

	Slider		Creative		SCS/CSC	
	I	II	III	IV	V	VI
Period 3: Gift	0.262** (0.101)	0.267*** (0.102)	0.028 (0.104)	0.028 (0.104)		
Period 3: Tournament	0.307** (0.139)		0.356*** (0.116)			
Period 3: Feedback	0.132 (0.125)		0.128 (0.118)			
Period 3: Creative Transfer			-0.028 (0.115)	-0.026 (0.115)		
Period 3: Creative Transfer x Gift			0.357*** (0.108)	0.356*** (0.108)		
Period 3: Tournament Winner		0.600*** (0.172)		0.474*** (0.148)	0.479** (0.192)	0.405** (0.169)
Period 3: Tournament Loser		0.025 (0.152)		0.240* (0.132)	-0.053 (0.164)	0.231 (0.141)
Period 3: Positive Relative Feedback		0.350** (0.175)		0.263* (0.136)		
Period 3: Negative Relative Feedback		-0.063 (0.133)		-0.002 (0.133)		
Tournament Winner (Spillover)					0.028 (0.153)	0.104 (0.154)
Tournament Loser (Spillover)					0.137 (0.178)	0.036 (0.154)
Period 2: Gift	0.187* (0.103)	0.192* (0.102)	0.021 (0.110)	0.020 (0.110)		
Period 2: Tournament	0.642*** (0.137)	0.659*** (0.135)	0.744*** (0.151)	0.746*** (0.151)		
Period 2: Feedback	0.146 (0.108)	0.158 (0.110)	0.227* (0.116)	0.229** (0.116)		
Period 2: Creative Transfer			0.082 (0.116)	0.083 (0.117)		
Period 2: Creative Transfer x Gift			0.285** (0.118)	0.284** (0.118)		
Controls	YES		YES		YES	
Baseline	YES		YES		YES	
Intercept	YES		YES		YES	
Observations	464	464	758	758	171	162
$R^2$	0.672	0.684	0.508	0.511	0.737	0.554

*Note:* This table reports OLS coefficient estimates of standardized performances in periods 2 and 3 according to Equation 2. Performance is measured as the number of correctly positioned sliders and the score achieved in the unusual uses, creativity task. Cluster-robust standard errors (by participant) are reported in parentheses. Additional control variables are age, age squared, sex, location and field of study. Significance levels are denoted as follows: \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$ . All estimates contain data from agents in groups where the principal implemented the reward.