

## Coding scheme

Number/Code	Name	Description	Examples
	Organisatie	Organisation where we conducted the escaperoom research	NHL 2016 are students from the year 2016 who played the escaperoom
	Aantal teamleden	Number of team members	
	Leeftijd gemiddeld	Mean of the age of all the group members	
	Geslacht	% of male members in the group	100% means all male group, 0% means all female group
	ervaring	Experience with playing an escaperoom prior to this one	Percentage of people in the group who have played an escaperoom beforehand of this one
	Tijd	Total playing time of the team	Every team had 20 minutes to escape. If u see 20 minutes than they did not escape in time. 15,14 means they escaped in 15 minutes and 14 seconds.
	Gehaald	If the team succeeded in escaping in time	1 = Yes 2 = No
	INtroductie	Person who gave the team the introduction	There are 4 different people who gave teams the introduction
	centraal1	There are central consultation moments with the group	<ul style="list-style-type: none"> <li>- When different discoveries are made, team members initiate conversations as a group to discuss the matter.</li> <li>- During consultation moments, each team member is engaged in the conversation.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- There are no central consultation moment within the team</li> <li>- During central consultation moments, some team members are engaged in other activities</li> </ul>

	centraal2	When decisions are taken, the team members are together as a group	<ul style="list-style-type: none"> <li>- A discussion among all team members arises before a decision is taken.</li> <li>- All members of the group are engaged either actively or passively in taking the decision. Passively: by paying attention to the centre of action or nodding in sign of approval ; Actively: by arguing the decision or taking action according to it.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- A team member takes a decision individually, without informing other members.</li> <li>- Clusters of team members take decisions separately</li> </ul>
110	centraal3	When a team member throws himself into a task, the rest follows (herd behaviour)	<ul style="list-style-type: none"> <li>- One team member starts a task, more than two of the group follow him/her and leave their tasks</li> <li>- Every time when new information is found, this is the centre of attention of the whole group.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Team members decide together to work on a task, they are not joined by others</li> <li>- A team member starts a task, another team member joins and takes the lead</li> </ul>
	centraal5_	The group members are busy with their own task when knowledge is shared (stand apart)	<ul style="list-style-type: none"> <li>- Team members are working in different areas of the room and share knowledge from the area where they execute the tasks</li> <li>- Team members are occupied with their own tasks, and do not share knowledge with others.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Team members are close together</li> <li>- When a team member shares its knowledge, the others respond to this by replying, taking action or using body language</li> </ul>

	centraal6_	People work individually or in pairs	<ul style="list-style-type: none"> <li>- Team members intentionally/organically pair up and start working on the same task. Working together means sharing conversations, ideas or taking action on the same matter.</li> <li>- Team members do not seek collaboration or communication with other team members when working on their tasks, and thus are seen to be working individually.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- All team members work together on the same task by collectively taking actions, cheerfully communicating and/or giving each other hints</li> </ul>
	extern1_	Team members are focused on their own task	<ul style="list-style-type: none"> <li>- Team members are hardly distracted from their own task and are unsusceptible to distractions. Examples of distractions are: jokes or out of context comments made by other team members, irrelevant to the game sounds, body movements of other team members</li> <li>- Team members are concentrated and do not seek to engage in irrelevant to the game conversations or actions</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Team members get easily distracted and leave their own tasks unfinished.</li> </ul>
	extern2_	Totally concluded from group	<ul style="list-style-type: none"> <li>-Team members work alone and only on their task at hand. There is no interaction whatsoever between team members</li> </ul> <p>NOT</p> <ul style="list-style-type: none"> <li>-Team members are separated but having conversation from their positions</li> </ul>
	extern3	Team members rotate tasks	<ul style="list-style-type: none"> <li>- As various tasks are established, team members take turns in accomplishing them</li> <li>-When a team member acknowledges that he is not</li> </ul>

			<p>going to fulfill the task he passes it on to another team member</p> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Everyone is working on its own task until it's done.</li> <li>- Everyone is working on the same task at the same time</li> </ul>
	extern4	Group members support each other (ask each other for help/offer each other help)	<ul style="list-style-type: none"> <li>- Team members ask or offer help to each other</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- When a team member struggles, he or she does not ask for support. Other team members do not offer their help either.</li> </ul>
	extern5	Successes are celebrated together	<ul style="list-style-type: none"> <li>- When progress of any kind is made, team members share their positive emotions with each other by for example clapping hands, making cheerful sounds, smiling, giving compliments</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Even if progress is made, no explicit actions are taken to celebrate the success together</li> </ul>
	extern6	Team members are responsible for the common task (monitoring progress)	<ul style="list-style-type: none"> <li>- Occasionally, team members give each other updates on their progress ,for example, by stating how much their current task is going or by stating how many more riddles the team still have to guess.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Team members do not keep track of their progress. No explicit updates or comments about the state of the game are made.</li> </ul>
	extern7	There is a high level of perception (exuberant, present, furious, very happy)	<ul style="list-style-type: none"> <li>-Team members are excited and enthusiastic in the game</li> <li>-People are enjoying the game</li> </ul> <p>NOT</p> <ul style="list-style-type: none"> <li>-people are very passively, seem to be there because they have to</li> </ul>

