Contents

Chapter 1: General Introduction: An Evolutionary Perspective of Leadership 1
The Evolutionary Origins of Leadership 2
Leadership Emergence 6
Leadership Prototypes 10
A Short Co-Evolutionary History of Leadership: Connection Past and Present 11
The Nature of Followership 15
Figure 1 18
The Present Dissertation 20

Chapter 2: Testing a Biosocial Contingency Model of Leadership in Intergroup Relations Using Masculine and Feminine Faces 27
Experiment 2.1 33
Figure 2 34
Experiment 2.2 37

Chapter 3: Testing a Biosocial Implicit Leadership Hypothesis of Intergroup Relations Using Masculine and Feminine Faces 47
Figure 3 50
Experiment 3.1.1 55
Experiment 3.1.2 57
Experiment 3.2 59
Figure 4 60
Figure 5 63

Chapter 4: The General Age of Leadership: Older Presidential Candidates are Preferred during War 67
Experiment 4.1 70
Figure 6 71
Experiment 4.2 73
Figure 7 74
Table 1 75

Chapter 5: The Age of Exploration and Exploitation: Younger Leaders are Preferred for Change and Older Leaders are Preferred for Stability 79
Experiment 5.1 86
Experiment 5.2 88
Figure 8 89

Chapter 6: General Discussion 95
Overview of the Empirical Findings 96
Implications for Modern Organizations 98
Limitations and Future Research 103
Closing Remarks 104

References 107
Appendix 117
Nederlandse Samenvatting (Summary in Dutch) 119
Acknowledgments 125