

**Michael Kosfeld, Goethe
Management
University Frankfurt**

**I (DON'T) LIKE YOU! BUT WHO CARES? COOPERATION AND
COORDINATION IN SAME-SEX AND MIXED-SEX TEAMS**

Abstract

We analyse gender differences in the effect of (mutual) likability on cooperation and coordination outcomes in a laboratory experiment. Our main hypothesis is that likability plays a more important role for women than for men. The experimental results confirm our hypothesis for same-sex pairs but not for mixed-sex pairs. In sum, likability matters, except for men interacting with men. We discuss implications of our findings for the analysis of gender differences in firms and labour markets.