	open1_	Team members keep the knowledge they have gained to themselves	<p>- When a team member seems to have discovered something, he or she does not share its knowledge with the rest of the team. Instead he/she might take further action without informing the rest.</p> <p>NOT:</p> <p>- Whenever knowledge about the game is acquired, team members share it explicitly with the rest of the team, for example, by saying or pointing out something.</p>
	open2	Knowledge is shared immediately with the group after learning about it	<p>- Once a team member learns something new about the game, he or she explicitly shares it by making a comment, an exclamation or body movement.</p> <p>- The team manifests curiosity and interest in what the team member has to share</p> <p>NOT:</p> <p>- Not all the members of the team are up to date with the newly found knowledge.</p> <p>- Team members continue working on the tasks that, with the discovery of new piece of knowledge, become irrelevant for the game ( dead-ends)</p>
	open3	Each team member will be informed of the information that has been found	<p>- Team members respond to the new found information accordingly ( by taking action, making comments or exclamations, body movements)</p> <p>-When something new is found this is loudly made clear</p> <p>NOT:</p> <p>- While new information is found, not all team members are informed about this.</p>
	open4	Collected knowledge is collected in a central place (literally see)	<p>- If a new physical piece of information is discovered ( a key, a note) team members gather together to study it collectively</p> <p>NOT:</p>

			<ul style="list-style-type: none"> <li>- Team members do not place collected information in a central place, accessible to all team members</li> <li>- Information is placed throughout the whole room in different areas</li> </ul>
	extravert2_	Other team members are silent when one person communicates (walkie-talkie as well)	<ul style="list-style-type: none"> <li>- If a team member talks to the walkie-talkie the other team members remain quiet</li> <li>- Team members focus on the person who communicates</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- When a person talks, the other team members also take/ interrupt.</li> <li>- Instead they might make noise or focus in other tasks or conversations</li> </ul>
	extravert3_	Pretty quiet	<ul style="list-style-type: none"> <li>- Team members do not actively communicate or interact with each other</li> <li>- There are multiple occasions where nothing is said and almost no sound is made</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Team members actively engage in conversations whether it is about establishing tasks, sharing thoughts or taking actions</li> </ul>
	extravert5	There is constant communication with each other (almost non-stop). Team members are informed of all small and irrelevant details throughout the whole room	<ul style="list-style-type: none"> <li>- Team members are constantly saying out loud what they are currently doing, what they have done and how they are feeling and stuff like that</li> <li>- Team members are up to date with each other's discoveries and impressions, and their actions seem to be synchronized.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Team members stay passive when it comes to communicating their ideas and thoughts</li> <li>- Team members lack an understanding of each other's ideas or opinions during the game, hence do not respond to each other properly.</li> </ul>

	extravert6	Screaming to each other	<ul style="list-style-type: none"> <li>- Team members express their opinions in a loud manner</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Team members talk to each other using a normal tone of voice</li> </ul>
	extravert7	Several persons are speaking at the same time	<ul style="list-style-type: none"> <li>- When a team member talks, another team member intentionally interrupts him/her.</li> <li>- Two team members started talking simultaneously, and neither stopped to allow the other to continue.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- All team members speak at a time.</li> <li>- When two team members overlap each other, one of them stops and allows the other to continue.</li> </ul>
	extravert8	Team members respond to each other	<ul style="list-style-type: none"> <li>- When a team member shares something, the rest of the team comments and elaborates on that.</li> <li>- Team members are receptive to each other's opinion.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Comments or proposals proposed by a team member are left unaddressed.</li> </ul>
	lang1	People are mainly spread through the room at the moment of communication (physical distance during communication)	<ul style="list-style-type: none"> <li>- Team members talk to each other across the room.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- When team members communicate, they get closer together and there is little physical distance between them.</li> </ul>
	lang2	When information needs to be shared, it is communicated from a distance to other team members (e.g. by shouting), information shared by a team member reaches the team member(s) for whom	<ul style="list-style-type: none"> <li>- Team members shout to each other to share information.</li> <li>- Information shared by a team member reaches the team member(s) for whom the information is intended via one or more team members.</li> </ul> <p>NOT:</p>

		the information is intended via one or more team members.	- When information is shared, team members choose to be in close physical proximity to each other.
	lang3_	Team members work closely side by side (standing close together during communication)	<p>- When decisions are taken and central consultation moments take place, all team members are standing close to each other.</p> <p>NOT:</p> <p>- When information is shared between the different team members, they stay where they are and have to talk loudly/shout to make sure the information reaches the others.</p>
	lang4_	There are central consultation moments in which information is shared with each other	<p>- When a team member gains information, everyone comes together, so that they can share the information they have found and discuss it with everyone in the group.</p> <p>NOT:</p> <p>- When information is found, everyone continues to work with what they were doing and there are no central consultation moments with the group at all.</p>
	lang5_	Team members walk up to each other when they want to make something clear to other team members	<p>- When someone wants to communicate something to a team member, they walk towards each other</p> <p>NOT:</p> <p>- Information is shouted through the room to reach teammates.</p> <p>- Someone remains in their place when giving information to others.</p>
	direct1	The content is short and to the point (aimed at achieving results as quickly as possible)	<p>- When somebody says something, they use short goal-oriented sentences</p> <p>NOT:</p> <p>- Too many words and sentences are used to convey something to someone.</p>



