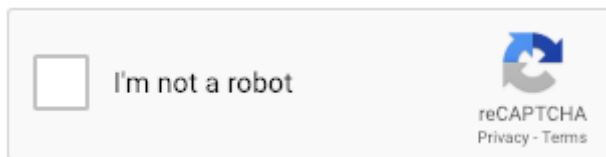


Captcha

Instructions. Please confirm you're not a robot to continue the survey.



Introduction and Consent Form

Instructions.

Informed Consent to Participate in Research

What is the purpose of this study?

You are invited to take part in a study named Team Decision Task. Generally, the purpose of this study is to understand human decision-making in groups. A fully detailed disclosure of the purpose and intent of this study will be shared at the end of the survey when all steps have been completed. When you are done, we will explain why we are doing this study, what we are looking at, and any other information you should know about this study. You will also be able to ask any questions you might have about the study's purpose and the tasks you did. Though we may not be able to explain the real purpose of the study until after you complete the tasks, there are no additional risks to those that have been described in this consent form.

Participation

Your participation in this study is completely voluntary, and you may refuse to participate. If you withdraw from the study before completing it, you will not be paid. Compensation will be awarded upon completion of the entire study. You will be paid within 10 days of completing the study via MTurk. Your MTurk ID will only be used to pay you correctly and will be deleted permanently from the experimenter's data after payment is complete. You will also receive a debriefing form after the survey.

What will you do?

You will be paired with two more participants to perform a task. You will all be asked to complete a task and then evaluate each other's work. We will also ask you to provide demographic information. We will not ask for your name or any information that will make you identifiable. Overall, this study will take approximately 8 to 12 minutes.

Risks

The risks to participating are no greater than those encountered in everyday life. The major risk in this study concerns breach of confidentiality, whereby unauthorized individuals might obtain the data collected. We minimize this risk by using a secure, password-protected server that only the researchers at the University of Pennsylvania will have access to. Make sure you have read Amazon's MTurk participant and privacy agreements to understand how your personal information may be used or disclosed. The data collected through this survey will be visible to only the two researchers involved in this study.

If you have any questions about this study, you may contact us at the emails provided at the end.

Please feel free to print or save a copy of this consent form.

By continuing from this page, you are indicating that you have read and

understood this consent form and wish to continue your participation in this study.

Q1. What gender do you identify with?

- ☐ Female
- ☐ Male
- ☐ Other (please specify)

Q2. What race do you identify with?

- ☐ Black or African American
- ☐ White
- ☐ Other

Q3. What is your age?

- ☐ Under 18
- ☐ 18-24 years old
- ☐ 25-34 years old
- ☐ 35-44 years old
- ☐ 45-54 years old
- ☐ Above 54

Team Task Introduction

Instructions. Please carefully read the following instructions about your task.

You will be put together into groups of three. Two more people will be assigned to your team to perform the task.

You and your team members will be shown a short description of a company. Each one of you will first read the description of the company, and then submit two possible names for the company. Be creative! Remember, there are no wrong answers.

After that, all of you will evaluate each other's suggested names, voting on the best and the worst names in a scale from 1 (worst) to 5 (best). Finally, we will reveal the voting results. Results will be shown as the average score given by all participants to a given name.

After the task, you will be chosen as the team leader and will be given the entire team's earnings. You will be asked to keep a certain amount of it and distribute the remaining earnings among your team members.

Please proceed if you have read the instructions and are ready to be assigned to your team.

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

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Click Count: *0 clicks*

Team Assignment

Instructions. Please wait while we assign you to your team.



