

## Supplementary Data S1

**Table S1. Demographic details of participants.**

Characteristics	Sample Population		Male		Female	
	N	%	N	%	N	%
<b>Age</b>						
25-35 years	49	45.4	19	41.2	30	48.4
36-45 years	35	32.4	13	28.3	22	35.5
46-55 years	15	13.9	9	19.6	6	9.7
More than 55 years	9	8.3	5	10.9	4	6.4
<b>Profession</b>						
Counsel	34	31.5	14	30.4	20	32.3
Attorney	19	17.6	8	17.4	11	17.7
Compliance Officer	10	9.3	5	10.9	5	8.1
Legal Executive	15	13.9	6	13	9	14.5
Others	30	27.8	13	28.3	17	27.4
<b>Organization</b>						
Public	44	40.7	15	32.6	29	46.8
Private	35	32.4	21	45.7	14	22.6
Parastatal	13	12	4	8.7	9	14.5
Own Practice/ Others	16	14.8	6	13	10	16.1
<b>Experience in Negotiation</b>						
< 1 year	21	19.4	7	15.2	14	22.6
1-5 years	41	38	17	37	24	38.7
6-10 years	20	18.5	7	15.2	13	21
> 10 years	26	24.1	15	32.6	11	17.7

Data presented as a percentage (%) of the total number per category; Total number of participants in the study (n = 108); Gender representation: male, n = 46, and female, n = 62.

## Supplementary Data S2

**Table S2. Comparative analysis between gender and personality traits.**

Personality Traits	Gender		Asymp. Sig (2-Sided)
	Male	Female	
<b>Openness</b>	55.53	53.73	0.766
<b>Conscientiousness</b>	43.66	62.54	0.002 **
<b>Extraversion</b>	55.53	53.73	0.766
<b>Agreeableness</b>	48.47	58.98	0.083
<b>Neuroticism</b>	42.02	63.76	0.000 ***

Gender data is presented as mean rank. \*\* and \*\*\* significant levels capped at 0.01 and 0.001 respectively.

Supplementary Data S3

**Table S3. Predominant personality traits depicted across Participants.**

Item No.	Items	Mean			A* (%)	I* (%)
		Total	Female	Male		
<b>OPENNESS TO EXPERIENCE</b>						
5	Have a vivid imagination	3.55	3.77	3.24	63.0	15.7
10	Am not interested in abstract ideas	2.94	2.89	3.00	32.4	24.1
15	Have difficulty understanding abstract ideas	3.33	3.05	3.72	11.1	37.0
20	Do not have a good imagination	3.81	3.84	3.78	6.5	66.7
	<b>Subscale Score</b>	<b>3.41</b>	<b>3.39</b>	<b>3.45</b>		
<b>CONSCIENTIOUSNESS</b>						
3	Get chores done right away	3.48	3.98	2.80	57.4	22.2
8	Often forget to put things back in their proper place	3.34	3.55	3.07	32.4	53.7
13	Like order	3.81	3.95	3.61	62.0	7.4
18	Make a mess of things	3.75	3.84	3.63	13.0	67.6
	<b>Subscale Score</b>	<b>3.60</b>	<b>3.83</b>	<b>3.28</b>		
<b>EXTRAVERSION</b>						
1	Am the life of the party	3.12	2.95	3.35	40.7	31.5
6	Don't talk a lot	3.19	3.08	3.33	38.0	42.6
11	Talk to a lot of different people at parties	3.21	3.06	3.41	42.6	34.3
16	Keep in the background	3.06	3.00	3.15	29.6	30.6
	<b>Subscale Score</b>	<b>3.15</b>	<b>3.02</b>	<b>3.31</b>		
<b>AGREEABLENESS</b>						
2	Sympathize with others' feelings	3.84	4.06	3.54	68.5	12.0
7	Am not interested in other people's problems	3.05	3.18	2.87	38.0	36.1
12	Feel others' emotions	3.62	3.79	3.39	54.6	10.2
17	Am not really interested in others	3.28	3.29	3.26	29.6	44.4
	<b>Subscale Score</b>	<b>3.45</b>	<b>3.58</b>	<b>3.27</b>		
<b>NEUROTICISM</b>						
4	Have frequent mood swings	2.87	3.19	2.43	30.6	36.1
9	Am relaxed most of the time	2.32	2.53	2.04	64.8	13.9
14	Get upset easily	2.85	3.16	2.43	25.9	35.2
19	Seldom feel blue	3.40	3.21	3.65	20.4	50.0
	<b>Subscale Score</b>	<b>2.86</b>	<b>3.02</b>	<b>2.64</b>		

Data presented as weighted means for responses measured off a scale of a 5-point Likert scale (1 = Very inaccurate to 5 = very accurate); \* A = Accurate; I = Inaccurate).

Supplementary Data S4

Table S4. The perception of Women in equal or empowered roles in the workplace.

