ONLINE APPENDIX (NOT FOR PUBLICATION)

A. Treatments, Summary Statistics, and Balance Tests

In addition to our main chat treatments, we have two control treatments aimed at understanding the mechanisms at work. We describe the results from the control treatments in Appendix D. In each session, subjects participated in exactly two treatments, one in each part. In every case, one of these treatments was a Known Gender treatment and the other was an Unknown Gender treatment. In total 207 subjects participated in our main chat treatments, 105 in the Known Gender version and 102 in the Unknown Gender version. Table A1 summarizes the random assignment of subjects to treatments in our experiment.

Table A1: Treatment Summary

<table>
<thead>
<tr>
<th>Main condition: chat via computer</th>
<th>Known Gender</th>
<th>Unknown Gender</th>
<th>Total Subjects</th>
</tr>
</thead>
<tbody>
<tr>
<td>Control: answer + confidence observable</td>
<td>87</td>
<td>87</td>
<td>174</td>
</tr>
<tr>
<td>Control: only answer observable</td>
<td>105</td>
<td>108</td>
<td>213</td>
</tr>
<tr>
<td>Total subjects</td>
<td>297</td>
<td>297</td>
<td>594</td>
</tr>
</tbody>
</table>

Notes: Each subject was assigned to a known gender treatment in one part of the experiment, and an unknown gender treatment in the other part of the experiment. The total number of unique subjects is 297.

On average, across all treatments, we find no statistically significant differences in any of the demographic characteristics by gender. Men earn $1.04 more in the experiment, but the difference is not statistically significant. Summary statistics of individual characteristics by gender in the chat treatments and in the control treatments are reported in the Tables A2 and A3, respectively. Men in the Chat treatment are marginally more likely than women to be Hispanic and to have a higher final payment. Men and women do not differ significantly across any of the demographic characteristics in the Control treatments. Table A4 shows that there is balance on demographics across the chat and the control treatments. In order to improve precision of our estimates, we control for individual characteristics in our main analysis. Results are robust to the exclusion of these controls.
Table A2: Comparison of Demographic Characteristics by Gender in the Chat Treatment

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Absolute Difference</th>
<th>t-test</th>
<th>Mann-Whitney U test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age (Years)</td>
<td>24.58</td>
<td>24.42</td>
<td>0.16</td>
<td>0.859</td>
<td>0.968</td>
</tr>
<tr>
<td>Never Married (%)</td>
<td>85.0%</td>
<td>89.7%</td>
<td>0.05</td>
<td>0.308</td>
<td>0.307</td>
</tr>
<tr>
<td>White (%)</td>
<td>36.0%</td>
<td>36.4%</td>
<td>0.00</td>
<td>0.947</td>
<td>0.947</td>
</tr>
<tr>
<td>Black (%)</td>
<td>14.0%</td>
<td>18.7%</td>
<td>0.05</td>
<td>0.365</td>
<td>0.364</td>
</tr>
<tr>
<td>Asian (%)</td>
<td>39.0%</td>
<td>40.2%</td>
<td>0.01</td>
<td>0.862</td>
<td>0.862</td>
</tr>
<tr>
<td>Hispanic (%)</td>
<td>12.0%</td>
<td>4.7%</td>
<td>0.073*</td>
<td>0.055</td>
<td>0.056</td>
</tr>
<tr>
<td>Native English (%)</td>
<td>79.0%</td>
<td>77.6%</td>
<td>0.01</td>
<td>0.804</td>
<td>0.804</td>
</tr>
<tr>
<td>Born in US (%)</td>
<td>57.0%</td>
<td>57.9%</td>
<td>0.01</td>
<td>0.891</td>
<td>0.891</td>
</tr>
<tr>
<td>US Citizen (%)</td>
<td>64.0%</td>
<td>65.4%</td>
<td>0.01</td>
<td>0.832</td>
<td>0.831</td>
</tr>
<tr>
<td>Income &gt; $65,000 (%)</td>
<td>52.0%</td>
<td>46.7%</td>
<td>0.05</td>
<td>0.451</td>
<td>0.450</td>
</tr>
<tr>
<td>Currently a Student (%)</td>
<td>99.0%</td>
<td>97.2%</td>
<td>0.02</td>
<td>0.349</td>
<td>0.347</td>
</tr>
<tr>
<td>Undergraduate (%)</td>
<td>52.0%</td>
<td>45.8%</td>
<td>0.06</td>
<td>0.375</td>
<td>0.373</td>
</tr>
<tr>
<td>Primary Field of Study:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arts &amp; Humanities</td>
<td>12.0%</td>
<td>12.1%</td>
<td>0.00</td>
<td>0.974</td>
<td>0.974</td>
</tr>
<tr>
<td>Social Sciences &amp; Business</td>
<td>37.0%</td>
<td>29.0%</td>
<td>0.08</td>
<td>0.221</td>
<td>0.220</td>
</tr>
<tr>
<td>Natural Sciences &amp; Engineering</td>
<td>33.0%</td>
<td>41.1%</td>
<td>0.08</td>
<td>0.229</td>
<td>0.228</td>
</tr>
<tr>
<td>Other Major</td>
<td>18.0%</td>
<td>17.8%</td>
<td>0.00</td>
<td>0.964</td>
<td>0.964</td>
</tr>
<tr>
<td>Used Real Name (%)</td>
<td>93.0%</td>
<td>88.8%</td>
<td>0.04</td>
<td>0.296</td>
<td>0.295</td>
</tr>
<tr>
<td>GPA (Points)</td>
<td>3.51</td>
<td>3.47</td>
<td>0.04</td>
<td>0.440</td>
<td>0.736</td>
</tr>
<tr>
<td>Final Payment ($)</td>
<td>27.81</td>
<td>25.60</td>
<td>2.212*</td>
<td>0.087</td>
<td>0.092</td>
</tr>
</tbody>
</table>

Notes: GPA averages are based on 95 responding males and 103 responding females. Columns 4 and 5 report p-values. Two-sample tests of proportions for dummy variables produce similar results.
### Table A3: Comparison of Demographic Characteristics by Gender in the Control Treatments

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
<th>Absolute Difference</th>
<th>t-test</th>
<th>Mann-Whitney U test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age (Years)</td>
<td>24.10</td>
<td>23.74</td>
<td>0.37</td>
<td>0.530</td>
<td>0.874</td>
</tr>
<tr>
<td>Never Married (%)</td>
<td>87.0%</td>
<td>89.2%</td>
<td>0.02</td>
<td>0.495</td>
<td>0.494</td>
</tr>
<tr>
<td>White (%)</td>
<td>35.4%</td>
<td>42.6%</td>
<td>0.07</td>
<td>0.150</td>
<td>0.150</td>
</tr>
<tr>
<td>Black (%)</td>
<td>11.5%</td>
<td>18.5%</td>
<td>0.07</td>
<td>0.054</td>
<td>0.054</td>
</tr>
<tr>
<td>Asian (%)</td>
<td>43.2%</td>
<td>36.4%</td>
<td>0.07</td>
<td>0.171</td>
<td>0.171</td>
</tr>
<tr>
<td>Hispanic (%)</td>
<td>11.5%</td>
<td>8.7%</td>
<td>0.03</td>
<td>0.372</td>
<td>0.371</td>
</tr>
<tr>
<td>Native English (%)</td>
<td>78.6%</td>
<td>76.4%</td>
<td>0.02</td>
<td>0.599</td>
<td>0.599</td>
</tr>
<tr>
<td>Born in US (%)</td>
<td>55.7%</td>
<td>61.5%</td>
<td>0.06</td>
<td>0.247</td>
<td>0.247</td>
</tr>
<tr>
<td>US Citizen (%)</td>
<td>63.5%</td>
<td>67.7%</td>
<td>0.04</td>
<td>0.391</td>
<td>0.391</td>
</tr>
<tr>
<td>Income &gt; $65,000 (%)</td>
<td>45.8%</td>
<td>46.2%</td>
<td>0.00</td>
<td>0.950</td>
<td>0.950</td>
</tr>
<tr>
<td>Currently a Student (%)</td>
<td>97.4%</td>
<td>97.4%</td>
<td>0.00</td>
<td>0.980</td>
<td>0.980</td>
</tr>
<tr>
<td>Undergraduate (%)</td>
<td>51.0%</td>
<td>48.7%</td>
<td>0.02</td>
<td>0.649</td>
<td>0.648</td>
</tr>
<tr>
<td><strong>Primary Field of Study:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Arts &amp; Humanities</td>
<td>9.4%</td>
<td>12.8%</td>
<td>0.03</td>
<td>0.282</td>
<td>0.281</td>
</tr>
<tr>
<td>Social Sciences &amp; Business</td>
<td>39.1%</td>
<td>33.3%</td>
<td>0.06</td>
<td>0.242</td>
<td>0.242</td>
</tr>
<tr>
<td>Natural Sciences &amp; Engineering</td>
<td>34.9%</td>
<td>40.0%</td>
<td>0.05</td>
<td>0.301</td>
<td>0.300</td>
</tr>
<tr>
<td>Other Major</td>
<td>16.7%</td>
<td>13.8%</td>
<td>0.03</td>
<td>0.442</td>
<td>0.441</td>
</tr>
<tr>
<td>Used Real Name (%)</td>
<td>93.2%</td>
<td>89.7%</td>
<td>0.03</td>
<td>0.221</td>
<td>0.220</td>
</tr>
<tr>
<td>GPA (Points)</td>
<td>3.46</td>
<td>3.44</td>
<td>0.02</td>
<td>0.698</td>
<td>0.794</td>
</tr>
<tr>
<td>Final Payment ($)</td>
<td>26.59</td>
<td>26.17</td>
<td>0.42</td>
<td>0.646</td>
<td>0.769</td>
</tr>
<tr>
<td><strong>Number of obs.</strong></td>
<td>192</td>
<td>195</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes: GPA averages are based on 179 responding males and 185 responding females. Columns 4 and 5 report p-values. Two-sample tests of proportions for dummy variables produce similar results.
Table A4: Balance on Demographics Comparing Chat and the Control Treatments  
Chat vs No Chat

<table>
<thead>
<tr>
<th></th>
<th>Treatment</th>
<th>Absolute Difference</th>
<th>t-test</th>
<th>U test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age (Years)</td>
<td>Chat 24.50</td>
<td>Control 23.92</td>
<td>0.58</td>
<td>0.262</td>
</tr>
<tr>
<td>Female (%)</td>
<td>Chat 51.7%</td>
<td>Control 50.4%</td>
<td>0.01</td>
<td>0.763</td>
</tr>
<tr>
<td>Never Married (%)</td>
<td>Chat 87.4%</td>
<td>Control 88.1%</td>
<td>0.01</td>
<td>0.811</td>
</tr>
<tr>
<td>White (%)</td>
<td>Chat 36.2%</td>
<td>Control 39.0%</td>
<td>0.03</td>
<td>0.506</td>
</tr>
<tr>
<td>Black (%)</td>
<td>Chat 16.4%</td>
<td>Control 15.0%</td>
<td>0.01</td>
<td>0.645</td>
</tr>
<tr>
<td>Asian (%)</td>
<td>Chat 39.6%</td>
<td>Control 39.8%</td>
<td>0.00</td>
<td>0.966</td>
</tr>
<tr>
<td>Hispanic (%)</td>
<td>Chat 8.2%</td>
<td>Control 10.1%</td>
<td>0.02</td>
<td>0.459</td>
</tr>
<tr>
<td>Native English (%)</td>
<td>Chat 78.3%</td>
<td>Control 77.5%</td>
<td>0.01</td>
<td>0.836</td>
</tr>
<tr>
<td>Born in US (%)</td>
<td>Chat 57.5%</td>
<td>Control 58.7%</td>
<td>0.01</td>
<td>0.784</td>
</tr>
<tr>
<td>US Citizen (%)</td>
<td>Chat 64.7%</td>
<td>Control 65.6%</td>
<td>0.01</td>
<td>0.827</td>
</tr>
<tr>
<td>Income &gt; $65,000 (%)</td>
<td>Chat 49.3%</td>
<td>Control 46.0%</td>
<td>0.03</td>
<td>0.446</td>
</tr>
<tr>
<td>Current a Student (%)</td>
<td>Chat 98.1%</td>
<td>Control 97.4%</td>
<td>0.01</td>
<td>0.619</td>
</tr>
<tr>
<td>Undergraduate (%)</td>
<td>Chat 48.8%</td>
<td>Control 49.9%</td>
<td>0.01</td>
<td>0.803</td>
</tr>
<tr>
<td>Primary Field of Study:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Humanities</td>
<td>Chat 12.1%</td>
<td>Control 11.1%</td>
<td>0.01</td>
<td>0.725</td>
</tr>
<tr>
<td>Social Sciences</td>
<td>Chat 32.9%</td>
<td>Control 36.2%</td>
<td>0.03</td>
<td>0.419</td>
</tr>
<tr>
<td>Natural Sciences &amp; Engineering</td>
<td>Chat 37.2%</td>
<td>Control 37.5%</td>
<td>0.00</td>
<td>0.949</td>
</tr>
<tr>
<td>Other Major</td>
<td>Chat 17.9%</td>
<td>Control 15.2%</td>
<td>0.03</td>
<td>0.408</td>
</tr>
<tr>
<td>Used Real Name (%)</td>
<td>Chat 90.8%</td>
<td>Control 91.5%</td>
<td>0.01</td>
<td>0.789</td>
</tr>
<tr>
<td>GPA (Points)</td>
<td>Chat 3.49</td>
<td>Control 3.45</td>
<td>0.04</td>
<td>0.240</td>
</tr>
<tr>
<td>Final Payment ($)</td>
<td>Chat 26.67</td>
<td>Control 26.38</td>
<td>0.29</td>
<td>0.711</td>
</tr>
</tbody>
</table>

Notes: Control treatments include Answer and Answer + Confidence treatments. GPA averages are based on 198 and 364 responses for the Chat and Control treatments, respectively. Columns 4 and 5 report p-values. Two-sample tests of proportions for dummy variables produce similar results.
B. Pre-Group Stage Analysis

In this section, we document average ability and confidence across gender during the pre-group stage. On average, men and women do not significantly differ in performance: in the pre-group stage, men earn 14.1 points and women earn 13.1 points (t-test p-value of 0.37). Men and women also express similar levels of confidence in their ability to provide a high-scoring answer, with men reporting a confidence of 7.7 on average and women reporting a confidence of 7.6 on average (recall this is a 1 – 10 scale, t-test p-value of 0.35). Table B1 explores the determinants of ability and confidence in a linear regression framework, where standard errors are clustered at the individual subject level. All specifications include a full set of demographic controls, as well as fixed effects for round (1–4) and part (1–2) of the experiment.

