candidate	0.5954	0.5911	1.01	0.3139
R.Independent * Female Candidate	-1.0229	0.5368	-1.91	0.0569
R.Republican * Female Candidate	-0.4716	0.4959	-0.95	0.3417
R.Ideology * Female Candidate	0.8665	0.5686	1.52	0.1277
Feminine Style * R.Independent * R.Ideology	1.8356	0.6953	2.64	0.0084
Feminine Style * R.Republican * R.Ideology	-1.4676	0.9633	-1.52	0.1278
Feminine Style * R.Independent * Female Candidate	0.1854	0.7755	0.24	0.8111
Feminine Style * R.Republican * Female Candidate	-1.0420	0.7419	-1.40	0.1603
Feminine Style * R.Ideology * Female Candidate	-0.9039	0.8384	-1.08	0.2811
R.Independent * R.Ideology * Female Candidate	1.1708	0.8474	1.38	0.1672
R.Republican * R.Ideology * Female Candidate	0.7752	1.0561	0.73	0.4631
Feminine Style * R.Independent * R.Ideology * Female Candidate	-1.0730	1.1887	-0.90	0.3668
Feminine Style * R.Republican * R.Ideology * Female Candidate	0.9491	1.5308	0.62	0.5353

H   Analyses for November Trump Vote

We do find evidence that Independents who voted for Trump significantly preferred the masculine version of the candidates.

Table S14: Independent Trump Voters Prefer Masculinity.

Party	$\bar{X}_M$-$\bar{X}_F$	$\bar{X}_M$	$\bar{X}_F$	t value	Pr(>|t|)	ν	N
Democrat	0.49	2.70	2.21	1.17	0.25	34.13	52
Independent	0.39	2.46	2.07	2.67	0.01	322.34	394
Republican	0.21	2.36	2.15	1.80	0.07	528.55	641

I Reweighted Analyses

To understand how sensitive these estimates are to the composition of the sample, we provide the analyses in the paper reweighted to look like the composition of the electorate in the entire U.S. Although we cannot use them to assess what the results would be like with a representative sample from the entire U.S., they can help us understand how much the estimates might change if our sample had a slightly different composition (whiter, less Democratic, etc.).

To undertake this analysis, we begin by collecting more descriptive data from the weighted 2016 CCES (see updates in Table 1) to create five weighting variables for iterative proportional fitting: gender (rgender: binary female/male), race (rwhite: binary white/non-white), party ID (pid3: three categories for Democrats, Republicans, and all others coded as Independents), education (redu: five ordinal brackets from less than high school to post-graduate education), and age (rage: four ordinal brackets from 18-24 to 65+). We then use the R package 'survey' to create raked weights, which re-weight the California sample to have the same "composition" as the 2016 CCES for each of the five weighting variables separately. We use raking because we cannot easily estimate accurate population totals for each strata. Weights are not trimmed.

We then re-run all the main analyses (testing H1-H4) using these weights. Overall, we see that the reweighted sample feels less enthusiastic about the (mostly Democratic) candidates on average, which is what we would expect by over-weighting the white, less educated, Republican, etc. individuals in the sample. But in no case do the reweighted analyses substantively change the results (e.g., flipping the findings), although some small differences can be seen. For instance, for H4, conservative Independents are slightly (but not significantly) more positive towards masculine women candidates in the reweighted analysis. In general, the lack of meaningful differences suggests that the results are not strongly sensitive to sample composition.

