

Propositions

- 1.** Not only the status differences between a nationality majority and a nationality minority group but also the status differences between nationality minority groups affect work related outcomes.
- 2.** Not only diffuse status but also specific status influences the effects of demographic dissimilarity on work related outcomes.
- 3.** Public observability helps low-status minorities have access to information.
- 4.** Nationality diversity alleviates the negative effects of nationality dissimilarity.
- 5.** The key for reversing the negative effects of gender dissimilarity to the positive ones is specific status.
- 6.** Information access is key to individual creativity and performance.
- 7.** What is important is not to have access to the number of people who provide information but to have access to the people who provide crucial information.
- 8.** Team processes not only affect team outcomes but also affect individual outcomes.
- 9.** It is not only what we do, but also what we do not do, for which we are accountable (Moliere).

10. It is good to rub and polish our brain against that of others (Montaigne).

11. Science is like sex: sometimes something useful comes out, but that is not the reason we are doing it (Richard P. Feynman).