The first two columns show that there are no gender differences in ability in the experiment. We predict the number of points earned in the pre-group stage from the demographic and session controls, with a dummy indicating whether the participant is female. Column 1 shows that men and women earn a similar number of points on average. In Column 2, we add a variable that measures the “maleness” of the question, interacting it with the female dummy. It is clear that the stereotype associated with the question does not produce a gender gap in performance: while men perform significantly better as the maleness of the question increases, so do women (and to a statistically indistinguishable extent). Both specifications show that subjects perform better when gender is known, on average.¹

¹ The most reasonable interpretation of this difference is simply a lack of balance on ability by treatment given the sample size, as there is no obvious hypothesis why knowing gender would impact performance in the pre-group stage.
Table B1: Gender Differences in Performance and Confidence in the Pre-Group Stage

<table>
<thead>
<tr>
<th>Outcome variable:</th>
<th>Individual Points Earned in Pre-Group Stage</th>
<th>Self-Reported Belief about Points Earned in Pre-Group Stage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Female</td>
<td>-0.656</td>
<td>-0.748</td>
</tr>
<tr>
<td></td>
<td>(1.057)</td>
<td>(1.093)</td>
</tr>
<tr>
<td>&quot;Maleness&quot; of Question</td>
<td>7.052***</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(2.204)</td>
<td></td>
</tr>
<tr>
<td>Female x &quot;Maleness&quot;</td>
<td>0.455</td>
<td>-0.467</td>
</tr>
<tr>
<td></td>
<td>(2.899)</td>
<td></td>
</tr>
<tr>
<td>Gender Known</td>
<td>3.023***</td>
<td>2.840**</td>
</tr>
<tr>
<td></td>
<td>(1.109)</td>
<td>(1.115)</td>
</tr>
<tr>
<td>Female x Gender Known</td>
<td>0.270</td>
<td></td>
</tr>
<tr>
<td>Maleness x Gender Known</td>
<td>0.305</td>
<td></td>
</tr>
<tr>
<td>Female x Maleness x Gender Known</td>
<td>-1.506**</td>
<td></td>
</tr>
<tr>
<td>Points in Pre-Group Stage</td>
<td></td>
<td>0.0212***</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(0.00522)</td>
</tr>
<tr>
<td>Dependent Var. Mean:</td>
<td>13.58</td>
<td>13.58</td>
</tr>
<tr>
<td>R-squared</td>
<td>0.054</td>
<td>0.077</td>
</tr>
<tr>
<td>Observations (clusters)</td>
<td>828 (207)</td>
<td>828 (207)</td>
</tr>
</tbody>
</table>

Notes: Sample is restricted to chat treatment data only. All specifications include fixed effects for round and part and demographic controls for age, student status, race, English language proficiency, income, use of real name, and dummy for whether the US is the country of citizenship and birth. Robust standard errors clustered at the individual level in parentheses. Significance levels: *10 percent, **5 percent, ***1 percent.

Columns 3-4 show that there are also no significant gender differences in confidence entering the group chat. While it is true that, conditional on ability, women become directionally less confident as the maleness of the question increases, this trend is not significant (p = 0.2). Finally, in Column 5, we explore treatment differences. We interact female, maleness of the question, and female x the maleness of the question with the known gender treatment. We see that in the unknown gender treatment, maleness of the question is entirely un-predictive of confidence for both men and women. But, our estimates suggest that women respond differently to maleness in the known gender treatment than in the unknown gender treatment. While women are estimated to grow directionally more confident as maleness increases when gender is unknown, they are estimated to become significantly less confident as maleness increases when gender is known (treatment difference is significant with p = 0.04). It seems to be the case that the salience of gender in the known gender treatment may encourage stereotypical thinking in terms of beliefs about own ability among women.
C. Decomposition of Self-Promotion and Rankings by Others

Recall that each group member submits an individual ranking from 1 (top-ranked) to 3 (bottom-ranked) to indicate their preferences of whom they want to answer on behalf of the group. Thus, a subject is able to increase the probability of being chosen for the role of group representative – “self-promote” – by assigning a better numerical ranking to self. Here, we document gender differences in this type of self-promotion.

We start by simply noting that the modal action for participants is to rank themselves first – with participants giving themselves the top ranking in 68% of interactions. They rank themselves second in another 19% of interactions, and last in only 12% of interactions. This behavior could be driven by overconfidence – with participants believing they have a greater chance of submitting a high-scoring answer than their other group members, or by financial incentives – with participants responding to the bonus payment associated with being the chosen representative.

In order to test for gender differences in self-promotion, we estimate a linear model for the probability of being chosen based upon own ranking (logistic specifications produce qualitatively similar results). The dependent variable is constructed based on the correspondence between rank and the probability of being chosen. In particular, a person ranked first has a 60 percent chance of being chosen; a person ranked second has a 30 percent chance; and a person ranked third has only a 10 percent chance. Table C1 reports the results.

Overall, we find no significant gender differences in self-promotion either on average or differentially by the maleness of the question (Column 1). In Column 2, we add self-reported confidence prior to the interaction, showing that this measure strongly predicts self-promotion. In Column 3, we explore variation across treatments. We see that directionally men rank themselves more favorably when gender is known, while women rank themselves directionally less favorably when gender is known, but these differences are not significant.

In Column 4, we zoom in on the gender known treatment and ask whether there is an impact of group composition (we have no reason to expect group composition to matter when group composition is unknown). We start from the specification in Column 2 and include a “share female” variable, which captures the share of other group members (not including the participant) who are female. We see that group composition seems to shape self-promotion behavior. In groups with no other women, we estimate that women give themselves a 7.5 pp lower probability of answering for the group compared to men. But, as the share of other women in the group increases, the gender gap is reversed. Men self-promote significantly less often as the share of women in the group increases, while women self-promote more as the share of women in the group increases. Thus, both men and women self-promote less often when they are the minority group member than when they are in the majority.
We now consider how participants are ranked by others. Recall that the majority of participants rank themselves first, so in most instances, rankings by others are competitions for second place. Across all treatments, women are ranked more favorably by others in their groups as compared to
men in our experiment. A simple comparison of means shows that men receive an average ranking of 2.32, while women receive an average ranking of 2.24 (t-test p-value of 0.04).

Table C2 explores the determinants of rankings by others in a regression framework where we control for individual characteristics, as well as the gender of the ranker, and include part and round fixed effects. The dependent variable is defined as the probability of being chosen by others, taking on the value of 60 percent for the rank of 1, 30 percent for the rank of 2, and 10 percent for the rank of 3.

Table C2: Gender Differences in Probability of Favorable Ranking by Others in the Post-Group Stage

<table>
<thead>
<tr>
<th>Sample</th>
<th>All Chat Treatments</th>
<th>Known Gender Treatment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Female</td>
<td>1.269</td>
<td>2.027</td>
</tr>
<tr>
<td>&quot;Maleness&quot; of Question</td>
<td>(0.990)</td>
<td>(1.375)</td>
</tr>
<tr>
<td>Female x &quot;Maleness&quot;</td>
<td>0.0546</td>
<td>-3.562</td>
</tr>
<tr>
<td></td>
<td>(1.863)</td>
<td>(2.681)</td>
</tr>
<tr>
<td>Gender Known</td>
<td>-4.144</td>
<td>1.955</td>
</tr>
<tr>
<td>Female x Gender Known</td>
<td>1.193*</td>
<td>1.923</td>
</tr>
<tr>
<td>Maleness x Gender Known</td>
<td>-1.213</td>
<td>(1.957)</td>
</tr>
<tr>
<td></td>
<td>(1.957)</td>
<td>(3.849)</td>
</tr>
<tr>
<td>Female x Maleness x Gender Known</td>
<td>-10.68*</td>
<td>(5.974)</td>
</tr>
<tr>
<td>Points in Pre-Group Stage</td>
<td>-0.0770**</td>
<td>-0.0792**</td>
</tr>
<tr>
<td></td>
<td>(0.0353)</td>
<td>(0.0358)</td>
</tr>
<tr>
<td>Dependent Var. Mean:</td>
<td>26.03</td>
<td>26.03</td>
</tr>
<tr>
<td>R-squared</td>
<td>0.055</td>
<td>0.058</td>
</tr>
<tr>
<td>Observations (clusters)</td>
<td>1,656 (276)</td>
<td>1,656 (276)</td>
</tr>
</tbody>
</table>

Notes: Sample is restricted to chat treatment data only. All specifications include fixed effects for round and part; demographic controls for age, student status, race, English language proficiency, income, use of real name, and dummy for whether the US is the country of citizenship and birth; and controls for performance distribution that include difference from maximum group score and difference from average group score. Note that in the Chat treatment, unlike the other two treatments, the pre-group answers of other group members were not displayed to participants. Robust standard errors clustered at the group level in parentheses. Significance levels: *10 percent, **5 percent, ***1 percent.
Column 1 shows that, once we control for performance and other characteristics, rankings received by men and women are statistically indistinguishable, on average. Furthermore, ranking by others does not vary significantly by the maleness of the question overall, though women are ranked directionally worse as maleness increases ($p = 0.17$).

Column 2 investigates treatment effects. We see that in the unknown gender treatment, women are ranked directionally more favorably overall conditional on ability ($p = 0.14$), and if anything, the maleness of the question has counter-stereotypical effects. But, in the known gender treatment, these trends are reversed. Men are ranked marginally more favorably as maleness increases in the known gender than in the unknown gender treatment ($p = 0.10$), and women are ranked marginally less favorably in the known gender treatment than in the unknown gender treatment as maleness increases ($p = 0.08$). The overall gender gap is statistically significant ($p = 0.07$). Thus, knowing gender seems to promote more gender-stereotypical behavior in the assessment of others, just as it seemed to in terms of self-assessed confidence.

Columns 3–5 focus on the treatment where gender is observable and consider the effect of ranker gender. Across all rankers, we find that women are ranked significantly less favorably as the maleness of the question increases (Column 3). This effect is driven more by female rankers than male rankers (see Columns 4 and 5).

D. Comparison to Control Treatments

The most prominent finding from the chat treatment analysis is that women are less likely to be chosen to represent the group, particularly in the male-stereotyped questions, when gender is revealed, even though women are not actually less capable of correctly answering those questions. In the section, we investigate whether women are universally under-selected in the known gender treatments or if the result depends on the level of interaction between participants. To that end, we compare the results to those in treatments where the level of interaction is greatly controlled and diminished.

In particular, group members in the Answer Only treatment only have the information about the participants’ answer to the pre-group question. That is, they do not chat or interact. Their pre-group answers are simply shared in a table visible on the screen. In the Answer + Confidence treatment, the subjects can see the pre-group answer of each member, as well as the associated confidence in that answer. These control treatments shut down any potential mechanisms behind the gender gap that have to do with gender stereotypes about how men and women express ideas, leaving only the effect of objective information about one’s ability to answer the question (Answer Only) and subjective beliefs of ability (Answer + Confidence).

First, we confirm that women and men do not differ in terms of performance in the task. Women are directionally less confident in their ability to answer questions as maleness increases, but the effect is not significant either on average, or more importantly in the known gender treatment. Table D1 gives the analysis of gender differences in ability and confidence in the control
treatments. Columns 1 and 2 show that women and men do not differ in terms of ability in the task, in either of the control treatments, even as maleness of the question increases. Columns 3-6 show that women are directionally less confident in their ability to answer questions as maleness increases in both control treatments, but the effect is not significant either on average, or more importantly in the known gender treatment.

Table D1: Gender Differences in Performance and Confidence in the Pre-Group Stage of the Control Treatments

<table>
<thead>
<tr>
<th>Outcome variable:</th>
<th>Individual Points Earned in Pre-Group</th>
<th>Self-Reported Belief about Points Earned in Pre-Group Stage (Confidence)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Answer Only</td>
<td>Answer + Confidence</td>
</tr>
<tr>
<td>Treatment</td>
<td>(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Female</td>
<td>-0.144</td>
<td>1.092</td>
</tr>
<tr>
<td></td>
<td>(0.838)</td>
<td>(1.039)</td>
</tr>
<tr>
<td>&quot;Maleness&quot; of Question</td>
<td>-1.175</td>
<td>0.0455</td>
</tr>
<tr>
<td></td>
<td>(1.620)</td>
<td>(1.851)</td>
</tr>
<tr>
<td>Female x &quot;Maleness&quot;</td>
<td>1.659</td>
<td>-3.133</td>
</tr>
<tr>
<td></td>
<td>(2.175)</td>
<td>(2.523)</td>
</tr>
<tr>
<td>Gender Known</td>
<td>1.048</td>
<td>2.443**</td>
</tr>
<tr>
<td></td>
<td>(0.865)</td>
<td>(0.984)</td>
</tr>
<tr>
<td>Female x Gender Known</td>
<td>0.00830</td>
<td>-0.176</td>
</tr>
<tr>
<td></td>
<td>(0.418)</td>
<td></td>
</tr>
<tr>
<td>Maleness x Gender Known</td>
<td>-0.552</td>
<td>-0.307</td>
</tr>
<tr>
<td></td>
<td>(0.409)</td>
<td></td>
</tr>
<tr>
<td>Female x Maleness x KG</td>
<td>-0.0218</td>
<td>0.767</td>
</tr>
<tr>
<td></td>
<td>(0.624)</td>
<td></td>
</tr>
<tr>
<td>Points in Pre-Group Stage</td>
<td><strong>0.0362</strong>*</td>
<td><strong>0.0362</strong>*</td>
</tr>
<tr>
<td></td>
<td>(0.00581)</td>
<td>(0.00585)</td>
</tr>
<tr>
<td>Dependent Var. Mean:</td>
<td>12.65</td>
<td>10.71</td>
</tr>
<tr>
<td>R-squared</td>
<td>0.086</td>
<td>0.096</td>
</tr>
<tr>
<td>Observations (clusters)</td>
<td>852 (213)</td>
<td>696 (174)</td>
</tr>
</tbody>
</table>

Notes: All specifications include fixed effects for round and part and demographic controls for age, student status, race, English language proficiency, income, use of real name, and dummy for whether the US is the country of citizenship and birth. Robust standard errors clustered at the individual level in parentheses. Significance levels: *10 percent, **5 percent, ***1 percent.

The next table shows the effect of maleness of question and treatment on the overall probability of being chosen as the group representative (Table D2). We find no significant effects of gender either by the maleness of question or by treatments in the controlled interaction settings.
of the Answer Only and the Answer + Confidence treatments. We conclude that the way in which men and women interact with one another produces gender stereotypes that are not present in the absence of chat that drive the gender gap in being selected to speak on behalf of the group.

Table D2: Gender Differences in Probability of Being Chosen in the Post-Group Stage of the Control Treatments

<table>
<thead>
<tr>
<th>Sample</th>
<th>Answer Only Treatments</th>
<th>Answer + Confidence Treatments</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>KG and UG</td>
<td>KG Only</td>
</tr>
<tr>
<td>Female</td>
<td>0.599</td>
<td>0.240</td>
</tr>
<tr>
<td></td>
<td>(0.911)</td>
<td>(1.367)</td>
</tr>
<tr>
<td>&quot;Maleness&quot;</td>
<td>-0.110</td>
<td>-0.392</td>
</tr>
<tr>
<td>Question</td>
<td>(1.260)</td>
<td>(1.764)</td>
</tr>
<tr>
<td>Female x &quot;Maleness&quot;</td>
<td>0.602</td>
<td>0.840</td>
</tr>
<tr>
<td></td>
<td>(2.442)</td>
<td>(3.365)</td>
</tr>
<tr>
<td>Gender Known</td>
<td>0.0579</td>
<td>0.369</td>
</tr>
<tr>
<td></td>
<td>(0.232)</td>
<td>(0.358)</td>
</tr>
<tr>
<td>Female x Gender Known</td>
<td>-0.648</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(1.856)</td>
<td>(2.166)</td>
</tr>
<tr>
<td>Maleness x Gender Known</td>
<td>-0.496</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(2.520)</td>
<td>(2.761)</td>
</tr>
<tr>
<td>Female x Maleness x KG</td>
<td>0.294</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(4.834)</td>
<td>(5.594)</td>
</tr>
<tr>
<td>Share Female in Group</td>
<td>-1.514</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(1.995)</td>
<td>(2.092)</td>
</tr>
<tr>
<td>Female x Female Share</td>
<td>2.167</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(2.575)</td>
<td>(2.746)</td>
</tr>
<tr>
<td>Points in Pre-Group Stage</td>
<td>-0.00446</td>
<td></td>
</tr>
<tr>
<td></td>
<td>(0.0116)</td>
<td>(0.0117)</td>
</tr>
<tr>
<td>R-squared</td>
<td>0.094</td>
<td>0.093</td>
</tr>
<tr>
<td>Observations</td>
<td>1,704</td>
<td>1,704</td>
</tr>
</tbody>
</table>

Notes: All specifications include fixed effects for round and part; demographic controls for age, student status, race, English language proficiency, income, use of real name, and dummy for whether the US is the country of citizenship and birth; and controls for performance distribution that include difference from maximum group score and difference from average group score. Note that in the Chat treatment, unlike the other two treatments, the pre-group answers of other group members were not displayed to participants. Robust standard errors clustered at the group level in parentheses. Significance levels: *10 percent, **5 percent, ***1 percent.
E. Factor Analysis

We conduct a principal-component factor analysis, with rotation. The PCA produces three principal components. Table E1 presents the loadings of each factor over the 17 questions asked. The first component loads most heavily on competency, confidence, and assertiveness. The second loads on warmth, good-naturedness, being supportive of others, and tolerance. The final one loads on stubbornness, being critical of others, and having impeded the group’s success.