In the charts that follow, we show the original (unweighted) findings in solid points and lines, and the reweighted findings using hollow points and dotted error bars.
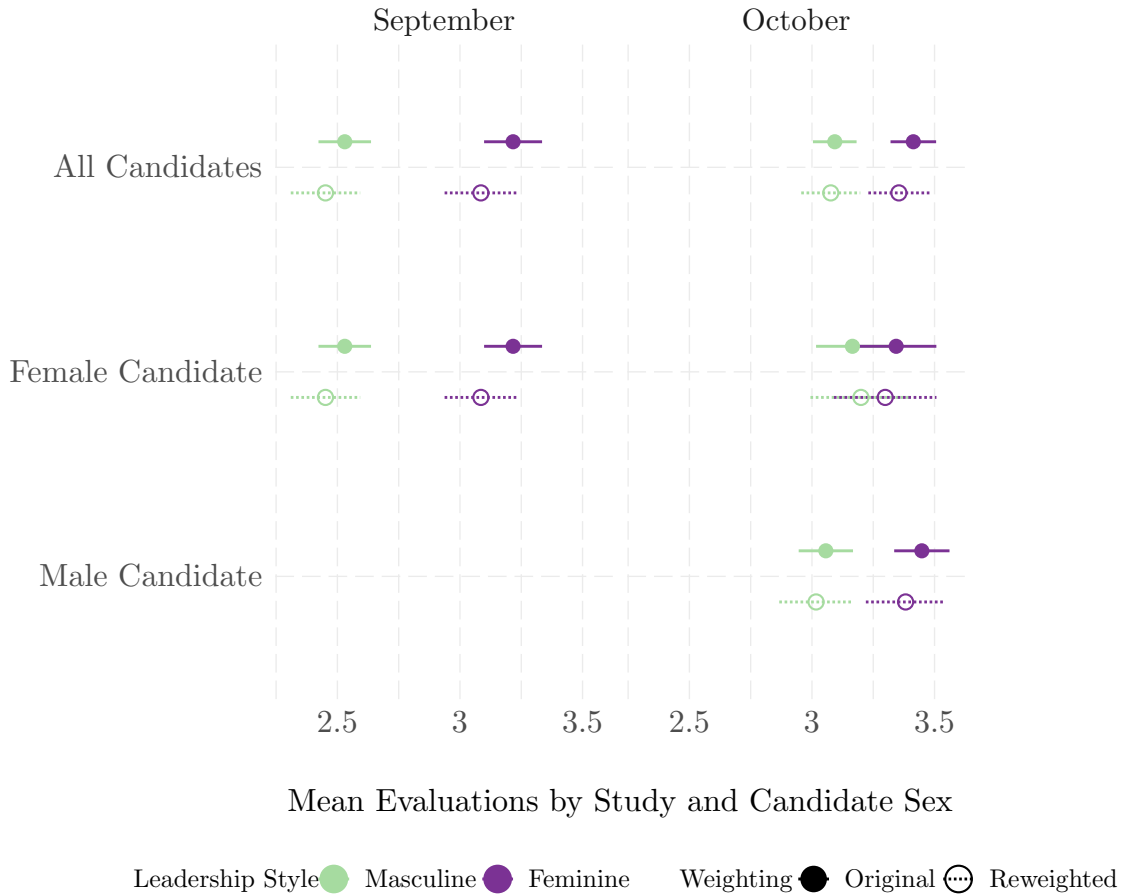
