

THE ABILITY OF MEN AND WOMEN TO JUDGE INTELLIGENCE

-L. W. WEBB, NORTHWESTERN UNIVERSITY

The problem investigated in this study is the relative values of the judgments of men and women in rating the intelligence of the same people.

There were one hundred four students in one of my classes, fifty-three men and fifty-one women. The names were printed and sent to the faculty with the following instructions:

“Consider all the students whom you know. Divide them into ten groups basing your judgment upon their intellectual ability; the students of the highest ability to be in group ten, the next highest in group nine, and so on to the poorest students who will be in group one. Will you look over the following list of students; in the column, *Rank*, place opposite each student's name the number from ten to one according to which group you think he belongs as per the ten relative intellectual groups mentioned above.”

The students employed the same method in judging the intelligence of one another. The purpose of the project was fully explained to the students and they were urged to rate only those students who were well known to them.

Three intelligence tests were given to the students: Army Alpha and two tests devised by Thurstone labeled A and B. The complete scholastic record of each student was secured from the Registrar's office. Fifty members of the faculty rated the students. However, only eighty-two students were judged by the faculty while ninety-seven were rated by the students. Forty-one men and forty-one women were rated by the faculty. The men students judged thirty-two women as against fifty men; women passed judgment on the intelligence of forty-four women and thirty-five men. The rating of no student was used unless he was graded by at least three people. The range of the number of judgments on each student was, in the case of the faculty, 3 to 15, while that of the students was from 3 to 68; the average number of ratings per student in the former instance was 6; in the

TABLE I.

Men's Judgment of Men Versus Women's Judgment of Men

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|------------|------------|--------------|----------------|-------------|-------|-------|-------|-------|
| | Men of men | Women of men | Faculty of men | Sch. of men | A | B | A B | Alpha |
| Average... | 65 | 70 | 63 | 63 | 52 | 63 | 57 | 46 |
| Range.... | 45-87 | 41-87 | 39-94 | 43-95 | 33-82 | 39-94 | 41-81 | 13-85 |
| A. D..... | 7.33 | 8.26 | 11.42 | 11.35 | 9.00 | 11.42 | 9.57 | 19.81 |
| S. D..... | 9.70 | 10.68 | 12.93 | 13.66 | 11.15 | 12.92 | 11.29 | 22.91 |
| Q. D..... | 9.25 | 8.50 | 12.00 | 11.75 | 8.25 | 12.00 | 10.25 | 20.50 |

TABLE II

Men's Judgments of Women Versus Women's Judgments of Women

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|-----------|--------------|----------------|------------------|---------------|-------|-------|-------|-------|
| | Men of women | Women of women | Faculty of women | Sch. of women | A | B | A B | Alpha |
| Average.. | 72 | 69 | 68 | 70 | 53 | 69 | 62 | 54 |
| Range.... | 40-90 | 40-97 | 35-93 | 46-96 | 29-81 | 42-96 | 37-87 | 16-94 |
| A. D..... | 8.48 | 10.42 | 10.46 | 10.82 | 8.23 | 13.60 | 10.00 | 16.00 |
| S. D..... | 11.08 | 13.02 | 13.58 | 13.38 | 10.89 | 15.15 | 12.30 | 18.85 |
| Q. D..... | 9.00 | 10.50 | 13.50 | 13.50 | 7.50 | 14.75 | 9.62 | 16.75 |

latter case 27. The range of the number of women rating men was 3 to 38; when judging women it was from 3 to 40. The average in the first case was 13.9, while in the latter instance it was 18.8. The average number of judgments of the men when rating men was 18, the range 3 to 37; when they rated women the range was 3 to 29 and the average 13.4. The results of this study are presented in four tables given above.

In Table I. the ability of men and women to judge the intelligence of men is compared. According to our rating scale numbers from 10 to 100 are obtained. All the other scores with which the judgments are compared were reduced to a similar basis in order to facilitate comparison. In this table the average of the judgments of the men and women are given together with the range, A. D. S. D., and Q. D. The results of the faculty judgments of men are presented, also the scholarship record and the score of men in tests A, B, average of A and B, and Army Alpha.

It will be noted that the judgments of the women run slightly higher than do those of the men. The same results obtained when the women's ratings were compared with the other average. The variability of the score of the men and women is slightly less than is any of the other instances. This is probably due to the fact that there is a larger number of figures combined in case of men than in any of the other columns.

Table II. compares the judgments of men and women passed upon the intelligence of women. In this instance it is discovered that the men tend to rate the women higher by only a very small margin. The differences in this table are not so marked as those in Table I.

When the results in the two tables are compared it is observed that women tend to rate men higher while men show a partiality in judging women. Their judgments of women are higher than they are of men. Women placed a slightly higher value on the intelligence of the men than they did upon that of women. Columns three to eight in Table II., which are the records for the women, are somewhat higher than the corresponding columns in Table I, which are the scores of men.

The second method by which these data were studied is that of correlation.

In Table III. are given the Correlation values of the judgments of men and women of men, when compared with the various criteria. The correlation values are arranged somewhat in groups; the first group has to do with the Thurstone Tests, the second gives the results when using the Army Alpha test scores; and the third group shows the correlation values with scholarship and faculty judgments. The values in the first two groups were also averaged.