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Team Reveal (All White Team | White Participant)

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Click Count: *0 clicks*

Instructions. Based on your gender and race, we have selected the following avatar for you:



Instructions. You have been assigned to the following team members:

(YOU)

Participant A

Participant B

Participant C



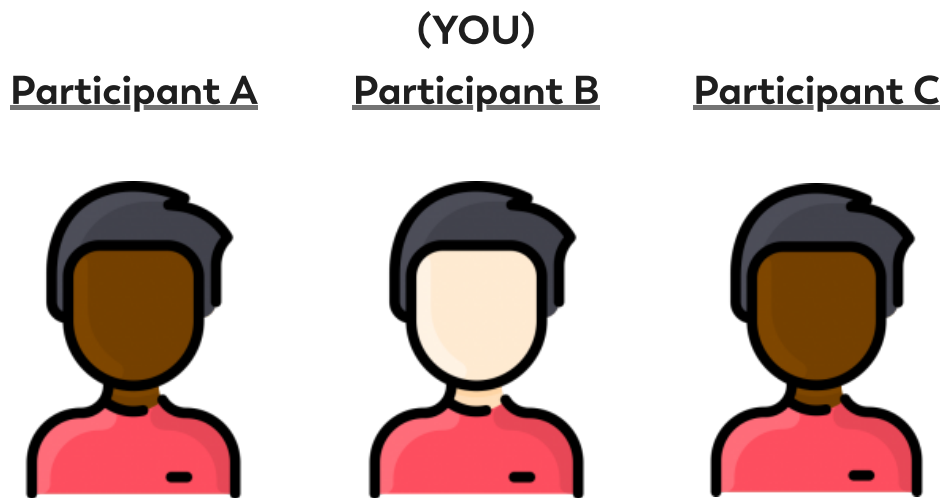
Instructions. Please proceed when you are ready.

Team Reveal (All Black Team | White Participant)

Instructions. Based on your gender and race, we have selected the following avatar for you:



Instructions. You have been assigned to the following team members:



Instructions. Please proceed when you are ready.

Team Reveal (No race | All Participants)

Instructions. You have been assigned to a team.

Team Reveal (All White Team | Black Participant)

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

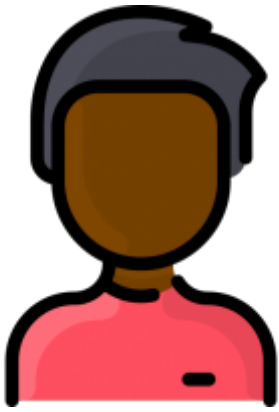
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Instructions. Based on your gender and race, we have selected the following avatar for you:



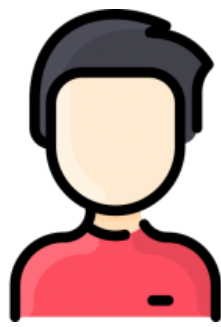
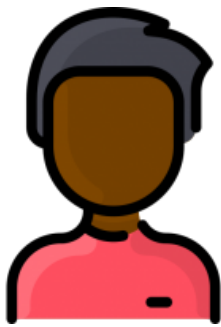
Instructions. You have been assigned to the following team members:

(YOU)

Participant A

Participant B

Participant C



Instructions. Please proceed when you are ready.

Team Reveal (All Black Team | Black Participant)

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

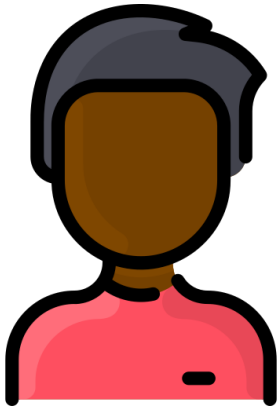
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Last Click: 0 seconds

Page Submit: 0 seconds

Click Count: 0 clicks

Instructions. Based on your gender and race, we have selected the following avatar for you:



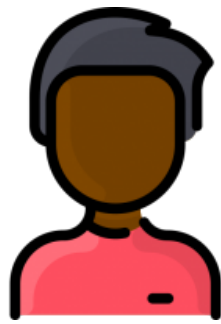
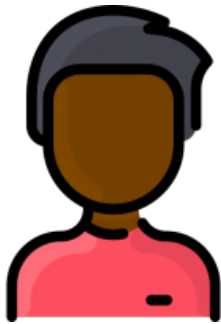
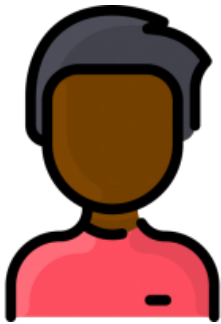
Instructions. You have been assigned to the following team members:

(YOU)

Participant A

Participant B

Participant C



Instructions. Please proceed when you are ready.