Table E1. Factor Weights

<table>
<thead>
<tr>
<th>Variable</th>
<th>Factor 1 Weight</th>
<th>Factor 2 Weight</th>
<th>Factor 3 Weight</th>
<th>Uniqueness</th>
</tr>
</thead>
<tbody>
<tr>
<td>competent</td>
<td>0.6329</td>
<td>0.4915</td>
<td>0.076</td>
<td>0.352</td>
</tr>
<tr>
<td>confident</td>
<td>0.7794</td>
<td>0.1923</td>
<td>0.1429</td>
<td>0.3351</td>
</tr>
<tr>
<td>intelligent</td>
<td>0.5903</td>
<td>0.5318</td>
<td>0.0236</td>
<td>0.3682</td>
</tr>
<tr>
<td>assertive</td>
<td>0.7365</td>
<td>0.03</td>
<td>0.3021</td>
<td>0.3654</td>
</tr>
<tr>
<td>warm</td>
<td>0.2154</td>
<td>0.7986</td>
<td>0.0381</td>
<td>0.3144</td>
</tr>
<tr>
<td>good-natured</td>
<td>0.233</td>
<td>0.8047</td>
<td>0.0851</td>
<td>0.2909</td>
</tr>
<tr>
<td>tolerant</td>
<td>0.0779</td>
<td>0.813</td>
<td>0.1074</td>
<td>0.3214</td>
</tr>
<tr>
<td>passive</td>
<td>0.5952</td>
<td>0.3786</td>
<td>0.3481</td>
<td>0.3812</td>
</tr>
<tr>
<td>supportive of others</td>
<td>0.1258</td>
<td>0.802</td>
<td>0.0992</td>
<td>0.3312</td>
</tr>
<tr>
<td>critical of others</td>
<td>0.1835</td>
<td>0.144</td>
<td>0.7824</td>
<td>0.3333</td>
</tr>
<tr>
<td>stubborn</td>
<td>0.2528</td>
<td>0.2557</td>
<td>0.755</td>
<td>0.3007</td>
</tr>
<tr>
<td>contributed to group’s success</td>
<td>0.7333</td>
<td>0.392</td>
<td>0.0634</td>
<td>0.3046</td>
</tr>
<tr>
<td>impeded group’s success</td>
<td>0.1395</td>
<td>0.0105</td>
<td>0.8026</td>
<td>0.3362</td>
</tr>
<tr>
<td>voiced ideas</td>
<td>0.7864</td>
<td>0.2937</td>
<td>0.0193</td>
<td>0.295</td>
</tr>
</tbody>
</table>
ideas were heard & 0.7472 & 0.2567 & 0.0355 & 0.3745 \\
advocated for own answer & 0.7264 & 0.0499 & 0.2862 & 0.3879 \\
advocated to be chosen as group rep. & 0.5912 & 0.0924 & 0.4565 & 0.4335 \\

F. AMT Experiment Piloting Family Feud Questions

We piloted 20 Family Feud Questions on Amazon Mechanical Turk in June 2017. We recruited 200 participants to answer 10 Family Feud questions each. For each question, participants were asked to brainstorm high-scoring answers to the question for 30 seconds. Following the question, they were asked to indicate on a sliding scale: “Please use the slider to indicate which gender would be better at answering. The more you drag the slider to one side, the larger you think that gender’s advantage is.” We code the male end of the scale as 1 and the female end of the scale as -1. They received $2 for participation.

This pilot had two main goals. First, we wanted to select 8 appropriate questions for the full experiment that varied in their gender-type. Second, we wanted to anticipate as many possible answers to each question used, so that we could code correct answers (in many possible variants as empirically collected) in the full experiment program. This allowed us to anticipate common typos, common phrasings, etc., based upon data.

The full instructions for this pilot screening are available under separate cover labeled Appendix F.

G. Full Instructions for Main Experiment

In Appendix G1, under separate cover, we provide copies of the instructions that participants received. The file shows the introductory language, followed by the language for each of the six possible treatments. Participants would be randomized into receiving one of these six treatments in Part 1. The file then shows the language we used to segue to Part 2, which is treatment specific. Then, we’ve included the post-experiment questionnaire.

In Appendix G2, under separate cover, we provide screenshots of the full experiment as seen by participants. This includes all of the questions asked.
H. Full Instructions for Chat Analysis Experiment

In Appendix H, under separate cover, we provide screenshots of the Amazon Mechanical Turk experiment used to code the conversations.
Consent and Instructions

Participation is voluntary
It is your choice whether or not to participate in this research. If you choose to participate, you may change your mind and quit the study at any time. Refusal to participate or stopping your participation will involve no penalty or loss of benefits to which you are otherwise entitled.

What is the purpose of this research?
The purpose of this research is to understand how individuals answer certain types of questions.

How long will I take part in this research?
Your participation will take approximately 10 minutes to complete.

What can I expect if I take part in this research?
As a participant, you will answer a series of questions.

What are the risks and possible discomforts?
If you choose to participate, the effects should be comparable to those you would experience from viewing a computer monitor for 10 minutes and using a mouse or keyboard.

Are there any benefits from being in this research study?
If you are interested in the results of this study, you can send an email message to labor.experiment83@gmail.com and we will send you a copy of any manuscripts based on the research (or summaries of our results).

Will I be compensated for participating in this research?
If you finish the survey and pass the attention checking questions, you will be paid $2.

If I take part in this research, how will my privacy be protected? What happens to the information you collect?
Your data will be kept completely anonymous by the assignment of random participant numbers. Your data will be linked only to your participant number; there is no way of matching any data collected to your name. When the research is completed, the raw data will be stored on a password-protected computer, accessible only to the researchers.

If I have any questions, concerns or complaints about this research study, who can I talk to?
The researcher for this study is Katherine Coffman who can be reached at 617-495-6538, 445 BL, Harvard Business School, or labor.experiment83@gmail.com.
If you have questions, concerns, or complaints, If you would like to talk to the research team, If you think the research has harmed you, or If you wish to withdraw from the study.

This research has been reviewed by the Committee on the Use of Human Subjects in Research at Harvard University. They can be reached at 617-496-2847, 1414 Massachusetts Avenue, Second Floor, Cambridge, MA 02138, or cuhs@fas.harvard.edu for any of the following:
If your questions, concerns, or complaints are not being answered by the research team, If you cannot reach the research team, If you want to talk to someone besides the research team, or If you have questions about your rights as a research participant.

Consent
You may wish to print this page for your records.

Payment and Logistics
This survey will take 10 minutes of your time. Please notice that the following survey contains attention checks. Your response records will be subject to a quality check in case of failure. Compensation may in this case be denied. You will be compensated with $2 after having passed the attention checks and completed the survey successfully.

How to claim your earnings: At the end of the survey, a completion code will be provided to you. You must enter this completion code into the space provided on the Amazon Mechanical Turk HIT in order to be paid. Your compensation will be transferred to you within 48 hours of completing the HIT.

Instructions
In this study, you will answer 10 Family Feud questions. Each question is a question that was asked to a group of 100 people. Your job is to guess what answers the people who answered the survey gave to the question.
For example, the question might be: “Name a word a judge might yell out during a tennis match.” And, you would try to guess what answers people gave to this question. The more popular the answer you guess is, the more points your answer would get.
For example, for this question, the points for answers were:

| “Name a word a judge might yell out during a tennis match” |
|-------------|---|
| Answers     | Points |
| Fault       | 25    |
| Foul        | 17    |
| Love        | 14    |
| Out         | 10    |
| Order       | 6     |
| Net         | 4     |
| Point       | 3     |
The number of points an answer is worth is equal to the number of people who gave that particular answer in an 100 person survey.
For each question, you will have 30 seconds to read the question and brainstorm good answers. You may enter as many answers as you’d like. Your goal is to guess high-scoring answers. You will receive $2 for completing the survey. Please do your best to provide good answers and pass the attention checks.

Following each question, we are going to ask about your perceptions of the question. Please click next to begin.

**FF Q1**

*These page timer metrics will not be displayed to the recipient.*

First Click: *0 seconds*
Last Click: *0 seconds*
Page Submit: *0 seconds*
Click Count: *0 clicks*

Please provide your guesses of the best answers to the question below.

**Name something a fire-fighter doesn’t want to be without**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10
Your time for this question has ended. Think about the question:

**Name something a fire-fighter doesn't want to be without.**

In general, do you think this is a question that men or women would be better at answering?

Please use the slider to indicate which gender would be better at answering. **The more you drag** the slider to one side, **the larger** you think **that gender's advantage** is.

---

**FF Q2**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

**Name a professional sports team which has a bird as its team name.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10
Your time for this question has ended. Think about the question:

**Name a professional sports team which has a bird as its team name.**

In general, do you think this is a question that men or women would be better at answering?

Please provide your guesses of the best answers to the question below.

**Name something men think is manly.**

Guess 1

Guess 2

Guess 3

Guess 4

Guess 5

Guess 6

Guess 7

Guess 8

Guess 9

Guess 10
In general, do you think this is a question that men or women would be better at answering?

men

women

FF Q4

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

Name something you would find in a police car.

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

Name something you would find in a police car.

In general, do you think this is a question that men or women would be better at answering?
FF Q5 - Quality Check

These page timer metrics will not be displayed to the recipient.
First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

Name something women do when they feel a need for a change.

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

These page timer metrics will not be displayed to the recipient.
First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks
The question below is for quality control purposes. Please select the fruit option within 10 seconds.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

Name something women do when they feel a need for a change.

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10
Your time for this question has ended. Think about the question:

**Name a professional sports team which has a bird as its team name.**

In general, do you think this is a question that men or women would be better at answering?

men       women

---

**FF Q6 - Quality Check**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

![28](https://tufts.qualtrics.com/ControlPanel/Ajax.php?action=GetSurveyPrintPreview)

Please provide your guesses of the best answers to the question below.

**Name something you buy that begins with the word "baby"**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10
The question below is for quality control purposes. Please select the fruit option within 10 seconds.

Please provide your guesses of the best answers to the question below.

Name something you buy that begins with the word "baby"

Guess 1
Guess 2
Your time for this question has ended. Think about the question:

**Name something you buy that begins with the word "baby"**

In general, do you think this is a question that men or women would be better at answering?

men

women

---

**FF Q7 - Quality Check**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

---

Please provide your guesses of the best answers to the question below.

**Name a food people pick up and eat with their hands.**

Guess 1

Guess 2

Guess 3

Guess 4
The question below is for quality control purposes. Please select the fruit option within 10 seconds.

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks
Please provide your guesses of the best answers to the question below.

**Name a food people pick up and eat with their hands.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name a food people pick up and eat with their hands.**

In general, do you think this is a question that men or women would be better at answering?

[ ] men  [ ] women

---

**FF Q8 - Quality Check**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks
Please provide your guesses of the best answers to the question below.

**Give me a word or phrase that contains the word "bar"**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

**These page timer metrics will not be displayed to the recipient.**

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

The question below is for quality control purposes. Please select the fruit option within 10 seconds.
These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

**Give me a word or phrase that contains the word "bar"**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10
Your time for this question has ended. Think about the question:

**Give me a word or phrase that contains the word "bar"**

In general, do you think this is a question that men or women would be better at answering?

- men
- women

---

**FF Q9**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

---

Please provide your guesses of the best answers to the question below.

**Name something for which many young people, these days, are unprepared.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:
Name something for which many young people, these days, are unprepared.

In general, do you think this is a question that men or women would be better at answering?

[ slider with options: men | women ]

FF Q10

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

Name a word which means "take a nap."

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

Name a word which means "take a nap."
In general, do you think this is a question that men or women would be better at answering?

men          women

FF Q11

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

Name something you try to get rid of that always seems to come back.

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

Name something you try to get rid of that always seems to come back.

In general, do you think this is a question that men or women would be better at answering?
FF Q12

These page timer metrics will not be displayed to the recipient.
First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

**Name a drink or food that can be consumed either hot or cold.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name a drink or food that can be consumed either hot or cold.**

In general, do you think this is a question that men or women would be better at answering?

men women
Please provide your guesses of the best answers to the question below.

**Name a reason your eyes might water/have tears.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name a reason your eyes might water/have tears.**

In general, do you think this is a question that men or women would be better at answering?

men
women
Please provide your guesses of the best answers to the question below.

**Name a sport in which the competitors wear funny-looking shoes.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name a sport in which the competitors wear funny-looking shoes.**

In general, do you think this is a question that men or women would be better at answering?

[ ] men
[ ] women

FF Q15

These page timer metrics will not be displayed to the recipient.
Please provide your guesses of the best answers to the question below.

**Name something that you don't wash as often as you probably should.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name something that you don't wash as often as you probably should.**

In general, do you think this is a question that men or women would be better at answering?

---

**FF Q16**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Please provide your guesses of the best answers to the question below.

**Name something that is filtered.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name something that is filtered.**

In general, do you think this is a question that men or women would be better at answering?

[ ] men

[ ] women

**FF Q17**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks
Please provide your guesses of the best answers to the question below.

**Name an item of clothing that you should not wash in the washing machine.**

**Guess 1**

**Guess 2**

**Guess 3**

**Guess 4**

**Guess 5**

**Guess 6**

**Guess 7**

**Guess 8**

**Guess 9**

**Guess 10**

Your time for this question has ended. Think about the question:

**Name an item of clothing that you should not wash in the washing machine.**

In general, do you think this is a question that men or women would be better at answering?

**men**

**women**

---

**FF Q18**

**These page timer metrics will not be displayed to the recipient.**

First Click: 0 seconds

Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks
Please provide your guesses of the best answers to the question below.

**Name something people like to do while listening to music.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name something people like to do while listening to music.**

In general, do you think this is a question that men or women would be better at answering?

- men
- women

**FF Q19**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks
Please provide your guesses of the best answers to the question below.

**Name a city or state that has a name a woman might also have.**

Guess 1
Guess 2
Guess 3
Guess 4
Guess 5
Guess 6
Guess 7
Guess 8
Guess 9
Guess 10

Your time for this question has ended. Think about the question:

**Name a city or state that has a name a woman might also have.**

In general, do you think this is a question that men or women would be better at answering?

[ ] men
[ ] women

**FF Q20**

These page timer metrics will not be displayed to the recipient.

First Click: 0 seconds
Last Click: 0 seconds
Page Submit: 0 seconds
Click Count: 0 clicks

Please provide your guesses of the best answers to the question below.

**Name a vegetable that you cannot eat in one bite.**
Your time for this question has ended. Think about the question:

**Name a vegetable that you cannot eat in one bite.**

In general, do you think this is a question that men or women would be better at answering?

- men
- women

---

**Socio-Economic Background Information**

To which gender identity do you most identify?

- Male
- Female
- Not listed

What is the highest level of school you have completed or the highest degree you have received?

- Less than high school degree
- High school graduate (high school diploma or equivalent including GED)
- Some college but no degree
- Associate degree in college (2-year)
- Bachelor's degree in college (4-year)
Choose one or more races that you consider yourself to be:

- [ ] White
- [ ] Black or African American
- [ ] American Indian or Alaska Native
- [ ] Asian
- [ ] Native Hawaiian or Pacific Islander
- [ ] Other

Did you attend high school in the United States?

