Figure 1 – pseudocode



*Figure 2.* Probability that employee *xi* spends *k* periods as the moment citizen. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.



*Figure 3.* Probability that employee *xi* spends *k* periods as the moment citizen as the drift parameter changes from 0 to 1. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.



*Figure 4.* Probability that employee *xi* spends *k* periods as the moment citizen as the autoregressive parameter changes from 0 to 1. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.



*Figure 5.* Probability that employee *xi* spends *k* periods as the moment citizen as the number of employees changes from 2 to 800. Greater probabilities at extremes (*k* ≠ 10) indicate extra milers/good soldiers.

|  |  |  |
| --- | --- | --- |
| **Data Source** | **OCB Opportunity Operationalization** | **Sampling Frequency** |
|  |  |  |
| *GitHub Repositories*:  Non-Academic | Issue | Monthly |
| *GitHub Repositories*:  Academic | Issue | Monthly |
| *First Author Emails* | Participant-rated email content | Weekly |
| *Student Pools* | Active Graduate Student | Yearly |
| *Facebook Forum* | Post | Daily |

Table 1. *Data summary for Study one.*