The Team Task Begin

Instructions. The following paragraph describes the business operations of a company. Please read it carefully and then answer the questions that follow. Each of you has a **maximum of 5 minutes** to answer the questions. After that, you will proceed to the evaluation stage.

Click next to begin.

The Team Task

Instructions. A company has been selling office supplies like tables, chairs, and power cables to other workplaces for the past 2 years and has experienced tremendous popularity and growth in the United States.

Now, they would like to launch a spinoff company that would focus on selling stationery items to offices and schools. They will produce items like pens, notepads, rulers, pushpins, and so on. Some of these items have been shown in the image below.



Q4. Which of the following items below is an example of what the **spinoff company** will sell?

- ☐ Shoes
- ☐ Notepads
- ☐ Vegetables

Q5. What could be a good company name for the spinoff stationery company?

Please provide your best idea in the text box below.

Q6. Please provide one more possible name for the spinoff company in the text box below.

Instructions. You will be allowed to proceed to the evaluation step after your team members have submitted their responses. The button to proceed will become visible when your team members complete their tasks. Remember, each of you has a maximum of **5 minutes** to complete the questions above. The time elapsed is visible below.

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Evaluation Phase

Q7. Please evaluate the company name ideas submitted by you and your team members. Each of you has a maximum of **3 minutes** to evaluate these names. The button to proceed will become visible when your team members complete their evaluations.

	Excellent - 5 points	Good - 4 points	Fair - 3 points	Poor - 2 points	Very bad - 1 point
Participant A: Stationeroo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Excellent - 5 points	Good - 4 points	Fair - 3 points	Poor - 2 points	Very bad - 1 point
Participant A: Workplace Supplies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participant C: Craftsmen	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participant C: Materialistics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Display Results (Excluded | All White Team | White Participant)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.

(YOU)

Participant A Participant B Participant C



Submitted Company Name	Average Score	Results.
Participant A: Stationeroo	4.8	
Participant C: Materialistics	4.7	
Participant A: Workplace Supplies	4.2	
Participant C: Craftsmen	3.6	
You: \${q://QID70/ChoiceTextEntryValue}	3.1	
You: \${q://QID68/ChoiceTextEntryValue}	2.8	

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Display Results (Excluded | All Black Team | White Participant)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.

(YOU)

Participant A Participant B Participant C



Submitted Company Name	Average Score	Results.
------------------------	---------------	----------

Score

Participant A: Stationeroo	4.8
Participant C: Materialistics	4.7
Participant A: Workplace Supplies	4.2
Participant C: Craftsmen	3.6
You: \${q://QID70/ChoiceTextEntryValue}	3.1
You: \${q://QID68/ChoiceTextEntryValue}	2.8

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Display Results (Excluded | No Race)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results. You are Participant B.

Submitted Company Name	Average <i>Results.</i>
	Score
Participant A: Stationeroo	4.8
Participant C: Materialistics	4.7
Participant A: Workplace Supplies	4.2
Participant C: Craftsmen	3.6
You: \${q://QID70/ChoiceTextEntryValue}	3.1
You: \${q://QID68/ChoiceTextEntryValue}	2.8

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Display Results (Included | All White Team | White Participant)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.

(YOU)

Participant A Participant B Participant C



Submitted Company Name	Average Score
You: \${q://QID68/ChoiceTextEntryValue}	4.8
You: \${q://QID70/ChoiceTextEntryValue}	4.7
Participant A: Workplace Supplies	4.2
Participant C: Craftsmen	3.6
Participant C: Materialistics	3.1
Participant A: Stationeroo	2.8

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Display Results (Included | All Black Team | White Participant)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.