- [ ] Yes
- [ ] No

Powered by Qualtrics
**Two different end of survey messages**

**MTurk Code / End of Survey Message**

We thank you for your time spent taking this survey. Your response has been recorded.

Your MTurk completion code is: $\{e://Field/MTurkCode\}$

You must enter this completion code into the Amazon Mechanical Turk HIT in order to be paid. Please do so now.

**Failed Attention Check FF**

Thank you for taking our survey. As stated in the Consent Form, there are certain requirements that must be met in order to participate and receive compensation.

You are seeing this message because you are not eligible to complete the study and receive compensation. This may be due to any of the following reason:

- You failed to answer a question that checked to see if you read and understood the instructions.

This follows Amazon Mechanical Turk policy, which states that "a Requester may reject your work if the HIT was not completed correctly or the instructions were not followed."

You may close this window or use your explorer bar to navigate back to the Amazon Mechanical Turk site.

**Note:** This survey has been created by the Research Assistant Manuela Jaggi who is a student at Tufts University. This research is not related to that institution, neither will their name appear on the MTurk platform.
Thank you for coming today. At this time, please turn off and/or put away any electronic devices/phones/other things you may have brought with you. From this point forward, we ask you to please focus on the tasks of the experiment. You are not permitted to browse the internet at any time during this experiment. You may not talk to other participants during the experiment. Anyone caught violating these rules will be dismissed without pay. If you have questions at any point, you should raise your hand and one of us will come over to assist you.

Whenever you are asked to enter text by typing on the computer keyboard, please be mindful of misspellings and typographical errors.

This experiment consists of two parts, followed by a post-experiment questionnaire. You will have the opportunity to earn points which will be converted to cash payments. One round has been pre-selected for payment. The points you earn in this round will be converted to cash at a rate of $1 per point earned. These payments will be added to your $10 show-up fee. You may also qualify for a completion fee at the end of the experiment. The average payment across all participants will be at least $20.

You will be paid in cash and dismissed at the conclusion of the experiment, when all subjects in the laboratory have completed the experiment. This will take no longer than 60 minutes.
KNOWN GENDER – ANSWER ONLY TREATMENT

In this part, you will participate in 4 rounds of decision-making as a member of a group of 3 participants. In each round, individual participants will be re-matched to form new groups.

Before you begin your group interaction, we will ask you to submit your first name as provided when you signed up for the experiment. The first name you submit must match the first name on the sign-up sheet, or on a student ID you have with you. If there is more than one participant in the lab with the same name, we will randomly assign a unique numerical value to accompany the name. For example, if there are two individuals named Alex in the lab, we will distinguish between them as Alex1 and Alex2. To make sure you have completed this step, we will also conduct a verbal roll call of all group members before each round.

____________________________

In each round, you will be working on a task with your group. The task consists of answering open-ended questions. These questions are “Family Feud” style questions. Each question is a question that was asked to a group of 100 people. Your job is to guess what answers they gave to the question.

For example, the question might be: “Name a word a judge might yell out during a tennis match.” And, you would try to guess what answers people gave to this question. The more popular the answer you guess is, the more points you would get.

For example, for this question, the points for answers were:

“Name a word a judge might yell out during a tennis match”

<table>
<thead>
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<td>10</td>
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<tr>
<td>Order</td>
<td>6</td>
</tr>
<tr>
<td>Net</td>
<td>4</td>
</tr>
<tr>
<td>Point</td>
<td>3</td>
</tr>
</tbody>
</table>

The number of points an answer is worth is equal to the number of people who gave that particular answer in an 100 person survey. The goal is to submit the highest scoring (i.e. most popular) answer.

Important: You must spell your answer correctly in order for it to count. The computer will not recognize your answer is there is a typo or spelling error.
For example, if you answer “love”, you would earn 14 points:

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- Only answers that have received two or more survey responses count for points. If your answer does not appear in the table of answers, you will receive zero points.

- If you misspell your answer (for example, if you typed “lofe” or any other spelling), you will receive zero points. Please, be careful in typing your submission!

In each round, you will have one question to work on.

You will see the question on your screen. You will have 15 seconds to read the question. Then, you will have 30 seconds to submit your best guess of the highest scoring answer. We will call this your “Individual Answer – Pre-Group”.

After submitting this answer, we will ask you how confident you are about this answer. You will be asked, “On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.”

After all players have submitted their Individual Answers, you will begin the group stage. **You will be shown a table of player names and the answers they have proposed.** You will be asked the following question:

“Please decide which group member you would like to submit an answer for the group.”
You will see a list of the three members of your group, including you. You must rank them from 1 – 3, with 1 being the person you most want to submit an answer for the group, and 3 being the person you least want to submit an answer for the group.

We will also ask you how confident you are in each member’s ability to submit a high scoring answer for the group. Next to each group member’s rank, you will be asked to indicate how confident you are, on a scale of 1 – 10, that this member will provide a high-scoring answer if chosen to answer for the group.

Following the group stage, you will then be asked again for an individual answer. If you are chosen to answer for the group, this is the answer that would be submitted on your behalf. We will call this your “Individual Answer – Post-Group”. We will also ask you for your confidence again.

**How the Group Answer is Chosen**

After you submit your “Individual Answer – Post-Group”, a “Group Answer” will be chosen. It will work like this:

First, one member of your group will be chosen at random as the “chooser”. Each member of your group is equally likely to be the “chooser” for the round. The computer will look at the rankings provided by the “chooser” in order to determine who answers the question for the group.

The person ranked first by the “chooser” has a 60% chance of being chosen (6 out of 10 chance).

The person ranked second by the “chooser” has a 30% chance of being chosen (3 out of 10 chance).

The person ranked third by the “chooser” has a 10% chance of being chosen (1 out of 10 chance).

The computer will select someone to answer for the group based upon the rankings of the “chooser” according to these probabilities. The person chosen by the “chooser” will then have their “Individual Answer – Post-Group” submitted as the “Group Answer” for your group.

The person chosen by the “chooser” to submit the “Group Answer” will earn $2 if this round was pre-selected for payment.
Points for the Round

You will earn points for three answers during each round:

- Your “Individual Answer – Pre-Group”
- Your “Individual Answer – Post-Group”
- The “Group Answer” – the answer submitted by the individual chosen by the “chooser”

In the pre-selected round, one of these answers was randomly chosen to count. There is a 10% chance that your “Individual Answer – Pre-Group” will count for your payment, a 10% chance that your “Individual Answer – Post-Group” will count for your payment, and an 80% chance that the “Group Answer” will count for your payment.

For whichever answer is chosen to count, you will be awarded the number of points that the answer was worth.

Let’s return to our example. Suppose the question for the round was:

“Name a word a judge might yell out during a tennis match”

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<td>3</td>
</tr>
</tbody>
</table>

First, you would submit an “Individual Answer – Pre-Group”. Suppose this answer was “Love”.

Then, you would enter the group stage. **You would see the answers submitted by each of your other group members.** You would provide a ranking of all group members.

Then, you would submit an “Individual Answer – Post-Group”. This is the answer that would be submitted for you if you were chosen by the “chooser”. Suppose this answer was “Foul”. 
If this were the round that was chosen for payment:

- There would be a 10% chance you’d get paid for your “Individual Answer – Pre-Group.” In this case, you would earn 14 points for Love.
- There would be a 10% chance you’d get paid for your “Individual Answer – Post-Group.” In this case, you would earn 17 points for Foul.
- There would be an 80% chance you’d get paid for the “Group Answer”. If you were chosen by the “chooser”, the “Group Answer” would be “Foul”, your “Individual Answer – Post-Group.” But, if you were not chosen by the “chooser”, someone else’s “Individual Answer – Post-Group” would count as the “Group Answer” and you would earn the number of points that answer was worth.
- You would receive $2 if you were selected by the “chooser” to submit for the group.

Following the experiment, you will be told which round was pre-selected for payment and, for that round, which answer was chosen to count. Remember that any of the answers that you submit might count for payment.

Final Payoffs

In summary, prior to the experiment, one round was randomly pre-selected for payment. Your total payoff from the experiment will be calculated as follows:

$10 show-up fee
+
$1 for each point earned for the answer counted in the chosen round
+
$2 if you were chosen by the “chooser” to have your answer count as the “Group Answer” in the chosen round
+
completion fee (if any)

Are there any questions before we begin Part 1 of the experiment?
**Round X**

We will now begin Round X. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

[Show question for 15 secs]

[Show question and allow them to submit answer for 30 seconds]

My guess is __________ .

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

We will now begin the group stage. **First, we will do a quick roll call.**

[Insert roll call]

[Show table of names and answers, example below.]

**Below is a table of the answers submitted by each member of your group.** Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the “chooser” for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their “Individual Answer – Post-Group” submitted for the group.

**You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.**
<table>
<thead>
<tr>
<th>Name</th>
<th>Answer</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1 == first choice; 3 == last choice)</th>
<th>Confidence: On a scale of 1 – 10, how confident are you that this person can provide a high-scoring answer to this question?</th>
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</tr>
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</table>

[Show question again.]

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

My guess is ____________.
In this part, you will participate in 4 rounds of decision-making as a member of a group of 3 participants. In each round, individual participants will be re-matched to form new groups.

Before you begin your group interaction, we will ask you to submit your first name as provided when you signed up for the experiment. The first name you submit must match the first name on the sign-up sheet, or on a student ID you have with you. If there is more than one participant in the lab with the same name, we will randomly assign a unique numerical value to accompany the name. For example, if there are two individuals named Alex in the lab, we will distinguish between them as Alex1 and Alex2. To make sure you have completed this step, we will also conduct a verbal roll call of all group members before each round.

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For example, the question might be: “Name a word a judge might yell out during a tennis match.” And, you would try to guess what answers people gave to this question. The more popular the answer you guess is, the more points you would get.

For example, for this question, the points for answers were:

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The number of points an answer is worth is equal to the number of people who gave that particular answer in an 100 person survey. The goal is to submit the highest scoring (i.e. most popular) answer.

Important: You must spell your answer correctly in order for it to count. The computer will not recognize your answer is there is a typo or spelling error.
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After submitting this answer, we will ask you how confident you are about this answer. You will be asked, “On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.”

After all players have submitted their Individual Answers, you will begin the group stage. You will be shown a table of player names, the answers they have proposed, and their self-confidence. You will be asked the following question:

“Please decide which group member you would like to submit an answer for the group.”
You will see a list of the three members of your group, including you. You must rank them from 1 – 3, with 1 being the person you most want to submit an answer for the group, and 3 being the person you least want to submit an answer for the group.

We will also ask you how confident you are in each member's ability to submit a high scoring answer for the group. Next to their rank, you will be asked to indicate for each group member how confident you are, on a scale of 1 – 10, that this member will provide a high-scoring answer if chosen to answer for the group.

Following the group stage, you will then be asked again for an individual answer. If you are chosen to answer for the group, this is the answer that would be submitted on your behalf. We will call this your “Individual Answer – Post-Group”. We will also ask you for your confidence again.

**How the Group Answer is Chosen**

After you submit your “Individual Answer – Post-Group”, a “Group Answer” will be chosen. It will work like this:

First, one member of your group will be chosen at random as the “chooser”. Each member of your group is equally likely to be the “chooser” for the round. The computer will look at the rankings provided by the “chooser” in order to determine who answers the question for the group.

The person ranked first by the “chooser” has a 60% chance of being chosen (6 out of 10 chance).

The person ranked second by the “chooser” has a 30% chance of being chosen (3 out of 10 chance).

The person ranked third by the “chooser” has a 10% chance of being chosen (1 out of 10 chance).

The computer will select someone to answer for the group based upon the rankings of the “chooser” according to these probabilities. The person chosen by the “chooser” will then have their “Individual Answer – Post-Group” submitted as the “Group Answer” for your group.

The person chosen by the “chooser” to submit the “Group Answer” will earn $2 if this round was pre-selected for payment.
Points for the Round

You will earn points for three answers during each round:

- Your “Individual Answer – Pre-Group”
- Your “Individual Answer – Post-Group”
- The “Group Answer” – the answer submitted by the individual chosen by the “chooser”

In the pre-selected round, one of these answers will be randomly chosen to count. There is a 10% chance that your “Individual Answer – Pre-Group” will count for your payment, a 10% chance that your “Individual Answer – Post-Group” will count for your payment, and an 80% chance that the “Group Answer” will count for your payment.

For whichever answer is chosen to count, you will be awarded the number of points that the answer was worth.

Let’s return to our example. Suppose the question for the round was:

“Name a word a judge might yell out during a tennis match”

<table>
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First, you would submit an “Individual Answer – Pre-Group”. Suppose this answer was “Love”.

Then, you would enter the group stage. You would see the answers submitted by each of your other group members and their self-confidence. You would provide a ranking of all group members.

Then, you would submit an “Individual Answer – Post-Group”. This is the answer that would be submitted for you if you were chosen by the “chooser”. Suppose this answer was “Foul”.
If this round were the round that was chosen for payment:

- There would be a 10% chance you’d get paid for your “Individual Answer – Pre-Group.” In this case, you would earn 14 points for Love.
- There would be a 10% chance you’d get paid for your “Individual Answer – Post-Group.” In this case, you would earn 17 points for Foul.
- There would be an 80% chance you’d get paid for the “Group Answer”. If you were chosen by the “chooser”, the “Group Answer” would be “Foul”, your “Individual Answer – Post-Group.” But, if you were not chosen by the “chooser”, someone else’s “Individual Answer – Post-Group” would count as the “Group Answer” and you would earn the number of points that answer was worth.
- You would receive $2 if you were selected by the “chooser” to submit for the group.

Following the experiment, you will be told which round was pre-selected for payment and, for that round, which answer was chosen to count. Remember that any of the answers that you submit might count for payment.

Final Payoffs

In summary, prior to the experiment, one round was randomly pre-selected for payment. Your total payoff from the experiment will be calculated as follows:

$10 show-up fee
$1 for each point earned for the answer counted in the chosen round
$2 if you were chosen by the “chooser” to have your answer count as the “Group Answer” in the chosen round
completion fee (if any)

Are there any questions before we begin Part 1 of the experiment?
Round X

We will now begin Round X. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

[Show question for 15 secs]

[Show question and allow them to submit answer for 30 seconds]

My guess is ________ .

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

We will now begin the group stage. **First, we will do a quick roll call.**

[Insert roll call]

[Show table of names and answers, example below.]

**Below is a table of the answers submitted by each member of your group and their self-confidence.** Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the “chooser” for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their “Individual Answer – Post-Group” submitted for the group.

**You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.**
Name | Answer | Self-Confidence | Ranking: How much do you want this person to answer the question for the group? (1 == first choice; 3 == last choice) | Confidence: On a scale of 1 – 10, how confident are you that this person can provide a high-scoring answer to this question?

---

[Show question again.]

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

My guess is __________. 
**KNOWN GENDER -- CHAT**

In this part, you will participate in 4 rounds of decision-making as a member of a group of 3 participants. In each round, individual participants will be re-matched to form new groups.

Before you begin your group interaction, we will ask you to submit your first name as provided when you signed up for the experiment. The first name you submit must match the first name on the sign-up sheet, or on a student ID you have with you. If there is more than one participant in the lab with the same name, we will randomly assign a unique numerical value to accompany the name. For example, if there are two individuals named Alex in the lab, we will distinguish between them as Alex1 and Alex2. To make sure you have completed this step, we will also conduct a verbal roll call of all group members before each round.

In each round, you will be working on a task with your group. The task consists of answering open-ended questions. These questions are “Family Feud” style questions. Each question is a question that was asked to a group of 100 people. Your job is to guess what answers they gave to the question.

For example, the question might be: “Name a word a judge might yell out during a tennis match.” And, you would try to guess what answers people gave to this question. The more popular the answer you guess is, the more points you would get.

For example, for this question, the points for answers were:

“**Name a word a judge might yell out during a tennis match**”

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The number of points an answer is worth is equal to the number of people who gave that particular answer in an 100 person survey. The goal is to submit the highest scoring (i.e. most popular) answer.

