

Standing out or fitting in?

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Research Questions

- 1) How do honours students behave when collaborating with regular students?
- 2) Which factors affect whether honours students dare to stand out?

Relevance

Honour programmes are used to induce a **culture of excellence** within higher education institutes. Ideally honour students **inspire** regular students. However honour students face **pressure to adjust**.

Theory

Honour students face negative (arrogant, nerd) or mixed (competent but cold) stereotypes (Tiesinga, 2014; Cuddy et al., 2007).

People try to counter such negative stereotypes (Klein & Azzi, 2001).

Inclusion goals determine whether people take the lead or adjust to the group (Ellemers & Jetten, 2013).

Pressure to adjust when people want to be included.



Pilot

(17 honours students)

Majority of honours students acts **differently** when collaborating with regular students

Adapting

to prevent disharmony

Taking the lead

to ensure quality of work

Survey

(106 honours students)

Adapting

- Less when students value **quality of work**.

Taking the lead

- When students believe to be **included** by regular students
- When students believe to be perceived as **competent**



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Lectoraat Excellentie in Hoger Onderwijs en Samenleving