Figure S4: *Figure 1, Original vs. Reweighted.*
Figure shows mean agreement that the country needs this sort of leadership style, with
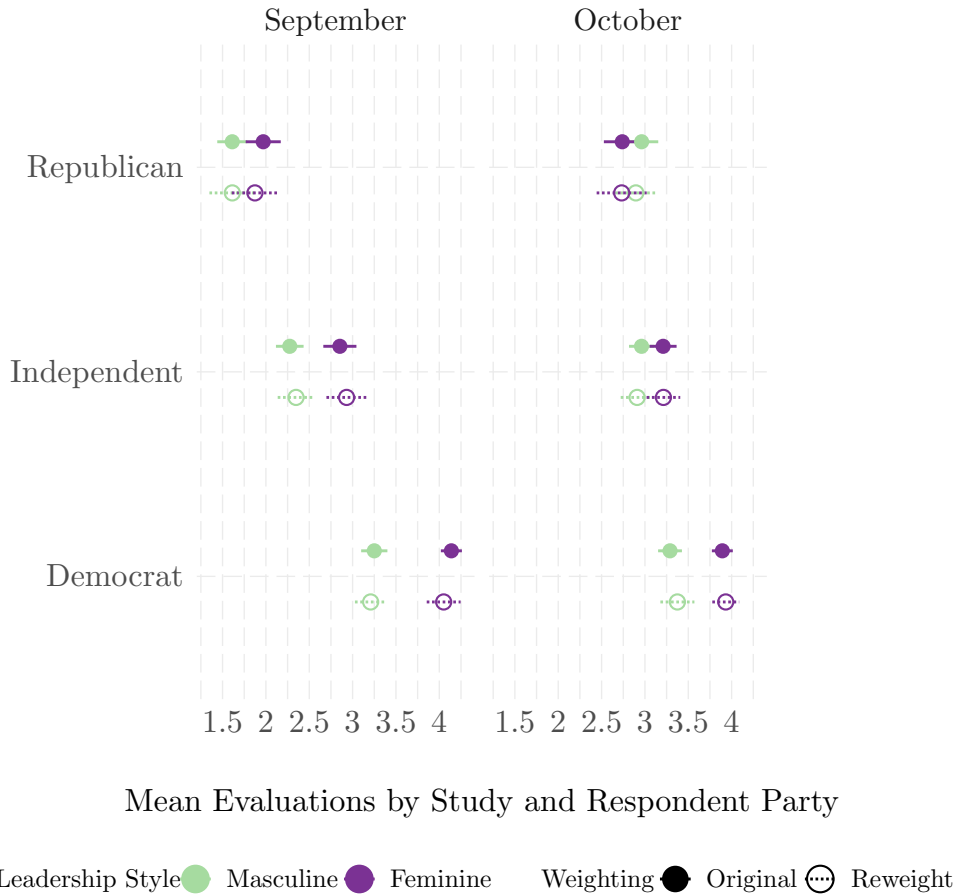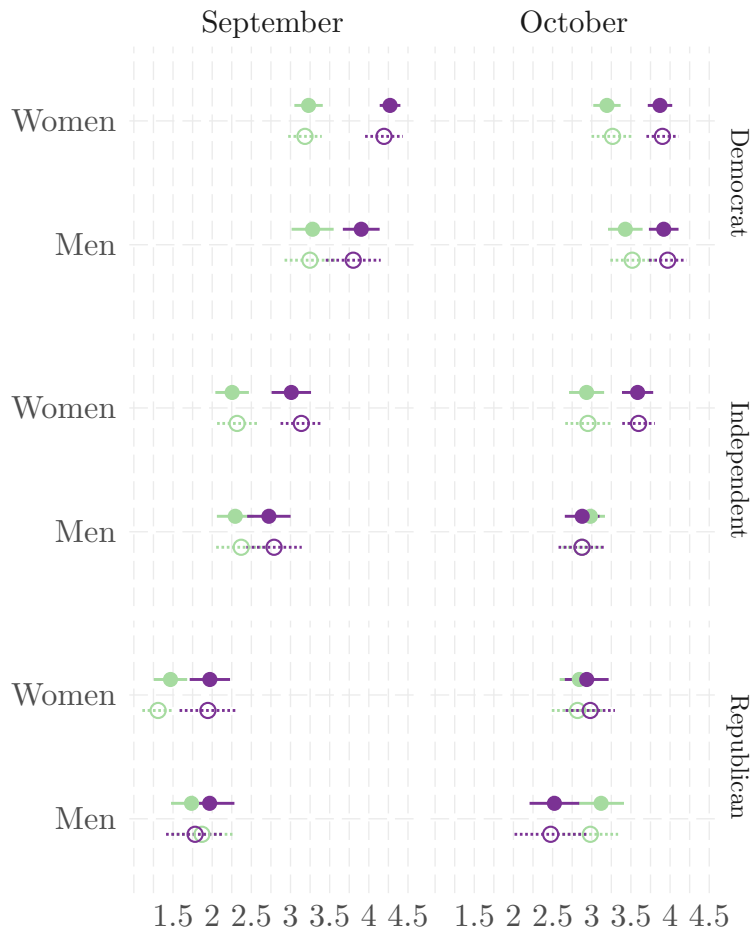95% confidence intervals.