Important: You **must** spell your answer correctly in order for it to count. The computer will **not** recognize your answer is there is a typo or spelling error.
For example, if you answer “love”, you would earn 14 points:

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- Only answers that have received two or more survey responses count for points. If your answer does not appear in the table of answers, you will receive zero points.
- If you misspell your answer (for example, if you typed “lofe” or any other spelling), you will receive zero points. Please, be careful in typing your submission!

In each round, you will have one question to work on.

You will see the question on your screen. You will have 15 seconds to read the question. Then, you will have 30 seconds to submit your best guess of the highest scoring answer. We will call this your “Individual Answer – Pre-Group”.

After submitting this answer, we will ask you how confident you are about this answer. You will be asked, “On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.”

After all players have submitted their Individual Answers, you will begin the group stage.

You will be able to communicate with the other members of your group to discuss potential answers. The discussion will take place via a chat room, and the discussion period will last 1 minute. Once the discussion period has concluded, you will be able to view a transcript of the discussion.

You will be asked the following question:

“Please decide which group member you would like to submit an answer for the group.”
You will see a list of the three members of your group, including you. You must rank them from 1 – 3, with 1 being the person you most want to submit an answer for the group, and 3 being the person you least want to submit an answer for the group.

We will also ask you how confident you are in each member’s ability to submit a high scoring answer for the group. Next to their rank, you will be asked to indicate for each group member how confident you are, on a scale of 1 – 10, that this member will provide a high-scoring answer if chosen to answer for the group.

Following the group stage, you will then be asked again for an individual answer. If you are chosen to answer for the group, this is the answer that would be submitted on your behalf. We will call this your “Individual Answer – Post-Group”. We will also ask you for your confidence again.

**How the Group Answer is Chosen**

After you submit your “Individual Answer – Post-Group”, a “Group Answer” will be chosen. It will work like this:

First, one member of your group will be chosen at random as the “chooser”. Each member of your group is equally likely to be the “chooser” for the round. The computer will look at the rankings provided by the “chooser” in order to determine who answers the question for the group.

The person ranked first by the “chooser” has a 60% chance of being chosen (6 out of 10 chance).

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The computer will select someone to answer for the group based upon the rankings of the “chooser” according to these probabilities. The person chosen by the “chooser” will then have their “Individual Answer – Post-Group” submitted as the “Group Answer” for your group.

The person chosen by the “chooser” to submit the “Group Answer” will earn $2 if this round was pre-selected for payment.
Points for the Round

You will earn points for three answers during each round:

- Your “Individual Answer – Pre-Group”
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- The “Group Answer” – the answer submitted by the individual chosen by the “chooser”

In the pre-selected round, one of these answers will be randomly chosen to count. There is a 10% chance that your “Individual Answer – Pre-Group” will count for your payment, a 10% chance that your “Individual Answer – Post-Group” will count for your payment, and an 80% chance that the “Group Answer” will count for your payment.

For whichever answer is chosen to count, you will be awarded the number of points that the answer was worth.

Let’s return to our example. Suppose the question for the round was:

“Name a word a judge might yell out during a tennis match”

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First, you would submit an “Individual Answer – Pre-Group”. Suppose this answer was “Love”.

Then, you would enter the group stage. You would participate in the group chat for 1 minute. You would provide a ranking of all group members.

Then, you would submit an “Individual Answer – Post-Group”. This is the answer that would be submitted for you if you were chosen by the “chooser”. Suppose this answer was “Foul”.

If this round were the round that was chosen for payment:
There would be a 10% chance you’d get paid for your “Individual Answer – Pre-Group.” In this case, you would earn 14 points for Love.

There would be a 10% chance you’d get paid for your “Individual Answer – Post-Group.” In this case, you would earn 17 points for Foul.

There would be an 80% chance you’d get paid for the “Group Answer”. If you were chosen by the “chooser”, the “Group Answer” would be “Foul”, your “Individual Answer – Post-Group.” But, if you were not chosen by the “chooser”, someone else’s “Individual Answer – Post-Group” would count as the “Group Answer” and you would earn the number of points that answer was worth.

You would receive $2 if you were selected by the “chooser” to submit for the group.

Following the experiment, you will be told which round was pre-selected for payment and, for that round, which answer was chosen to count. Remember that any of the answers that you submit might count for payment.

Final Payoffs

In summary, prior to the experiment, one round was randomly pre-selected for payment. Your total payoff from the experiment will be calculated as follows:

$10 show-up fee
+ $1 for each point earned for the answer counted in the chosen round
+ $2 if you were chosen by the “chooser” to have your answer count as the “Group Answer” in the chosen round
+ completion fee (if any)

Are there any questions before we begin Part 1 of the experiment?
**Round X**

We will now begin Round X. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

[Show question for 15 secs]

[Show question and allow them to submit answer for 30 seconds]

My guess is ________.

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

We will now begin the group stage. **First, we will do a quick roll call.**

[Insert roll call]

You will now have 1 minute to chat with your group members.

[Insert chat]

**Your chat has ended. Below is a transcript of your chat.** Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the “chooser” for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their “Individual Answer – Post-Group” submitted for the group.

**You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.**

[Insert transcript.]
Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

My guess is ___________.
Part 2

You have now finished Part 1 of the experiment.

Part 2 will be very similar to Part 1. You will again be answering Family Feud style questions in groups. However, this time the information you receive about your group members will be different.

[For KG_A]

Before you begin your group interaction, we will ask you to submit your first name as provided when you signed up for the experiment. The first name you submit must match the first name on the sign-up sheet, or on a student ID you have with you. If there is more than one participant in the lab with the same name, we will randomly assign a unique numerical value to accompany the name. For example, if there are two individuals named Alex in your group, we will distinguish between them as Alex1 and Alex2. To make sure you have completed this step, we will also conduct a verbal roll call of all group members before each round.

In addition, during the group stage, you will only learn the “Individual Answer – Pre-Task” for each of your group members. You will not see their self-confidence or have an opportunity to chat.

[For KG_AC]

Before you begin your group interaction, we will ask you to submit your first name as provided when you signed up for the experiment. The first name you submit must match the first name on the sign-up sheet, or on a student ID you have with you. If there is more than one participant in the lab with the same name, we will randomly assign a unique numerical value to accompany the name. For example, if there are two individuals named Alex in your group, we will distinguish between them as Alex1 and Alex2. To make sure you have completed this step, we will also conduct a verbal roll call of all group members before each round.

In addition, during the group stage, you will learn the “Individual Answer – Pre-Task” and self-confidence for each of your group members. You will not have an opportunity to chat.

[For KG_Chat]

Before you begin your group interaction, we will ask you to submit your first name as provided when you signed up for the experiment. The first name you submit must match the first name on the sign-up sheet, or on a student ID you have with you. If there is more than one participant in the lab with the same name, we will randomly assign a unique numerical value to accompany the name. For example, if there are two individuals named Alex in your group, we will distinguish between them as Alex1 and Alex2. To make sure you have completed this step, we will also conduct a verbal roll call of all group members before each round.

In addition, during the group stage, you will have an opportunity to chat with your other group members.
This time, your group members will be identified by ID numbers rather than names.

In addition, during the group stage, you will only learn the “Individual Answer – Pre-Task” for each of your group members. You will not see their self-confidence or have an opportunity to chat.

This time, your group members will be identified by ID numbers rather than names.

In addition, during the group stage, you will learn the “Individual Answer – Pre-Task” and self-confidence for each of your group members. You will not have an opportunity to chat.

This time, your group members will be identified by ID numbers rather than names.

In addition, during the group stage, you will have an opportunity to chat with your other group members.

Are there any questions about how Part 2 will work?

[Then insert appropriate treatment, jumping straight to Round 5.]
POST-EXPERIMENT QUESTIONNAIRE

Thank you for your participation in this experiment. You will now be asked a short series of questions regarding your demographic information and your strategy in the experiment. We ask you to answer all questions as truthfully as possible. Your answers will help us tremendously! Feel free to leave any of the answers blank if you prefer not to answer.

Please remember that all information collected during the experiment will be kept private and that your decisions will remain anonymous to other participants and the experimenters.

After completing this brief survey, you will be privately paid your experimental earnings and will be free to go.

Please do not hesitate to speak to the experimenter should you have any questions regarding the experiment or your experience as a participant.

1. Gender: □ Male □ Female

2. Age: ____________________

3. Marital status:
   □ Now married
   □ Widowed
   □ Divorced
   □ Separated
   □ Never married

4. Which of the following best describe(s) your race (check all that apply)?
   □ Asian
   □ Black
   □ Arabic or North African
   □ Hispanic
   □ White
   □ Other (please specify) ______________________

5. Country of birth: ____________________

6. Country of citizenship: ____________________
7. Primary language: ______________________

8. Please rate your English language proficiency:
   □ Elementary
   □ Intermediate
   □ Advanced
   □ Fluent
   □ Native or bilingual

9. Are you currently a student? □ Yes □ No
   
   1) If yes, what is your student status?
   □ Bachelors student □ Gradute student
   2) If yes, what is (are) your field(s) of study?
   ______________________________

10. What is (was) your undergraduate grade, on a 4.0 scale?
    ______________________________

11. What is your family’s total household income?
    □ Under $20,000
    □ $20,000 to $45,000
    □ $45,000 to $65,000
    □ $65,000 to $90,000
    □ $90,000 to $125,000
    □ $125,000 to $200,000
    □ $200,000 or more

12. From the list of experiences below, please select all that apply.
I do not have any past leadership experience.
I have been a leader of a group of others as part of my educational activities at school or university.
I have been a leader of a group of others as part of my extracurricular activities (such as sports, student organizations, etc.)
I have been a leader of a group of others as part of my work or internship experiences.

Please, give specific examples of your leadership experiences below (if any): ____________________

13. Are you at all familiar with the television show *Family Feud*?

☐ No
☐ Somewhat familiar
☐ Very familiar

14. When engaging in group discussions, what factors motivate you to consider the proposals of others? Please mark all that apply.

☐ The fundamental content of the proposal
☐ The reputation of the individual who is making the proposal
☐ The confidence and clarity with which the proposal is presented
☐ The frequency of proposals from that individual
☐ Lack of confidence in my own proposals

15. Did you recognize anyone in your group as a personal friend, colleague, or classmate?  ☐ Yes  ☐ No

If yes, did that knowledge change your decisions in the experiment?

☐ Yes  ☐ No

If yes, please explain how so: ____________________

16. Did you use your real name in the experiment? (only for treatments with name identifier).

☐ Yes  ☐ No

17. Any other comments? ________________

THANK YOU VERY MUCH FOR YOUR PARTICIPATION IN THIS STUDY!
UNKNOWN GENDER – ANSWER ONLY

In this part, you will participate in 4 rounds of decision-making as a member of a group of 3 participants. In each round, individual participants will be re-matched to form new groups.

____________________________

In each round, you will be working on a task with your group. The task consists of answering open-ended questions. These questions are “Family Feud” style questions. Each question is a question that was asked to a group of 100 people. Your job is to guess what answers they gave to the question.

For example, the question might be: “Name a word a judge might yell out during a tennis match.” And, you would try to guess what answers people gave to this question. The more popular the answer you guess is, the more points you would get.

For example, for this question, the points for answers were:

“Name a word a judge might yell out during a tennis match”

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The number of points an answer is worth is equal to the number of people who gave that particular answer in a 100 person survey. The goal is to submit the highest scoring (i.e. most popular) answer.

Important: You must spell your answer correctly in order for it to count. The computer will not recognize your answer is there is a typo or spelling error.

For example, if you answer “love”, you would earn 14 points:

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• Only answers that have received two or more survey responses count for points. If your answer does not appear in the table of answers, you will receive zero points.

• If you misspell your answer (for example, if you typed “lofe” or any other spelling), you will receive zero points. Please, be careful in typing your submission!

In each round, you will have one question to work on.

You will see the question on your screen. You will have 15 seconds to read the question. Then, you will have 30 seconds to submit your best guess of the highest scoring answer. We will call this your “Individual Answer – Pre-Group”.

After submitting this answer, we will ask you how confident you are about this answer. You will be asked, “On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.”

After all players have submitted their Individual Answers, you will begin the group stage. You will be shown a table of player IDs and the answers they have proposed. You will be asked the following question:

“Please decide which group member you would like to submit an answer for the group.”

You will see a list of the three members of your group, including you. You must rank them from 1 – 3, with 1 being the person you most want to submit an answer for the group, and 3 being the person you least want to submit an answer for the group.

We will also ask you how confident you are in each member’s ability to submit a high scoring answer for the group. Next to their rank, you will be asked to indicate for each group member how confident you are, on a scale of 1 – 10, that this member will provide a high-scoring answer if chosen to answer for the group.

Following the group stage, you will then be asked again for an individual answer. If you are chosen to answer for the group, this is the answer that would be submitted.
on your behalf. We will call this your “Individual Answer – Post-Group”. We will also ask you for your confidence again.

How the Group Answer is Chosen

After you submit your “Individual Answer – Post-Group”, a “Group Answer” will be chosen. It will work like this:

First, one member of your group will be chosen at random as the “chooser”. Each member of your group is equally likely to be the “chooser” for the round. The computer will look at the rankings provided by the “chooser” in order to determine who answers the question for the group.

The person ranked first by the “chooser” has a 60% chance of being chosen (6 out of 10 chance).

The person ranked second by the “chooser” has a 30% chance of being chosen (3 out of 10 chance).

The person ranked third by the “chooser” has a 10% chance of being chosen (1 out of 10 chance).

The computer will select someone to answer for the group based upon the rankings of the “chooser” according to these probabilities. The person chosen by the “chooser” will then have their “Individual Answer – Post-Group” submitted as the “Group Answer” for your group.

The person chosen by the “chooser” to submit the “Group Answer” will earn $2 if this round was pre-selected for payment.

Points for the Round

You will earn points for three answers during each round:

- Your “Individual Answer – Pre-Group”
- Your “Individual Answer – Post-Group”
- The “Group Answer” – the answer submitted by the individual chosen by the “chooser”

In the pre-selected round, one of these answers will be randomly chosen to count. There is a 10% chance that your “Individual Answer – Pre-Group” will count for
your payment, a 10% chance that your “Individual Answer – Post-Group” will count for your payment, and an 80% chance that the “Group Answer” will count for your payment.

For whichever answer is chosen to count, you will be awarded the number of points that the answer was worth.

Let’s return to our example. Suppose the question for the round was:

“Name a word a judge might yell out during a tennis match”

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First, you would submit an “Individual Answer – Pre-Group”. Suppose this answer was “Love”.

Then, you would enter the group stage. You would see the answers submitted by each of your other group members. You would provide a ranking of all group members.

Then, you would submit an “Individual Answer – Post-Group”. This is the answer that would be submitted for you if you were chosen by the “chooser”. Suppose this answer was “Foul”.

If this were the round that was chosen for payment:

- There would be a 10% chance you’d get paid for your “Individual Answer – Pre-Group.” In this case, you would earn 14 points for Love.
- There would be a 10% chance you’d get paid for your “Individual Answer – Post-Group.” In this case, you would earn 17 points for Foul.
- There would be an 80% chance you’d get paid for the “Group Answer”. If you were chosen by the “chooser”, the “Group Answer” would be “Foul”, your “Individual Answer – Post-Group.” But, if you were not chosen by the “chooser”, someone else’s “Individual Answer – Post-Group” would count as the “Group Answer” and you would earn the number of points that answer was worth.
You would receive $2 if you were selected by the “chooser” to submit for the group.

Following the experiment, you will be told which round was pre-selected for payment and, for that round, which answer was chosen to count. Remember that any of the answers that you submit might count for payment.

