Gender differences in task allocations may help sustain vertical gender segregation in labor markets. If women spend more time on non-promotable tasks and less time on promotable tasks then they may progress more slowly than men in organizations. Using laboratory and field experiments we find that differences in preferences and beliefs may contribute to differences in task allocations. Women are shown to be less overconfident and less eager to compete, and they are thus less likely to win competitions for promotable task. However the allocation of tasks is not solely determined by women being less likely to ‘lean-in’. Significant gender differences are also found when looking at the allocation for non-promotable tasks, where a volunteer must be found for a task that everyone prefers be completed by someone else (writing a report, serving on a committee, etc.). For non-promotable tasks we find that, relative to men, women more frequently volunteer, more frequently are asked to volunteer, and more frequently accept requests to volunteer. Our evidence suggests that beliefs that women are more likely than men to say yes to these non-promotable tasks are the drivers of these phenomena.