Figure S5: *Figure 2, Original vs. Reweighted.*
Figure shows mean agreement that the country needs this sort of leadership style, with 95% confidence intervals.
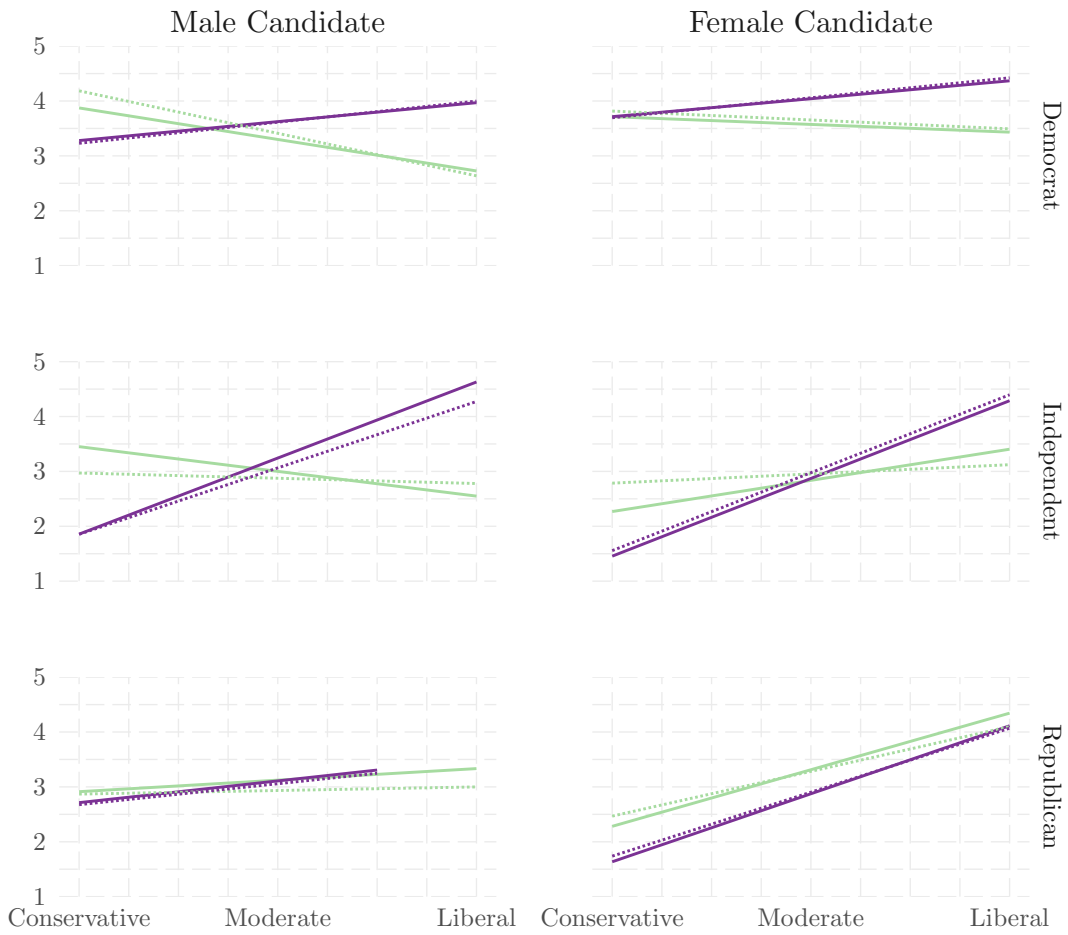
Figure S6: *Figure 3, Original vs. Reweighted.*
Figure shows mean agreement that the country needs this sort of leadership style, with
95% confidence intervals.