Item No.	Items	Mean			A* (%)	D* (%)
		Total	Female	Male		
<b>Factor 1: Acceptance of women in key positions</b>						
4	Men and Women should be given equal opportunities for participation in management training programmes.	6.45	6.77	6.02	94.5	3.7
5	Women have the capability to acquire the necessary skills to be successful managers.	6.32	6.63	5.91	92.5	2.8
8	The development community should someday accept women in key managerial positions.	6.35	6.71	5.87	95.4	1.8
10	It is acceptable for women to compete with men for top executive positions.	6.44	6.63	6.20	97.3	0.9
	<b>Subscale Score</b>	<b>6.39</b>	<b>6.69</b>	<b>6.00</b>		
<b>Factor 2: Enterprise features for business success</b>						
6	On average, women managers are less capable of contributing to an organization's overall goals than are men	2.02	1.66	2.50	7.4	85.2
7	It is not acceptable for women to assume leadership roles as often as men	2.03	1.61	2.59	9.3	87
9	Society should regard work by female managers as valuable as work by male managers	6.41	6.73	5.98	95.4	1.8
16	Women are less capable of learning mathematical and mechanical skills than men	2.38	1.94	2.98	13.9	77.8
17	Women are not ambitious enough to be successful in the business world	2.01	1.32	2.93	11.2	84.3
18	Women cannot be assertive in business situations that demand it	2.12	1.60	2.83	13	81.5
19	Women possess the self-confidence required of a good leader	6.10	6.42	5.67	89.9	5.6
20	Women are not competitive enough to be successful in the business world	2.17	1.76	2.71	14.9	80.5
21	Women cannot be aggressive in the business situations that demand it	2.45	1.89	3.22	17.6	71.2
	<b>Subscale Score</b>	<b>3.08</b>	<b>2.77</b>	<b>3.49</b>		
<b>Factor 3: Specific barriers to access to managerial positions</b>						
1	It is less desirable for women than men to have a job that requires responsibility	2.03	1.79	2.35	8.4	85.2

2	Women have the objectivity required to evaluate business situations properly	6.13	6.39	5.78	89.8	2.7
3	Challenging work is more important to men than it is to women	2.33	1.74	3.13	14.8	75
11	The possibility of pregnancy does not make women less desirable employees than men	1.92	1.58	2.37	6.4	89
12	Women would no more allow their emotions to influence their managerial behavior than would men	3.75	3.58	4.11	42.5	29.7
13	Problems associated with menstruation should not make women less desirable than men as employees	6.04	6.31	5.67	86.1	6.5
14	To be a successful executive, a woman does not have to sacrifice some of her femininity	5.76	6.16	5.22	79.7	14.8
15	On average, a woman who stays at home all the time with her children is a better mother than a woman who works outside the home at least half time	2.61	2.32	3.00	14.9	63.9
	<b>Subscale Score</b>	<b>3.82</b>	<b>3.73</b>	<b>3.95</b>		

Data presented as weighted means for responses measured off a scale of a 7-point Likert scale (1 = strongly disagree to 7 = strongly agree); \* A = Agreement; D = Disagreement

## Supplementary Data S5

**Table S5. Stereotypical Gender Roles.**

Items	Males		Female	
	Yes	No	Yes	No
Judged or shamed for not being feminine or masculine enough	14.81	27.78	38.89	18.52
Only men should be strong, resilient and career-driven	1.85	40.74	0	57.41
Only females should be emotional and caring	2.78	39.81	1.85	55.56
Only one job for each gender	7.41	35.19	4.63	52.78
Belief in traditional gender role	1.85	40.74	1.85	55.56

Data presented as a percentage (%) of the total number per category; Total number of participants in the study (n = 108); Gender-based presentation: male, n = 46, and female, n = 62.

### Supplementary Data S6

**Table S6. Mapping negotiation skills score against gender and profession.**

Proficiency in Negotiation Skills	Poor	Moderate	Excellent
<b>Gender</b>			
Male	-	4.63	37.96
Female	-	13.89	43.52
<b>Profession</b>			
Counsel	-	4.63	26.85
Attorney	-	1.85	15.74
Own Practice	-	0	9.26
Legal Executive	-	1.85	12.04
Others	-	10.19	17.59

Data presented as a percentage (%) of the total number per category; Total number of participants in the study (n = 108); Gender-based presentation: male, n = 46, and female, n = 62; Score categories; poor = 0 to 39; moderate = 40 to 69; excellent = 70 to 100. No respondents rated themselves as poor in negotiation skills.

### Supplementary Data S7

**Table S7. Predominant personality traits across gender and negotiation skills.**

Predominant Personality Traits	Negotiation Skills			
	Male		Female	
	Moderate	Excellent	Moderate	Excellent
Openness to Experience	1.9	14.8	3.7	9.2
Conscientiousness	2.8	10.2	4.6	28.7
Extraversion	0	0	0	0.9
Agreeableness	0	10.2	3.7	3.7
Neuroticism	0	2.8	1.9	0.9

Data presented as a percentage (%) of the total number per category; Total number of participants in the study (n = 108); Gender-based presentation: male, n = 46, and female, n = 62; Score categories; poor = 0 to 39; moderate = 40 to 69; excellent = 70 to 100. No respondents rated themselves as poor in negotiation skills.

## Supplementary Data S8

**Table S8. Negotiation outcomes across predominant personality traits.**

Predominant Personality Traits	Negotiation Outcome		
	Negative	Neutral	Positive
Openness to Experience	0	0.6	24.1
Conscientiousness	0.8	2.8	35.2
Extraversion	0	0	0.9
Agreeableness	0.6	3.7	0.8
Neuroticism	0.9	1.9	2.8

Data presented as a percentage (%) of the total number per category; Total number of participants in the study (n = 108).