

The article I read is called *Political skill: Explaining the effects of nonnative accent on managerial hiring and entrepreneurial investment decisions*. This article describes that nonnative speakers of English experience the glass-ceiling effect when trying to climb the corporate ladder. Essentially what this means is that there is some invisible barrier that prevents them from furthering themselves into higher positions in a company. Research shows that this may occur to nonnative speakers being assessed as having lower political skill or “soft skills”. They conducted two studies to help them form their knowledge base. The first study was researching how this effected hiring for management positions. It was concluded that speakers of nonnative accents were more likely to be recommended for middle management positions rather than upper management. The second studied explored the chances of entrepreneurs with nonnative accents getting funds for their endeavors. Turns out that there was a negative impact on the willingness for a lender to give money to entrepreneurs with nonnative accents. This indicates that the nonnative speakers were perceived as being less trustworthy.

This is my second scholarly article that I will be using. I found this article through exploring the hyperlinks on another publication I was reading by Dr. Pragya Agarwal. This article brings another aspect into my research as the authors conducted their own research to verify their hypothesis about accent discrimination. I find the analogy of a glass-ceiling to be strong important as the first step to being able to get rid of the ceiling is to be able to identify that it is there.

Huang, L., Friderger, M., & Pearce, J. L. (2013). Political skill: Explaining the effects of nonnative accent on managerial hiring and entrepreneurial investment decisions. *Journal of Applied Psychology*, 98(6), 1005-1017. doi:10.1037/a0034125