Mean Evaluations by Respondent Party and Ideology

Leadership Style —— Masculine —— Feminine

Figure S7: *Figure 4, Original vs. Reweighted.*
Figure shows predicted agreement that the country needs this sort of leadership style using an OLS regression. 95% confidence intervals were not generated as the near-total overlap made the figure difficult to read.

J   Distribution of Ideologies by Party

There is meaningful variation in respondents' self-identified ideology within each partisan group. However, there are relatively few liberal Republicans–only 18 of the 388 Republican voters identified as somewhat or very liberal. Despite this small sample size, the regression results for H4 as presented in the paper are robust to dropping these 18 individuals. However, we cannot speak to the preferences of liberal Republicans as a subgroup the way we can for other groups.
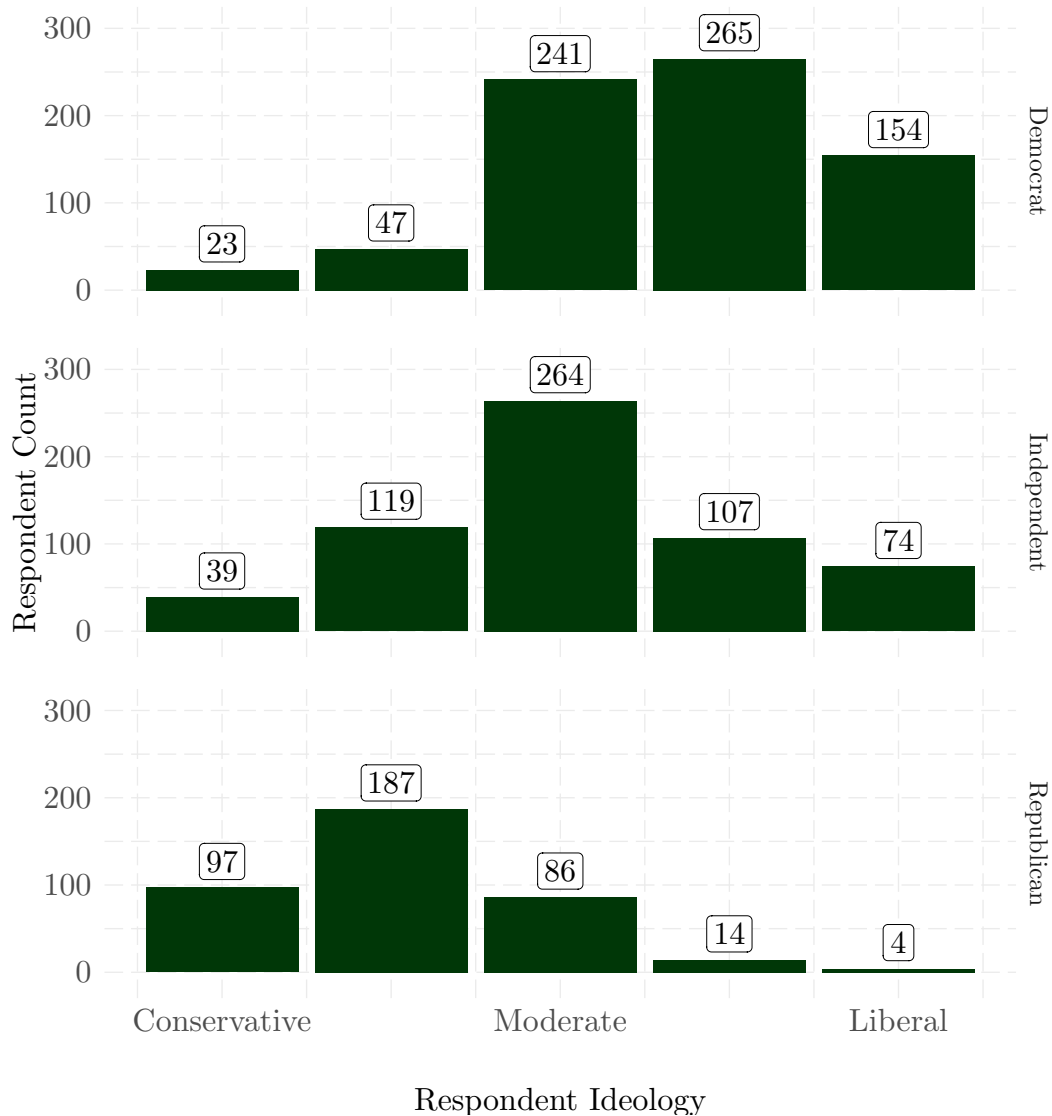

Figure S8: *Distribution of Ideologies, by Party ID*
Data is from Study 2 only, as the ideology measure was not collected in Study 1.

K   Survey Instrument

SEPTEMBER STUDY

Form A voters will receive the next question.

26a. Hillary Clinton is said to have a distinctive leadership style. She believes that listening to and working with others is more important than taking a stand and sticking with it.

Do you think that sort of leadership style is what America needs right now?
1) Strongly agree
2) Somewhat agree
3) Neither agree nor disagree
4) Somewhat disagree
5) Strongly disagree

Form B voters will receive the next question.

26b. Hillary Clinton is said to have a distinctive leadership style. She believes that taking a stand and sticking with it is more important than listening to and working with others.

Do you think that sort of leadership style is what America needs right now?
1) Strongly agree
2) Somewhat agree
3) Neither agree nor disagree
4) Somewhat disagree
5) Strongly disagree

Form C voters will be split sampled and asked either of the next two questions, but not both.

26c.
(v1) Hillary Clinton is said to have a distinctive leadership style. She believes that listening to and working with others is more important than taking a stand and sticking with it.

