

## The Hubris Bias: Differential Effects of (Perceived) Humility on the Success of Black versus White Males

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Building on prior research, the current paper makes the case that pride, arrogance, and agency are approved traits for high status group members but are repudiated traits for low status group members. Consequently, we predict that “disarming mechanisms”—physical traits, attitudes or behaviors that signal humility, passivity, or deference are, generally speaking, beneficial to the success of Black males but are irrelevant or even detrimental to the success of White males. Several studies using experimental and real-world targets (e.g., Barack Obama) reveal that the expression of humility-consistent traits (e.g., deference, warmth) benefit Black male leaders but hurt White male leaders, whereas the opposite pattern tended to emerge for humility-inconsistent traits (e.g., dominance, aggression). In addition, I present data that speak to the question of whether “celebration” penalties imposed on NFL players are racially biased, due to the fact that: (1) most players who celebrate are Black, (2) celebrations are primarily perceived as arrogance (rather than exuberance), and (2) arrogance is a penalized offense for Blacks but not Whites. Implications for structural inequality, hierarchy maintenance, and the unique challenges of minority leaders and overachievers are discussed.