(YOU)


Participant A

Participant B

Participant C







Submitted Company Name	Average	Results.
	Score	
You: \${q://QID68/ChoiceTextEntryValue}	4.8	
You: \${q://QID70/ChoiceTextEntryValue}	4.7	
Participant A: Workplace Supplies	4.2	
Participant C: Craftsmen	3.6	
Participant C: Materialistics	3.1	
Participant A: Stationeroo	2.8	

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Display Results (Included | No Race)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results. You are Participant B.

Submitted Company Name	Average	Results.
	Score	
You: \${q://QID68/ChoiceTextEntryValue}	4.8	
You: \${q://QID70/ChoiceTextEntryValue}	4.7	
Participant A: Workplace Supplies	4.2	
Participant C: Craftsmen	3.6	
Participant C: Materialistics	3.1	
Participant A: Stationeroo	2.8	

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Display Results (Excluded | All White Team | Black Participant)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.

(YOU)

Participant A Participant B Participant C**Submitted Company Name****Average** *Results.*
Score

Participant A: Stationeroo	4.8
Participant C: Materialistics	4.7
Participant A: Workplace Supplies	4.2
Participant C: Craftsmen	3.6
You: \${q://QID70/ChoiceTextEntryValue}	3.1
You: \${q://QID68/ChoiceTextEntryValue}	2.8

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Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.

(YOU)

Participant A Participant B Participant C



Submitted Company Name

Average *Results.*
Score

Participant A: Stationeroo	4.8
Participant C: Materialistics	4.7
Participant A: Workplace Supplies	4.2
Participant C: Craftsmen	3.6
You: \${q://QID70/ChoiceTextEntryValue}	3.1
You: \${q://QID68/ChoiceTextEntryValue}	2.8

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Display Results (Included | All White Team | Black Participant)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.

(YOU)

Participant A Participant B Participant C



Submitted Company Name	Average <i>Results.</i> Score
You: \${q://QID68/ChoiceTextEntryValue}	4.8
You: \${q://QID70/ChoiceTextEntryValue}	4.7
Participant A: Workplace Supplies	4.2
Participant C: Craftsmen	3.6
Participant C: Materialistics	3.1
Participant A: Stationeroo	2.8

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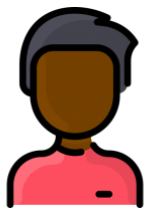
Click Count: 0 clicks

Display Results (Included | All Black Team | Black Participant)

Instructions. The following table shows the average scores each of you has received in your peer evaluation. The results have been displayed in the order of most highly rated to least highly rated. You may proceed to the payment step after you have seen the results.

(YOU)

Participant A Participant B Participant C



Submitted Company Name	Average Score	Results.
You: \${q://QID68/ChoiceTextEntryValue}	4.8	
You: \${q://QID70/ChoiceTextEntryValue}	4.7	
Participant A: Workplace Supplies	4.2	
Participant C: Craftsmen	3.6	
Participant C: Materialistics	3.1	
Participant A: Stationeroo	2.8	

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Measuring Generosity

Q8. Congratulations! Your team has completed the necessary task. Since you are the team leader, you are being provided **US\$ 6** as compensation for **your entire team**. Please use the slider below to indicate how much money **you would like to keep**. Whatever amount you decide **not to keep** will be **equally distributed** among the other three teammates. For example, if you keep US\$ 2, then all team members get US\$ 2.

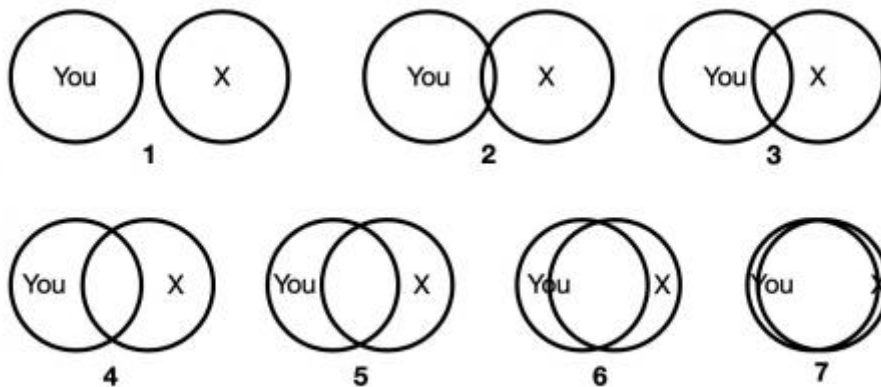
0 1 2 3 4 5 6

Money to keep

Measuring Inclusiveness

Q9. In the following figure, we ask you to consider which of these pairs of circles best describes how you felt about your relationship with the team you were matched with.

