

Ch. 8 Appearance

CDC considers overweight to be over 25 on BMI

obese to be over 30 on BMI

Obesity is increasing in the U.S.

Factors Contributing to Obesity:

- Diet
- Activity level
- Genetics

Effects of Weight in Work Place

- Weight stigma
- Anti-fat attitudes
- Suffer discrimination in selection, promotion, and evaluation
- Less career success

Overweight women tend to be less educated, make less, and have higher poverty rates

- Moderators:
 - o Demographics
 - Women more negatively viewed for being overweight
 - Whites are less tolerant
 - o Type of job
 - Overweight people tend to be hired for jobs that don't require face-to-face interaction
 - o Qualification
- Weight and fitness promotion
 - o Increased number of overweight people has increased the number of weight loss programs
 - o People trust people who look like them. The use of models do not appeal to common people
- Weight and physical activity participation
 - o Overweight people participate less
 - o **Female athlete triad:**
 - Eating disorder
 - Amenorrhea
 - Osteoporosis

Height

Average height in U.S. for women is 5'3"

for men is 5'9"

- Effects of height in the workplace
 - Confident
 - Good self-esteem
 - Perform better
 - Ascend in leadership
 - Earn more

Attractiveness

- Beauty is not in the eye of the beholder
- Attractive people are seen as more competent and interpersonal
- Treated better
- More popular
- More successful
- Categorization process
- Sources of bias:
 - People are drawn to attractive people
 - Organizational factors
 - Behaviors
- Attractiveness in the workplace
 - Selection
 - Promotion
 - Performance appraisals