Final Payoffs

In summary, prior to the experiment, one round was randomly pre-selected for payment. Your total payoff from the experiment will be calculated as follows:

$10 show-up fee
+ $1 for each point earned for the answer counted in the chosen round
+ $2 if you were chosen by the “chooser” to have your answer count as the “Group Answer” in the chosen round
+ completion fee (if any)

Are there any questions before we begin Part 1 of the experiment?
Round X

We will now begin Round X. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

[Show question for 15 secs]

[Show question and allow them to submit answer for 30 seconds]

My guess is _______.

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

We will now begin the group stage.

[Show table of names and answers, example below.]

Below is a table of the answers submitted by each member of your group. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the “chooser” for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their “Individual Answer – Post-Group” submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

<table>
<thead>
<tr>
<th>ID</th>
<th>Answer</th>
<th>Ranking: How</th>
<th>Confidence: On a</th>
</tr>
</thead>
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</tr>
</tbody>
</table>


much do you want this person to answer the question for the group? (1 == first choice; 3 == last choice) scale of 1 – 10, how confident are you that this person can provide a high-scoring answer to this question?

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<tbody>
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<td></td>
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</tbody>
</table>

[Show question again.]

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

My guess is __________ .
UNKNOWN GENDER – ANSWER + CONFIDENCE

In this part, you will participate in 4 rounds of decision-making as a member of a group of 3 participants. In each round, individual participants will be re-matched to form new groups.

In each round, you will be working on a task with your group. The task consists of answering open-ended questions. These questions are “Family Feud” style questions. Each question is a question that was asked to a group of 100 people. Your job is to guess what answers they gave to the question.

For example, the question might be: “Name a word a judge might yell out during a tennis match.” And, you would try to guess what answers people gave to this question. The more popular the answer you guess is, the more points you would get.

For example, for this question, the points for answers were:

“Name a word a judge might yell out during a tennis match”

<table>
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<tr>
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</tr>
</thead>
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The number of points an answer is worth is equal to the number of people who gave that particular answer in a 100 person survey. The goal is to submit the highest scoring (i.e. most popular) answer.

Important: You must spell your answer correctly in order for it to count. The computer will not recognize your answer is there is a typo or spelling error.

For example, if you answer “love”, you would earn 14 points:

<table>
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</table>
Only answers that have received two or more survey responses count for points. If your answer does not appear in the table of answers, you will receive zero points.

If you misspell your answer (for example, if you typed "lofe" or any other spelling), you will receive zero points. Please, be careful in typing your submission!

In each round, you will have one question to work on.

You will see the question on your screen. You will have 15 seconds to read the question. Then, you will have 30 seconds to submit your best guess of the highest scoring answer. We will call this your “Individual Answer – Pre-Group”.

After submitting this answer, we will ask you how confident you are about this answer. You will be asked, “On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.”

After all players have submitted their Individual Answers, you will begin the group stage. You will be shown a table of player IDs, the answers they have proposed, and their self-confidence. You will be asked the following question:

“Please decide which group member you would like to submit an answer for the group.”

You will see a list of the three members of your group, including you. You must rank them from 1 – 3, with 1 being the person you most want to submit an answer for the group, and 3 being the person you least want to submit an answer for the group.

We will also ask you how confident you are in each member’s ability to submit a high scoring answer for the group. Next to their rank, you will be asked to indicate for each group member how confident you are, on a scale of 1 – 10, that this member will provide a high-scoring answer if chosen to answer for the group.

Following the group stage, you will then be asked again for an individual answer. If you are chosen to answer for the group, this is the answer that would be submitted.
on your behalf. We will call this your “Individual Answer – Post-Group”. We will also ask you for your confidence again.

---

**How the Group Answer is Chosen**

After you submit your “Individual Answer – Post-Group”, a “Group Answer” will be chosen. It will work like this:

First, one member of your group will be chosen at random as the “chooser”. Each member of your group is equally likely to be the “chooser” for the round. The computer will look at the rankings provided by the “chooser” in order to determine who answers the question for the group.

The person ranked first by the “chooser” has a 60% chance of being chosen (6 out of 10 chance).

The person ranked second by the “chooser” has a 30% chance of being chosen (3 out of 10 chance).

The person ranked third by the “chooser” has a 10% chance of being chosen (1 out of 10 chance).

The computer will select someone to answer for the group based upon the rankings of the “chooser” according to these probabilities. The person chosen by the “chooser” will then have their “Individual Answer – Post-Group” submitted as the “Group Answer” for your group.

The person chosen by the “chooser” to submit the “Group Answer” will earn $2 if this round was pre-selected for payment.

---

**Points for the Round**

You will earn points for three answers during each round:

- Your “Individual Answer – Pre-Group”
- Your “Individual Answer – Post-Group”
- The “Group Answer” – the answer submitted by the individual chosen by the “chooser”

In the pre-selected round, one of these answers will be randomly chosen to count. There is a 10% chance that your “Individual Answer – Pre-Group” will count for
your payment, a 10% chance that your “Individual Answer – Post-Group” will count for your payment, and an 80% chance that the “Group Answer” will count for your payment.

For whichever answer is chosen to count, you will be awarded the number of points that the answer was worth.

Let’s return to our example. Suppose the question for the round was:

“Name a word a judge might yell out during a tennis match”

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First, you would submit an “Individual Answer – Pre-Group”. Suppose this answer was “Love”.

Then, you would enter the group stage. You would see the answers submitted by each of your other group members and their self-confidence. You would provide a ranking of all group members.

Then, you would submit an “Individual Answer – Post-Group”. This is the answer that would be submitted for you if you were chosen by the “chooser”. Suppose this answer was “Foul”.

If this were the round that was chosen for payment:

- There would be a 10% chance you’d get paid for your “Individual Answer – Pre-Group.” In this case, you would earn 14 points for Love.
- There would be a 10% chance you’d get paid for your “Individual Answer – Post-Group.” In this case, you would earn 17 points for Foul.
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In summary, prior to the experiment, one round was randomly pre-selected for payment. Your total payoff from the experiment will be calculated as follows:

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Are there any questions before we begin Part 1 of the experiment?
Round X

We will now begin Round X. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

[Show question for 15 secs]

[Show question and allow them to submit answer for 30 seconds]

My guess is ________ .

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

We will now begin the group stage.

[Show table of names and answers, example below.]

Below is a table of the answers submitted by each member of your group and their self-confidence. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the “chooser” for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their “Individual Answer – Post-Group” submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

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Now that you’ve finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

My guess is ______________.
In this part, you will participate in 4 rounds of decision-making as a member of a group of 3 participants. In each round, individual participants will be re-matched to form new groups.

In each round, you will be working on a task with your group. The task consists of answering open-ended questions. These questions are “Family Feud” style questions. Each question is a question that was asked to a group of 100 people. Your job is to guess what answers they gave to the question.

For example, the question might be: “Name a word a judge might yell out during a tennis match.” And, you would try to guess what answers people gave to this question. The more popular the answer you guess is, the more points you would get.

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In each round, you will have one question to work on.

You will see the question on your screen. You will have 15 seconds to read the question. Then, you will have 30 seconds to submit your best guess of the highest scoring answer. We will call this your “Individual Answer – Pre-Group”.

After submitting this answer, we will ask you how confident you are about this answer. You will be asked, “On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.”

After all players have submitted their Individual Answers, you will begin the group stage.

You will be able to communicate with the other members of your group to discuss potential answers. The discussion will take place via a chat room, and the discussion period will last 1 minute. Once the discussion period has concluded, you will be able to view a transcript of the discussion.

You will be asked the following question:

“Please decide which group member you would like to submit an answer for the group.”

You will see a list of the three members of your group, including you. You must rank them from 1 – 3, with 1 being the person you most want to submit an answer for the group, and 3 being the person you least want to submit an answer for the group.

We will also ask you how confident you are in each member’s ability to submit a high scoring answer for the group. Next to their rank, you will be asked to indicate
for each group member how confident you are, on a scale of 1 – 10, that this member will provide a high-scoring answer if chosen to answer for the group.

Following the group stage, you will then be asked again for an individual answer. If you are chosen to answer for the group, this is the answer that would be submitted on your behalf. We will call this your “Individual Answer – Post-Group”. We will also ask you for your confidence again.

How the Group Answer is Chosen

After you submit your “Individual Answer – Post-Group”, a “Group Answer” will be chosen. It will work like this:

First, one member of your group will be chosen at random as the “chooser”. Each member of your group is equally likely to be the “chooser” for the round. The computer will look at the rankings provided by the “chooser” in order to determine who answers the question for the group.

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You will earn points for three answers during each round:

■ Your “Individual Answer – Pre-Group”
Your “Individual Answer – Post-Group”
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First, you would submit an “Individual Answer – Pre-Group”. Suppose this answer was “Love”.

Then, you would enter the group stage. You would participate in the group chat for 1 minute. You would provide a ranking of all group members.

Then, you would submit an “Individual Answer – Post-Group”. This is the answer that would be submitted for you if you were chosen by the “chooser”. Suppose this answer was “Foul”.

If this round were the round that was chosen for payment:

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Are there any questions before we begin Part 1 of the experiment?
**Round X**

We will now begin Round X. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

[Show question for 15 secs]

[Show question and allow them to submit answer for 30 seconds]

My guess is _______.

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

We will now begin the group stage.

You will now have 1 minute to chat with your group members.

[Insert chat]

**Your chat has ended. Below is a transcript of your chat.** Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the “chooser” for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their “Individual Answer – Post-Group” submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

[Insert transcript.]
<table>
<thead>
<tr>
<th>ID</th>
<th>Ranking: How much do you want this person to answer the question for the group? [1 == first choice; 3 == last choice)</th>
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[Show question again.]

Now that you’ve finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

My guess is ____________ .
Informed Consent Form

Participation is voluntary. It is your choice whether or not to participate in this research. If you choose to participate, you may change your mind and leave the study at any time. Refusal to participate or stopping your participation will involve no penalty or loss of benefits to which you are otherwise entitled.

What is the purpose of this research?
The purpose of this research is to understand how people make decisions and complete tasks in groups. We are interested in understanding team interactions, and decisions based on those interactions.

How long will I take part in this research?
Your participation will take approximately 60 minutes to complete.

What can I expect if I take part in this research?
As a participant, you will make decisions and complete tasks on the computer terminal in front of you. This study has several parts. You will be asked to work in small groups in some parts. In each part, you will be answering questions and performing a task on the computer terminal in front of you. You will earn money based upon your answers to these questions and your performance in the task. In some parts, you may earn money based upon the decisions of other people in the laboratory right now. You will receive clear instructions for each part. There is no deception in this study; that is, at no point during the experiment will the instructions or the researcher deceive or lie to you.

What are the risks and possible discomforts?
If you choose to participate, the effects should be comparable to those you would experience from viewing a computer monitor for 60 minutes and using a mouse or keyboard.

Are there any benefits from being in this research study?
If you are interested in the results of this study, you can send an email message to kcoffman@hbs.edu and we will send you a copy of any manuscripts based on the research (or summaries of our results).

Will I be compensated for participating in this research?
For your participation in the study, you will receive a $10 show-up payment. You will then have the chance to earn further payment based upon your answers in the study. You will earn at least $15 for your participation.

If I take part in this research, how will my privacy be protected? What happens to the information you collect?
Your data will be kept by the assignment of random participant numbers. You also may be asked to submit a first name of your choosing as part of this experiment, which may be observable by other participants who are in the laboratory right now. If you are not asked to submit a name, your data will be linked only to your participant number; there will be no way of matching any data collected to your name. If you are asked to submit a name, then your data will also be linked to the name you choose to submit. After the experiment is over, we will de-identify your data from the name you submit, so that there will be no way of matching any data collected to any identifying information. When the research is completed, the raw data will be stored on a password-protected computer, accessible only to the researchers.

If I have any questions, concerns or complaints about this research study, who can I talk to?
The researcher for this study is Katherine Coffman who can be reached at 817-495-6538, 445 BL, Harvard Business School, or kcoffman@hbs.edu.

- If you have questions, concerns, or complaints
- If you would like to talk to the research team
- If you think the research has harmed you, or
- If you wish to withdraw from the study.

This research has been reviewed by the Committee on the Use of Human Subjects in Research at Harvard University and the Wellesley College IRB (Committee for the Protection of Human Subjects). They can be reached at 817-496-2847, 1414 Massachusetts Avenue, Second Floor, Cambridge, MA 02138, or cuh@fas.harvard.edu (Harvard) or at 781-283-2551, 106 Central Street Wellesley, MA 02481-3204, or nmarshall@wellesley.edu (Wellesley) for any of the following:

- If your questions, concerns, or complaints are not being answered by the research team,
- If you cannot reach the research team,
- If you want to talk to someone besides the research team, or
- If you have questions about your rights as a research participant.

Please click OK if you consent to participating in this study.
Please enter your CLER ID number.
(It is located on the laminated card at your station)
Welcome!

Thank you for coming today. At this time, please turn off and/or put away any electronic devices/phones/other things you may have brought with you. From this point forward, we ask you to please focus on the tasks of the experiment. You are not permitted to browse the internet at any time during this experiment. You may not talk to other participants during the experiment. Anyone caught violating these rules will be dismissed without pay. If you have questions at any point, you should raise your hand and one of us will come over to assist you.

Whenever you are asked to enter text by typing on the computer keyboard, please be mindful of misspellings and typographical errors.

This experiment consists of two parts, followed by a post-experiment questionnaire. You will have the opportunity to earn points which will be converted to cash payments. These payments will be added to your $10 show-up fee. You may also qualify for a completion fee at the end of the experiment. The average payment across all participants will be at least $20.

You will be paid in cash and dismissed at the conclusion of the experiment, when all subjects in the laboratory have completed the experiment. This will take no longer than 60 minutes.
Part 1 instructions read aloud, while participants follow along on handouts.
You will now begin Round 1. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 1.
Round 1

"Name something that men think is manly."
Round 1

"Name something that men think is manly."

My guess is
Round 1

"Name something that men think is manly."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
**Round 1**

You will now begin the group stage.

Below is a table of the answers submitted by each member of your group. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the "chooser" for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their "Individual Answer - Post-Group" submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

"Name something that men think is manly."

<table>
<thead>
<tr>
<th>Player ID</th>
<th>Answer</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1==first choice; 3==last choice)?</th>
<th>Confidence: On a scale of 1 - 10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>watching sports</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>weightlifting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>mechanics</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Round 1

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Name something that men think is manly."

My guess is
Round 1

"Name something that men think is manly."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
If participant submits the group answer

**Round 1**

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: hunting
Points earned from this answer: 15

Your Individual Answer - Pre-Group: mechanics
Points earned from this answer: 20

Your Individual Answer - Post-Group: hunting
Points earned from this answer: 15
If participant DOES NOT submit the group answer

**Round 1**

You were not selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

**The Group Answer:** hunting

Points earned from this answer: 15

**Your Individual Answer - Pre-Group:** hunting

Points earned from this answer: 15

**Your Individual Answer - Post-Group:** playing football

Points earned from this answer: 16
You will now begin Round 2. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 2.
Round 2

"Name a sport in which the competitors wear funny-looking shoes."
Round 2

"Name a sport in which the competitors wear funny-looking shoes."

My guess is
Round 2

"Name a sport in which the competitors wear funny-looking shoes." 

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
Round 2

You will now begin the group stage.

Below is a table of the answers submitted by each member of your group. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the "chooser" for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their "Individual Answer - Post-Group" submitted for the group.

You should also provide your confidence in each player's ability to provide a high-scoring answer to this question.

"Name a sport in which the competitors wear funny-looking shoes."

<table>
<thead>
<tr>
<th>Player ID</th>
<th>Answer</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1=first choice; 3=last choice)?</th>
<th>Confidence: On a scale of 1 - 10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>wrestling</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>golf</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>track &amp; field</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Round 2

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Name a sport in which the competitors wear funny-looking shoes."