In the figure, you should think of "X" as your team.



- ☐ 1 - Not close at all
- ☐ 2 - Hardly close
- ☐ 3 - A little close
- ☐ 4 - Somewhat close
- ☐ 5 - Quite close
- ☐ 6 - Very Close
- ☐ 7 - Extremely close

Q10. Using the same figure scale, how do you think the **other participants** in your team felt about their relationship among themselves?

- ☐ 1 - Not close at all
- ☐ 2 - Hardly close

- ☐ 3 - A little close
- ☐ 4 - Somewhat close
- ☐ 5 - Quite close
- ☐ 6 - Very close
- ☐ 7 - Extremely Close

Q11. Using the same figure scale, how do you think the **other participants** in your team felt about their relationship with you?

- ☐ 1 - Not close at all
- ☐ 2 - Hardly close
- ☐ 3 - A little close
- ☐ 4 - Somewhat close
- ☐ 5 - Quite close
- ☐ 6 - Very close
- ☐ 7 - Extremely close

Q12. Please answer the following questions based on your best judgement.

	5 - Almost everyday	4 - At least once a week	3 - A few times a month	2 - A few times a year	1- Less than once a year	0 - Never
You are treated with less courtesy or respect than other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You receive poorer service than other people at restaurants or stores.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	5 - Almost everyday	4 - At least once a week	3 - A few times a month	2 - A few times a year	1- Less than once a year	0 - Never
You are threatened or harassed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Measuring Empirical and Normative Expectations

Instructions. Please answer the following questions based on your best judgement.

Q13. Of 10 people, how many people do you think **split the money evenly** across the four team members?

0 1 2 3 4 5 6 7 8 9 10

Number of people

Q14. Of 10 people, how many people do you think tried to **keep the maximum amount** of the money across the four team members?

0 1 2 3 4 5 6 7 8 9 10

Number of people

Q15. Do you believe the participant should have split the money equally across the four members, i.e., a payoff of US\$ 2 for each member?

- ☐ Yes
- ☐ No
- ☐ I don't know

Q16. Of 10 people, how many people do you think answered **yes** to the above questions?

0 1 2 3 4 5 6 7 8 9 10

Number of people

Debriefing Form

University of Pennsylvania Debriefing Form to Participate in Research

Thank you for participating in this study! Your involvement is greatly appreciated. The material on this form details information about your experience in this study

The procedure of this study

Earlier in our consent form, we informed you that this study involves performing a team-based task where you will be partnered with two other people. However, we did not actually partner you with anyone in real-time. The spinoff company names and scores displayed after the evaluation phase were hypothetical and predetermined. They were not actually scored by any peers in real-time. Each participant like you was shown one of the two predetermined scenarios, where people gave your submission either the highest average score or the lowest average score. This was done to vary the level of inclusiveness felt by the participants and observe how that affected the participant's responses.

All of these measures were adopted to simplify the logistics of executing the experiment.

Confidentiality

Please note that your information will still remain confidential and no identifiable information will be retained by the two researchers involved. Your MTurk IDs will be deleted as soon as your payment is processed.

If you would like to ask us further questions or would like to receive a summary of our findings, please feel free to contact us at asaxena7@sas.upenn.edu or earaujo@sas.upenn.edu.

Epilogue

Optional. Do you have any comments or feedback about this study?

Q17. Please enter your MTurk ID below so we can process your payment. The ID will be deleted from our records after the payment to ensure anonymity.

Powered by Qualtrics