With the Thurstone test, women have higher correlation values in three of the four cases of comparison. The ten values obtained by using Army Alpha show the women to have a higher correlation in five instances, lower in two, and practically the same in three instances of comparison. In the last group, the men show higher correlations for both items. Considering the entire sixteen correlations, the women have 8 higher; the men 5.

TABLE III

Correlation of Men's and Women's Judgments of Men with Various Criteria

| | Men of men | Women of men |
|-------------------------|-------------|--------------|
| Thurstone A..... | .350 ± .084 | .335 ± .102 |
| B..... | .310 ± .087 | .411 ± .096 |
| A + B..... | .340 ± .085 | .402 ± .097 |
| Average | .33 | .382 |
| Army Alpha 1..... | .077 ± .098 | .307 ± .104 |
| 2..... | .423 ± .080 | .422 ± .093 |
| 3..... | .407 ± .082 | .450 ± .092 |
| 4..... | .477 ± .075 | .444 ± .092 |
| 5..... | .200 ± .095 | .028 ± .115 |
| 6..... | .126 ± .097 | .206 ± .100 |
| 7..... | .395 ± .074 | .394 ± .097 |
| 8..... | .047 ± .099 | .134 ± .113 |
| Total | .410 ± .083 | .419 ± .095 |
| Average | .284 | .312 |
| Scholarship | .587 ± .063 | .536 ± .081 |
| Faculty judgments | .687 ± .058 | .665 ± .072 |
| Average of all..... | .346 | .360 |

The range of the differences for the men is from 2 to 18, four being between 2 and 5. This makes an average difference for the men of 6 points. The range of the differences in favor of the women is from 3 to 23; two of the differences are 3, two 5, three between 6 and 9, one 10 and one 23. The average difference in favor of the women is 8.61. Of the 28 correlations, exclusive of the averages, 21 are sufficiently high to be of some significance. The values of greatest significance are those obtained when correlation is made with scholarship and faculty judgments.

In Table IV. the relationship between men and women's judgments of women and the several criteria are considered. The same criteria are used here as were employed in Table III, and the values are grouped in the same manner as in the preceding table.

By observing the data of this table it will be noted that in all 14 cases of comparison the women have higher values. The differences in favor of the women range from 15 to 46, with an average of .322. All of these dif-

ferences are large enough to be significant. The average of the three correlations obtained when Thurstone's Test was employed shows a difference of 35 points in favor of the women. In regard to the average of the nine r 's of Army Alpha, there is a difference of 30 on the side of the women. When all the correlation values are averaged the women obtain an advantage of .259.

In the column of the woman's judgments, all of the values are of some significance; 4 are between .266 and .372; 3 between .401 and .467; 3 between .545 and .597; 4 are between 60 and 70. Ten of the 14 values are sufficiently high to be quite significant. The average of the

TABLE IV

Correlation of Men's and Women's Judgments of Women with Various Criteria

| | Men of women | Women of women |
|-------------------------|--------------|----------------|
| Thurstone A..... | .245 ± .110 | .467 ± .081 |
| B..... | .265 ± .109 | .639 ± .061 |
| A + B..... | .201 ± .112 | .660 ± .058 |
| Average | .233 | .588 |
| Army Alpha 1..... | .116 ± .113 | .300 ± .095 |
| 2..... | .130 ± .114 | .372 ± .091 |
| 3..... | .073 ± .115 | .445 ± .084 |
| 4..... | .147 ± .112 | .545 ± .073 |
| 5..... | .054 ± .116 | .401 ± .088 |
| 6..... | .114 ± .112 | .266 ± .097 |
| 7..... | .014 ± .117 | .283 ± .096 |
| 8..... | .231 ± .081 | .597 ± .067 |
| Total | .218 ± .104 | .597 ± .067 |
| Average | .121 | .422 |
| Scholarship | .280 ± .106 | .704 ± .051 |
| Faculty judgments | .281 ± .117 | .619 ± .069 |
| Average of all..... | .162 | .421 |

14 r 's is .421. None of the 14 correlation values obtained for the men's judgments of women are of any significance. The highest value is only .281 while the lowest is .014. The average of all 14 values is .162. In no instance is the r three times the size of the P. E.

With the foregoing data as the basis, the following conclusions are justified:

1. No significant difference appears in the judgments of the two groups in terms of the central tendency.

2. Each group shows some partiality to the opposite sex in estimating its intelligence; that is, the men give evidence of placing a slightly higher value on the intelligence of women than they do that of men. The women appear to do the same thing in regard to the men. This partiality is not striking.

3. The type of intelligence that this group of people rated should probably be termed scholastic intelligence. Three of the four correlation values in Tables III. and IV. having to do with scholarship are sufficiently high to be significant. Scholarship is not the important factor in determining men's judgments of women. The only instance where higher values are found is when the faculty ratings were used as a criterion for correlation purposes. In another study the correlation between faculty judgments of intelligence and scholarship was found to be .760.

4. When the intelligence of men is estimated, the two groups manifested about equal ability. If there is any difference at all, it is in favor of the women. However, the difference is not sufficiently large to be of any significance.

5. The women evidenced a decided superiority in judging the intelligence of women; practically all the correlation values were high enough to be of significance.

6. The men's ratings of the women were practically worthless. In no instance was a significant correlation found.

The practical outcome of this study is that when men are to be judged by a rating scale, either men or women could be used as judges. However, when women are to be rated it would appear to be wiser to employ women as judges.