In your experience, is this sort of leadership style more common among men or women?
1) Much more common among men
2) Somewhat more common among men
3) About equal among men and women
4) Somewhat more common among women
5) Much more common among women

26c.
(v2) Hillary Clinton is said to have a distinctive leadership style. She believes that taking a stand and sticking with it is more important than listening to and working with others.

In your experience, is this sort of leadership style more common among men or women?
1) Much more common among men
2) Somewhat more common among men
3) About equal among men and women
4) Somewhat more common among women
5) Much more common among women

OCTOBER STUDY

Form A voters will receive one of the next six questions.

22a1. Democratic presidential nominee Hillary Clinton is said to have a distinctive leadership style. She believes that being compassionate and working with others is more important than being assertive and aggressively pursuing goals.

Do you think that sort of leadership style is what America needs right now?
1) Strongly agree
2) Somewhat agree
3) Neither agree nor disagree
4) Somewhat disagree
5) Strongly disagree

22a2. Democratic presidential nominee Hillary Clinton is said to have a distinctive leadership style. She believes that being assertive and aggressively pursuing goals is more important than being compassionate and working with others.

Do you think that sort of leadership style is what America needs right now?
1) Strongly agree
2) Somewhat agree
3) Neither agree nor disagree
4) Somewhat disagree
5) Strongly disagree

22a3. Same as 22a1 but with "Senator Elizabeth Warren"

22a4. Same as 22a2 but with "Senator Elizabeth Warren"

22a5. Same as 22a1 but with "Green Party presidential nominee Jill Stein"

22a6. Same as 22a2 but with "Green Party presidential nominee Jill Stein"

Form B voters will receive one of the next six questions.

22b1. Same as 22a1 but with "Democratic vice-presidential nominee Tim Kaine"

22b2. Same as 22a2 but with "Democratic vice-presidential nominee Tim Kaine"

22b3. Same as 22a1 but with "Republican vice-presidential nominee Mike Pence"

22b4. Same as 22a2 but with "Republican vice-presidential nominee Mike Pence"

22b5. Same as 22a1 but with "Vice-President Joe Biden"

22b6. Same as 22a2 but with "Vice-President Joe Biden"

Form C voters will receive one of the next six questions.

22c1. Same as 22a1 but with "Senator Bernie Sanders"

22c2. Same as 22a2 but with "Senator Bernie Sanders"

22c3. Same as 22a1 but with "President Barack Obama"

22c4. Same as 22a2 but with "President Barack Obama"

22c5. Same as 22a1 but with "Libertarian Party presidential nominee Gary Johnson"

22c6. Same as 22a2 but with "Libertarian Party presidential nominee Gary Johnson"

Form A voters will receive one of the next three questions, matching the candidate they saw in the earlier question.

26a1-2. When faced with a tough decision, do you think that Hillary Clinton is more likely to listen to others' advice, or to make the decision on her own?
  1) Much more likely to listen to others
  2) Somewhat more likely to listen to others
  3) About equally likely to do both
  4) Somewhat more likely to make the decision
  5) Much more likely to make the decision

26a3-4. Same as 26a1-2 but with Elizabeth Warren

26a5-6. Same as 26a1-2 but with Jill Stein

Form B voters will receive one of the next three questions, matching the candidate they saw in the earlier question.

26b1-2. Same as 26a1-2 but with Mike Pence

26b3-4. Same as 26a1-2 but with Mike Pence

26c5-6. Same as 26a1-2 but with Joe Biden

Form C voters will receive one of the next three questions, matching the candidate they saw in the earlier question.

26c1-2. Same as 26a1-2 but with Bernie Sanders

26c3-4. Same as 26a1-2 but with Barack Obama

26c5-6. Same as 26a1-2 but with Gary Johnson

Form A, B, and C voters will be split sampled and asked either of the next two questions, but not both.

41a.   In your experience, do you think leaders who are described as assertive and aggressively pushing goals are more common among men or among women?

   1)   Much more common among men
   2)   Somewhat more common among men
   3)   About equal among men and women
   4)   Somewhat more common among women
   5)   Much more common among women

41b.   In your experience, do you think leaders who are described as compassionate and working with others are more common among men or among women?

   1)   Much more common among men
   2)   Somewhat more common among men
   3)   About equal among men and women
   4)   Somewhat more common among women
   5)   Much more common among women