My guess is
Round 2

"Name a sport in which the competitors wear funny-looking shoes."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.
If participant submits the group answer

Round 2

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: football
Points earned from this answer: 6

Your Individual Answer - Pre-Group: bowling
Points earned from this answer: 34

Your Individual Answer - Post-Group: football
Points earned from this answer: 6
If participant DOES NOT submit the group answer

Round 2

You were not selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: football
Points earned from this answer: 6

Your Individual Answer - Pre-Group: football
Points earned from this answer: 6

Your Individual Answer - Post-Group: golf
Points earned from this answer: 10

<table>
<thead>
<tr>
<th>Answers</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>bowling</td>
<td>34</td>
</tr>
<tr>
<td>soccer</td>
<td>21</td>
</tr>
<tr>
<td>golf</td>
<td>10</td>
</tr>
<tr>
<td>track</td>
<td>8</td>
</tr>
<tr>
<td>basketball</td>
<td>6</td>
</tr>
<tr>
<td>football</td>
<td>6</td>
</tr>
<tr>
<td>wrestling</td>
<td>4</td>
</tr>
</tbody>
</table>
You will now begin Round 3. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 3.
Round 3

"Name a drink or good that can be consumed either hot or cold."
Round 3

"Name a drink or good that can be consumed either hot or cold."

My guess is
Round 3

"Name a drink or good that can be consumed either hot or cold."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
Round 3

You will now begin the group stage.

Below is a table of the answers submitted by each member of your group. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the "chooser" for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their "Individual Answer - Post-Group" submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

"Name a drink or good that can be consumed either hot or cold."

<table>
<thead>
<tr>
<th>Player ID</th>
<th>Answer</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1==first choice; 3==last choice)?</th>
<th>Confidence: On a scale of 1 - 10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>soup</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>soup</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>milk</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Round 3

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Name a drink or good that can be consumed either hot or cold."

My guess is ________________________
Round 3

"Name a drink or good that can be consumed either hot or cold."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.
If participant submits the group answer

**Round 3**

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: tea
Points earned from this answer: 32

Your Individual Answer - Pre-Group: coffee
Points earned from this answer: 17

Your Individual Answer - Post-Group: tea
Points earned from this answer: 32
If participant DOES NOT submit the group answer

## Round 3

You were not selected by the choosers to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

<table>
<thead>
<tr>
<th>Answers</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>tea</td>
<td>32</td>
</tr>
<tr>
<td>pizza</td>
<td>29</td>
</tr>
<tr>
<td>coffee</td>
<td>17</td>
</tr>
<tr>
<td>milk</td>
<td>8</td>
</tr>
<tr>
<td>soup</td>
<td>4</td>
</tr>
<tr>
<td>cereal</td>
<td>3</td>
</tr>
<tr>
<td>chicken</td>
<td>3</td>
</tr>
</tbody>
</table>

The Group Answer: tea
Points earned from this answer: 32

Your Individual Answer - Pre-Group: no answer given
Points earned from this answer: 0

Your Individual Answer - Post-Group: pizza
Points earned from this answer: 29
You will now begin Round 4. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 4.
Round 4

"Name a city or state that has a name a woman might have."
Round 4

"Name a city or state that has a name a woman might have."

My guess is ____________________________
Round 4

"Name a city or state that has a name a woman might have."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

Circle 1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
Round 4

You will now begin the group stage.

Below is a table of the answers submitted by each member of your group. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the “chooser” for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their “Individual Answer - Post-Group” submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

"Name a city or state that has a name a woman might have."

<table>
<thead>
<tr>
<th>Player ID</th>
<th>Answer</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1==first choice; 3==last choice)?</th>
<th>Confidence: On a scale of 1-10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>alberta</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>paris</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>georgia</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Round 4

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Name a city or state that has a name a woman might have."

My guess is [text input field]
Round 4

"Name a city or state that has a name a woman might have."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.
If participant submits the group answer

**Round 4**

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

**The Group Answer: alberta**
Points earned from this answer: 8

**Your Individual Answer - Pre-Group: alberta**
Points earned from this answer: 8

**Your Individual Answer - Post-Group: alberta**
Points earned from this answer: 8
If participant DOES NOT submit the group answer

Round 4

You were not selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: alberta
Points earned from this answer: 8

Your Individual Answer - Pre-Group: paris
Points earned from this answer: 26

Your Individual Answer - Post-Group: savannah
Points earned from this answer: 3
Part 2 instructions read aloud, while participants follow along on handouts.
Please enter a name or nickname to identify yourself to other players in your group for the next four rounds.

Name
You are about to begin Round 5.

Your Group Number: 1
You will be identified by the following name during the group stage of this round: anne

When the experimenter announces your group number, please listen carefully and when the name you entered (displayed above) is called, please say "Here".

Please note a number may have been added to the name you entered if one or more members of your group entered the same name.
You will now begin Round 5. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 5.
Round 5

"Name something a firefighter doesn't want to be without."
Round 5

"Name something a firefighter doesn't want to be without."

My guess is
Round 5

"Name something a firefighter doesn't want to be without."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.
Round 5

You will now begin the group stage.

Below is a table of the answers submitted by each member of your group and their self-confidence. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the "chooser" for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their "Individual Answer - Post-Group" submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

"Name something a firefighter doesn’t want to be without."

<table>
<thead>
<tr>
<th>Name</th>
<th>Answer</th>
<th>Self-Confidence</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1=first choice; 3=last choice)?</th>
<th>Confidence: On a scale of 1 - 10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>jennifer</td>
<td>No answer given</td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>anne</td>
<td>axe</td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>john</td>
<td>uniform</td>
<td>6</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Round 5

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Name something a firefighter doesn’t want to be without."

My guess is
Round 5

"Name something a firefighter doesn't want to be without."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
If participant submits the group answer

Round 5

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

<table>
<thead>
<tr>
<th>Answers</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>water</td>
<td>41</td>
</tr>
<tr>
<td>uniform</td>
<td>18</td>
</tr>
<tr>
<td>hose</td>
<td>14</td>
</tr>
<tr>
<td>oxygen</td>
<td>8</td>
</tr>
<tr>
<td>helmet</td>
<td>6</td>
</tr>
<tr>
<td>ladder</td>
<td>2</td>
</tr>
<tr>
<td>axe</td>
<td>1</td>
</tr>
</tbody>
</table>

The Group Answer: water
Points earned from this answer: 41

Your Individual Answer - Pre-Group: axe
Points earned from this answer: 1

Your Individual Answer - Post-Group: water
Points earned from this answer: 41
If participant DOES NOT submit the group answer

**Round 5**

You were not selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: water  
Points earned from this answer: 41

Your Individual Answer - Pre-Group: axe  
Points earned from this answer: 1

Your Individual Answer - Post-Group: hose  
Points earned from this answer: 14

[OK]
You are about to begin Round 6.

Your Group Number: 2
You will be identified by the following name during the group stage of this round: anne

When the experimenter announces your group number, please listen carefully and when the name you entered (displayed above) is called, please say "Here".

Please note a number may have been added to the name you entered if one or more members of your group entered the same name.
You will now begin Round 6. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 6.
Round 6

"Name a reason your eyes might water/have tears."
Round 6

"Name a reason your eyes might water/have tears."

My guess is
Round 6

"Name a reason your eyes might water/have tears."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
You will now begin the group stage.

Below is a table of the answers submitted by each member of your group and their self-confidence. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the "chooser" for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their "Individual Answer - Post-Group" submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

"Name a reason your eyes might water/have tears."

<table>
<thead>
<tr>
<th>Name</th>
<th>Answer</th>
<th>Self-Confidence</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1=first choice; 3=last choice)?</th>
<th>Confidence: On a scale of 1 - 10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>anne</td>
<td>yawn</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td>alex</td>
<td>onions</td>
<td>9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>john</td>
<td>No answer given</td>
<td>10</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Round 6

Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Name a reason your eyes might water/have tears."

My guess is

OK
Round 6

"Name a reason your eyes might water/have tears."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

☐ 1 (Not confident at all)  ☐ 2  ☐ 3  ☐ 4  ☐ 5  ☐ 6  ☐ 7  ☐ 8  ☐ 9  ☐ 10 (Extremely confident)
If participant submits the group answer

Round 6

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: allergies
Points earned from this answer: 10

Your Individual Answer - Pre-Group: onions
Points earned from this answer: 37

Your Individual Answer - Post-Group: allergies
Points earned from this answer: 10
If participant DOES NOT submit the group answer

Round 6

You were not selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: allergies
Points earned from this answer: 10

Your Individual Answer - Pre-Group: flu
Points earned from this answer: 6

Your Individual Answer - Post-Group: yawning
Points earned from this answer: 7
You are about to begin Round 7.

Your Group Number: 2
You will be identified by the following name during the group stage of this round: alex1

When the experimenter announces your group number, please listen carefully and when the name you entered (displayed above) is called, please say "Here".

Please note a number may have been added to the name you entered if one or more members of your group entered the same name.
You will now begin Round 7. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 7.
Round 7

"Give me a word or phrase that contains the word bar."
Round 7

"Give me a word or phrase that contains the word bar."

My guess is ___________________________

OK
Round 7

"Give me a word or phrase that contains the word bar."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
**Round 7**

You will now begin the group stage.

Below is a table of the answers submitted by each member of your group and their self-confidence. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the "chooser" for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their "Individual Answer - Post-Group" submitted for the group.

You should also provide your confidence in each player’s ability to provide a high-scoring answer to this question.

"Give me a word or phrase that contains the word bar."

<table>
<thead>
<tr>
<th>Name</th>
<th>Answer</th>
<th>Self-Confidence</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1=first choice; 3=last choice)?</th>
<th>Confidence: On a scale of 1 - 10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>anna5</td>
<td>barstool</td>
<td>9</td>
<td></td>
<td></td>
</tr>
<tr>
<td>mark</td>
<td>bartender</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>anne7</td>
<td>barbeque</td>
<td>9</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Round 7

Now that you’ve finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Give me a word or phrase that contains the word bar."

My guess is
Round 7

"Give me a word or phrase that contains the word bar."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
If participant submits the group answer

**Round 7**

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

<table>
<thead>
<tr>
<th>Answers</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>bartender</td>
<td>22</td>
</tr>
<tr>
<td>candy bar</td>
<td>14</td>
</tr>
<tr>
<td>barber</td>
<td>12</td>
</tr>
<tr>
<td>barstool</td>
<td>9</td>
</tr>
<tr>
<td>barbell</td>
<td>8</td>
</tr>
<tr>
<td>exam</td>
<td>7</td>
</tr>
<tr>
<td>barbeque</td>
<td>6</td>
</tr>
<tr>
<td>bar mitzvah</td>
<td>6</td>
</tr>
</tbody>
</table>

The Group Answer: bar mitzvah
Points earned from this answer: 6

Your Individual Answer - Pre-Group: barbeque
Points earned from this answer: 6

Your Individual Answer - Post-Group: bar mitzvah
Points earned from this answer: 6
If participant DOES NOT submit the group answer

Round 7

You were not selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: bar mitzvah
Points earned from this answer: 6

Your Individual Answer - Pre-Group: bar exam
Points earned from this answer: 7

Your Individual Answer - Post-Group: exam
Points earned from this answer: 7
You are about to begin Round 8.

Your Group Number: 1
You will be identified by the following name during the group stage of this round: alex

When the experimenter announces your group number, please listen carefully and when the name you entered (displayed above) is called, please say "Here".

Please note a number may have been added to the name you entered if one or more members of your group entered the same name.
You will now begin Round 8. On the next screen the question will appear. You will have 15 seconds to read it and then 30 seconds to submit an answer.

Remember, you must spell your answer correctly for it to count. Typos or errors will prevent the computer from recognizing your answer.

Please raise your hand if you have a question. Otherwise, please click OK to view the question for Round 8.
Round 8

"Name an item of clothing that you should not wash in the washing machine."
Round 8

"Name an item of clothing that you should not wash in the washing machine."

My guess is
Round 8

"Name an item of clothing that you should not wash in the washing machine."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.

1 (Not confident at all)  2  3  4  5  6  7  8  9  10 (Extremely confident)
Round 8

You will now begin the group stage.

Below is a table of the answers submitted by each member of your group and their self-confidence. Your job is to come up with a ranking of the members of your group. Give a 1 to the member you most want to answer the question for your group, a 2 to your second choice, and a 3 to your third choice. The computer will not allow ties. If you are selected by the computer as the "chooser" for this round, your rankings will determine who submits the group answer. Remember, the person selected to submit a group answer will have their "Individual Answer - Post-Group" submitted for the group.

You should also provide your confidence in each player's ability to provide a high-scoring answer to this question.

"Name an item of clothing that you should not wash in the washing machine."

<table>
<thead>
<tr>
<th>Name</th>
<th>Answer</th>
<th>Self-Confidence</th>
<th>Ranking: How much do you want this person to answer the question for the group? (1=first choice; 3=last choice)</th>
<th>Confidence: On a scale of 1-10, how confident are you that this person can provide a high-scoring answer to this question?</th>
</tr>
</thead>
<tbody>
<tr>
<td>alex</td>
<td>shoes</td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>mark</td>
<td>hats</td>
<td>8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>john</td>
<td>bra</td>
<td>9</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Now that you've finished the group stage, you have another chance to provide an individual answer. If you are the person selected to answer for your group, this is the answer that will be submitted.

"Name an item of clothing that you should not wash in the washing machine."

My guess is
Round 8

"Name an item of clothing that you should not wash in the washing machine."

On a scale of 1-10, please indicate how confident you feel about your ability to submit a high-scoring answer to this specific question.
If participant submits the group answer

**Round 8**

You were selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: coat  
Points earned from this answer: 13

Your Individual Answer - Pre-Group: shoes  
Points earned from this answer: 29

Your Individual Answer - Post-Group: coat  
Points earned from this answer: 13
If participant DOES NOT submit the group answer

Round 8

You were not selected by the chooser to submit the group answer.

The Group Answer and your Individual Answers, and the points you would earn from each Answer if chosen to count, are as follows:

The Group Answer: coat
Points earned from this answer: 13

Your Individual Answer - Pre-Group: shoes
Points earned from this answer: 29

Your Individual Answer - Post-Group: shoe
Points earned from this answer: 29
You have now completed the main portion of the experiment. Below is a breakdown of your final payment.

Show-up fee: $10

Randomly-chosen round: Round 2
Answer that counts for payment: Group Answer
Points earned from the answer that counts for payment: 8
Earnings from answer that counts for payment ($0.40 x points earned from the answer that counts for payment, rounded up to an even dollar amount): $4

Additionally, you were chosen by the chooser to have your answer count as the Group Answer in the randomly-chosen round, thus you earned an additional $2.

Your total earnings: $16
If participant DOES NOT receive bonus for submitting group answer

You have now completed the main portion of the experiment. Below is a breakdown of your final payment.

**Show-up fee:** $10

**Randomly-chosen round:** Round 7

**Answer that counts for payment:** Group Answer

**Points earned from the answer that counts for payment:** 22

**Earnings from answer that counts for payment** ($0.40 x points earned from the answer that counts for payment, rounded up to an even dollar amount): $9

Unfortunately, you were not chosen by the choosers to have your answer count as the Group Answer in the randomly-chosen round, thus you will not receive any additional bonus payment.

**Your total earnings:** $19
Thank you for your participation in this experiment. You will now be asked a short series of questions regarding your demographic information and your strategy in the experiment. We ask you to answer all questions as truthfully as possible. Your answers will help us tremendously! Feel free to leave any of the answers blank if you prefer not to answer.

Please remember that all information collected during the experiment will be kept private and that your decisions will remain anonymous to other participants and the experimenters.

After completing this brief survey, you will be privately paid your experimental earnings and will be free to go.

Please do not hesitate to speak to the experimenter should you have any questions regarding the experiment or your experience as a participant.
1. Gender
   - Male
   - Female
   - Other

2. Age

3. Marital Status
   - Married
   - Widowed
   - Divorced
   - Separated
   - Never Married

4. Which of the following best describe(s) your race (check all that apply)?
   - Asian
   - Black
   - Arabic or North African
   - Hispanic
   - White
   - Other

5. If you selected 'other' on question 4, please specify

6. Country of birth

7. Country of citizenship

8. Primary language
   - Elementary
   - Intermediate
   - Advanced
   - Fluent
   - Native or bilingual

8. Please rate your English language proficiency
9. Are you currently a student?
   - Yes
   - No

9a. If you answered ‘yes’ on question 9, please indicate your student status
   - Bachelor's student
   - Master's student
   - Other

9b. If you answered ‘yes’ on question 9, what is (are) your field(s) of study?

10. What is (was) your undergraduate GPA on a 4.0 scale?

11. What is your family's total household income?
   - Under $20,000
   - $20,000 to $45,000
   - $45,000 to $65,000
   - $65,000 to $90,000
   - $90,000 to $125,000
   - $125,000 or more
12. From the list of experiences below, please select all that apply.

- I do not have any past leadership experience.
- I have been a leader of a group of others as part of my educational activities at school or university.
- I have been a leader of a group of others as part of my extracurricular activities (such as sports, student organizations, etc.).
- I have been a leader of a group of others as part of my work or internship experiences.

Please, give specific examples of your leadership experiences below (if any):

13. Are you at all familiar with the television show Family Feud?

- No
- Somewhat Familiar
- Very Familiar

14. Did you recognize anyone in your group as a personal friend, colleague, or classmate?

- Yes
- No

If yes, did that knowledge change your decisions in the experiment?

- Yes
- No

If yes, please explain how so:

15. Did you use your real name in the experiment?

16. Any other comments?
Your CLER ID number: 7452

Your final payment is as follows:

Show up fee: $10

Money earned during experiment: $8

Total earnings: $18

Thank you for your participation! Please remain seated until your row is called. Then please bring your CLER ID card to the experimenter’s table to receive your payment. You are then free to leave.
Overview
In this study, we will be asking for your impressions of conversations. You will read 3 different conversations. After each conversation, you will be asked to answer some questions about your impressions of the conversations.

Where do these conversations come from?
The conversations you are about to see are from a previous experiment conducted in a laboratory. In that experiment, participants were tasked with answering open-ended questions. These questions were “Family Feud” style questions. Their job was to guess answers to the Family Feud question.

More about the previous experiment
For example, the Family Feud question might have been: “Name a word a judge might yell out during a tennis match.” And, these participants would have tried to guess what popular answers were to this question. The more popular the answer someone guesses is, the more points that person would get. Popularity was measured by the number of survey respondents out of 100 that gave the answer.

For example, for this question, the points for answers were:

“Name a word a judge might yell out during a tennis match”

<table>
<thead>
<tr>
<th>Answers</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fault</td>
<td>25</td>
</tr>
<tr>
<td>Foul</td>
<td>17</td>
</tr>
<tr>
<td>Love</td>
<td>14</td>
</tr>
<tr>
<td>Out</td>
<td>10</td>
</tr>
<tr>
<td>Order</td>
<td>6</td>
</tr>
<tr>
<td>-------</td>
<td>---</td>
</tr>
<tr>
<td>Net</td>
<td>4</td>
</tr>
<tr>
<td>Point</td>
<td>3</td>
</tr>
</tbody>
</table>

The number of points an answer was worth was equal to the number of people who gave that particular answer in an 100 person survey. The goal was to submit the highest scoring (i.e. most popular) answer.

In the experiment, participants were placed into groups of three. Each member of the group saw the Family Feud question and then provided an answer. Then, they were allowed to chat over the computer for 1 minute. The conversations you will see are the transcripts of those 1-minute chats. Following the chat, each group member had to choose what they thought the best answer was, and who they wanted to answer the question on behalf of the group. We called the person chosen to answer on behalf of the group "the chooser".

**Your job**

Note that you will be not be doing any Family Feud questions. Instead, you will be reading 3 different chat transcripts from this previous experiment. After each chat transcript, you will be asked to answer some questions about the chat and your perceptions of it.

**Attention questions**

Note that you may see questions that test whether you are paying attention carefully. These questions will be explicitly described as such. If you answer these questions incorrectly, there is a chance that you could be removed from the survey without pay.

**Your payment**

We ask that you do your best to provide thoughtful answers. Following your participation, we will anonymously and randomly match you to another participant who answered the same questions about one of the same chats that you did. We will randomly select one of the questions you answered about that chat. We will compare the answer you gave to that question to the answer another participant in this HIT gave to the same question.
about that same conversation. If both of you gave the same answer to that question, you
will each receive an extra $1.50 in bonus payment. This payment will be made to you
within 2 weeks of your participation today.

You are about to view your first conversation. You will be shown the Family Feud
question the group participants were answering. There will be three pages of questions. The first page will ask you about Group Member 1. The second page will ask you about Group Member 2. The third page will ask you about Group Member 3 and some questions about the conversation as a whole. You will be shown the conversation on each page.
Please click next when you are ready to begin.

Family Feud Question: Name a reason your eyes might water/have tears.

Member 2: Chopping Onions
Member 1: agree
Member 3: yea thats a good one
Member 3: or sun
Member 1: cold
Member 2: Can it be Crying? if we just answer for the questions
Member 1: i said crying but not sure

Please rate GROUP MEMBER 1 on the following dimensions:
<table>
<thead>
<tr>
<th>Trait</th>
<th>Not at all</th>
<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical of others</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stubborn</td>
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<td>Competent</td>
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<td>Passive</td>
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<tr>
<td>Supportive of others</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Confident</td>
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<tr>
<td>Tolerant</td>
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<tr>
<td>Assertive</td>
<td></td>
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<td></td>
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<tr>
<td>Good-natured</td>
<td></td>
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</tr>
<tr>
<td>Intelligent</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Warm</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To what extent did GROUP MEMBER 1:

<table>
<thead>
<tr>
<th>Question</th>
<th>Not at all</th>
<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Have their ideas listened to by the group?</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Contribute to the group's success?</td>
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<tr>
<td>Impede the group's success?</td>
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<tr>
<td>Do a good job voicing their ideas?</td>
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<tr>
<td>Advocate to be chosen by group?</td>
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<td></td>
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<tr>
<td>Advocate for their preferred answer?</td>
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</tbody>
</table>

Family Feud Question: Name a reason your eyes might water/have tears.

Member 2: Chopping Onions

Member 1: agree
Member 3: yea thats a good one

Member 3: or sun

Member 1: cold

Member 2: Can it be Crying? if we just answer for the questions

Member 1: i said crying but not sure

Please rate GROUP MEMBER 2 on the following dimensions:

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Not at all</th>
<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assertive</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Confident</td>
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<td></td>
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<tr>
<td>Supportive of others</td>
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<tr>
<td>Passive</td>
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<tr>
<td>Tolerant</td>
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<tr>
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<td></td>
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<td></td>
</tr>
<tr>
<td>Warm</td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To what extent did GROUP MEMBER 2:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Not at all</th>
<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribute to the group’s success?</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Do a good job voicing their ideas?</td>
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<tr>
<td>Advocate to be chosen by group?</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>
Family Feud Question: Name a reason your eyes might water/have tears.

Member 2: Chopping Onions

Member 1: agree

Member 3: yea thats a good one

Member 3: or sun

Member 1: cold

Member 2: Can it be Crying? if we just answer for the questions

Member 1: i said crying but not sure

Please rate GROUP MEMBER 3 on the following dimensions:

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Not at all</th>
<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impede the group’s success?</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Advocate for their preferred answer?</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
<tr>
<td>Have their ideas listened to by the group?</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
<td>O</td>
</tr>
</tbody>
</table>
To what extent did GROUP MEMBER 3:

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
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<td></td>
</tr>
<tr>
<td>Supportive of others</td>
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</tbody>
</table>

To what extent did GROUP MEMBER 3:

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
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<td>Impede the group’s success?</td>
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<td></td>
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</tr>
</tbody>
</table>

Your vote for MVP (most valuable player) of the group:

Member 1
Member 2
Member 3

You are about to view your second conversation. You will be shown the Family Feud question the group participants were answering. There will be three pages of questions. The first page will ask you about Group Member 1. The second page will ask you about Group Member 2. The third page will ask you about Group Member 3 and some questions about the conversation as a whole. You will be shown the conversation on each page.

Please click next when you are ready to begin.
Family Feud Question: Name something a firefighter doesn't want to be without.

Member 3: gas mask

Member 1: i said water

Member 2: i said suit

Member 1: you?

Member 1: all valid

Member 3: let's go w/water?

Member 3: i vote water

Member 1: more obvious answer?

Member 1: okay

Member 3: kewl

Member 2: water

Member 1: biosuit, vanessa?

Member 2: lol

Please rate GROUP MEMBER 1 on the following dimensions:

Supportive of others: Not at all: ○, Not very: ○, Somewhat: ○, Very: ○, Extremely: ○
To what extent did GROUP MEMBER 1:

<table>
<thead>
<tr>
<th>Trait</th>
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<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tolerant</td>
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<tr>
<td>Critical of others</td>
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<td>Stubborn</td>
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<td>Good-natured</td>
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<td>Assertive</td>
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<tr>
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</table>

Family Feud Question: Name something a firefighter doesn't want to be without.

Member 3: gas mask

Member 1: i said water

Member 2: i said suit
Member 1: you?

Member 1: all valid

Member 3: let's go w/water?

Member 3: i vote water

Member 1: more obvious answer?

Member 1: okay

Member 3: kewl

Member 2: water

Member 1: biosuit, vanessa?

Member 2: lol

Please rate GROUP MEMBER 2 on the following dimensions:

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<th>Dimension</th>
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<th>Not very</th>
<th>Somewhat</th>
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<tbody>
<tr>
<td>Stubborn</td>
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<td>Good-natured</td>
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<tr>
<td>Passive</td>
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To what extent did GROUP MEMBER 2:

<table>
<thead>
<tr>
<th>Tolerant</th>
<th>Not at all</th>
<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
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</thead>
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To what extent did GROUP MEMBER 2:

<table>
<thead>
<tr>
<th>Have their ideas listened to by the group?</th>
<th>Not at all</th>
<th>Not very</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
</tr>
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<tr>
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</tr>
<tr>
<td>Advocate to be chosen by group?</td>
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<tr>
<td>Do a good job voicing their ideas?</td>
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<tr>
<td>Contribute to the group's success?</td>
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Family Feud Question: Name something a firefighter doesn't want to be without.

Member 3: gas mask

Member 1: i said water

Member 2: i said suit

Member 1: you?

Member 1: all valid

Member 3: let's go w/water?

Member 3: i vote water
Member 1: more obvious answer?

Member 1: okay

Member 3: kewl

Member 2: water

Member 1: biosuit, vanessa?

Member 2: lol

Please rate GROUP MEMBER 3 on the following dimensions:

<table>
<thead>
<tr>
<th>Dimension</th>
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<th>Not very</th>
<th>Somewhat</th>
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<th>Extremely</th>
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<tbody>
<tr>
<td>Intelligent</td>
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<tr>
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<tr>
<td>Stubborn</td>
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<tr>
<td>Supportive of others</td>
<td>○</td>
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<tr>
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<tr>
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<tr>
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<td>○</td>
<td>○</td>
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<tr>
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</tr>
<tr>
<td>Warm</td>
<td>○</td>
<td>○</td>
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To what extent did GROUP MEMBER 3:

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<th>Question</th>
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<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
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<tbody>
<tr>
<td>Have their ideas listened to by the group?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Contribute to the group's success? | Not at all | Not very | Somewhat | Very | Extremely
---|---|---|---|---|---
Advocate for their preferred answer? | | | | | |
Do a good job voicing their ideas? | | | | | |
Impede the group's success? | | | | | |
Advocate to be chosen by group? | | | | | |

Your vote for MVP (most valuable player) of the group:

- Member 1
- Member 2
- Member 3

This question is to ensure that you are paying attention. If you do not answer it correctly, there is a possibility that you will be removed from this survey. Please choose the most accurate description of your current activity.

- a. I am jogging outside
- b. I am sleeping
- c. I am swimming
- d. I am taking a survey
- e. I am playing the piano

That is correct! Thanks for paying attention. Please continue by clicking next.

That is incorrect.

It appears you are not paying attention. If you answer incorrectly again, you may be removed from this survey. Please do your best to answer the questions thoughtfully.
You are about to view your third and final conversation. You will be shown the Family Feud question the group participants were answering.
There will be three pages of questions. The first page will ask you about Group Member 1. The second page will ask you about Group Member 2. The third page will ask you about Group Member 3 and some questions about the conversation as a whole. You will be shown the conversation on each page.

SPECIAL NOTE: Note that after this third conversation, you will be asked one extra question about this third conversation on the last page. You will not be shown the conversation again for this last question. So, please be sure to take special note of the conversation and each member's contributions prior to submitting your answers about Group Member 3.

Please click next when you are ready to begin.

Family Feud Question: Name a drink or good that can be consumed either hot or cold.

Member 3: hey everyone

Member 1: i said tea

Member 2: caffee

Member 3: i put coffee

Member 2: coffee

Member 2: ok

Member 1: let's go with coffee?

Member 3: sounds good
Member 2: good

Please rate GROUP MEMBER 1 on the following dimensions:

<table>
<thead>
<tr>
<th>Dimension</th>
<th>Not at all</th>
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<tr>
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<td>Warm</td>
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<tr>
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<tr>
<td>Intelligent</td>
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<tr>
<td>Stubborn</td>
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To what extent did GROUP MEMBER 1:

<table>
<thead>
<tr>
<th>Behavior</th>
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<tr>
<td>Impede the group's success?</td>
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<td>Have their ideas listened to by the group?</td>
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<td>Advocate for their preferred answer?</td>
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Member 3: i put coffee

Member 2: coffee

Member 2: ok

Member 1: let's go with coffee?

Member 3: sounds good

Member 2: good

Please rate GROUP MEMBER 2 on the following dimensions:
Family Feud Question: Name a drink or good that can be consumed either hot or cold.

Member 3: hey everyone

Member 1: i said tea

Member 2: caffee

Member 3: i put coffee

Member 2: coffee

Member 2: ok

Member 1: let's go with coffee?
Member 3: sounds good

Member 2: good

Please rate GROUP MEMBER 3 on the following dimensions:

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<th>Somewhat</th>
<th>Very</th>
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<tbody>
<tr>
<td>Confident</td>
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<tr>
<td>Tolerant</td>
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<tr>
<td>Assertive</td>
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To what extent did GROUP MEMBER 3:

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<tr>
<th></th>
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<tr>
<td>Contribute to the group's success?</td>
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</table>
Your vote for MVP (most valuable player) of the group:

Member 1
Member 2
Member 3

For the last conversation you saw, please provide your best guess as to the gender of each member:

Member 1
Member 2
Member 3

Finally, please answer some brief questions about yourself. Your completion code will be provided on the next page.

With which gender identity do you most identify?

Male
Female

What is the highest level of school you have completed or the highest degree you have received?

Less than high school degree
High school graduate (high school diploma or equivalent including GED)
Some college but no degree
Associate degree in college (2-year)
Bachelor's degree in college (4-year)
Master's degree
Doctoral degree
Professional degree (JD, MD)
Choose the race that best identifies you:

White
Asian
Black or African American
Other

Did you attend high school in the United States?
Yes
No

We thank you for your time spent taking this survey. Independent of your decisions, you will receive the HIT Completion payment of $2.00. Depending on your and others’ answers, you may earn an additional bonus payment of $1.50. These additional bonus payments earned will be announced and paid to you through MTurk within 2 weeks.

Your MTurk completion code is:
${e://Field/Code}

You must enter this completion code into the Amazon Mechanical Turk HIT in order to be paid. Please do so now.

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