			<ul style="list-style-type: none"> <li>- The team members have difficulty communicating the right information to each other.</li> </ul>
	direct2	Strong word usage is used (e.g. swear words)	<ul style="list-style-type: none"> <li>- Due to the stress and time pressure experienced by the team members, swear words are used in the communication.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Communication is only friendly. In other words, no orders are given, but things are asked of each other and no swear words are used.</li> </ul>
	direct3_	Compliments are given. Encouraging slogans are heard (come on/we're almost there/we're coming out)	<ul style="list-style-type: none"> <li>- During the time the team is in the escape room, compliments are given to each other and people are encouraged to do the best they can.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- The team members only point out facts to each other and do not try to motivate each other in any fun way.</li> </ul>
	direct4_	Only clean words are used during communication (no swearing words -> don't want to hurt anyone) Communicate in a friendly way ( soft words)	<ul style="list-style-type: none"> <li>- All communication within the team is done in a friendly manner, so just using soft words.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Use is made of swear words</li> <li>- People are shouting at each other to get things across. This is done in a commanding tone, which does not come across as friendly.</li> </ul>
	direct5_	People laugh, jokes are made	<ul style="list-style-type: none"> <li>- While playing in the escape room, the atmosphere among the team members is visibly good and cosy. Jokes are made and there is a lot of laughing.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>- There is an unsociable atmosphere in the escape room. It seems that people feel obliged to participate and are not having any fun.</li> </ul>

	taak1	Progress is being monitored	<p>- Progress is monitored during the course of the escaperoom. This means that the team jointly discusses every step that have been achieved.</p> <p>NOT:</p> <p>- The achieved steps in the escaperoom are not recorded together. When parts of the escape room are achieved, everyone works on what they are doing and there is no reflection on the success achieved.</p>
	taak2	An overview is being kept (still to be done)	<p>- When a certain part of the escape room is obtained by the team, they come together to discuss what still needs to be done. This happens in a clear way.</p> <p>NOT:</p> <p>- If new parts are obtained in the escape room, everyone continues to work on what they were doing without getting a clear picture of what still needs to be done.</p>
	taak3	Group members give each other instructions	<p>- At all times group members give each other instructions and ask each other to do things.</p> <p>NOT:</p> <p>- Everyone is focused on their own task and continues to work alone without asking others for help or telling them where something needs to be done.</p>
	taak4_	Instructions are provided (can you do?/will you do this?)	<p>- People give tasks to each other. 'Would you hold this for a moment, please', 'look under the table'. This is how people help each other.</p> <p>NOT:</p> <p>- Everyone is focused on their own task and continues to work alone without asking others for help or telling them where something needs to be done.</p>

	taak5_	Team members are committed and involved with each other (involve others in tasks)	<p>- Within the group, people help each other. They visibly work together and people notice that their teammates need help, and this help is given.</p> <p>NOT:</p> <ul style="list-style-type: none"> <li>- Everyone is only focused on their own task without taking others into account.</li> <li>- People walk around uncoordinated and do not discuss things with each other</li> </ul>
	taak6_	Compliments are given	<p>- When someone notices that a team member has successfully completed something, they give their team member a compliment. This happens among themselves through the whole group.</p> <p>NOT:</p> <ul style="list-style-type: none"> <li>- When someone successfully completes an assignment, the rest of the group remains busy with what they are doing and nothing is said about it.</li> </ul>
	sturing1	There is group activity	<ul style="list-style-type: none"> <li>• At the beginning of the game, all team members are actively seeking information and are involved in tasks to find solutions as a group.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>• Team members are not participating or helping other team members with their tasks. They take on a wait-and-see position.</li> </ul>
	sturing2	Team members provide feedback to each other (Would you think of this?/have you thought of this?)	<ul style="list-style-type: none"> <li>• When giving feedback to each other, the feedback is focused on the current progress, discussing strategies or suggesting clear actions to move</li> </ul>

			<p>forward. This is done in a constructive and positive way.</p> <p>NOT:</p> <ul style="list-style-type: none"> <li>The feedback given cannot be seen as feedback if it is not being specific, it is focused on a team member's natural ability, is not constructive (too critical) and/or disrespects a team member(s).</li> </ul>
	Sturing3	Guidance is provided through questioning and progress monitoring	<ul style="list-style-type: none"> <li>Within the team, one or multiple the team members guide the others constantly by asking what the other team members are currently doing (e.g. which tasks) and monitoring whether they are succeeding in this. If not, offering help.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>There is no communication between team members about their current progress or tasks.</li> </ul>
	sturing5	When the team gets stuck there is someone who takes the lead	<ul style="list-style-type: none"> <li>When the team does not know what their next step will be or if they are unsure about the solution(s) of certain tasks/questions, one of the team members will take the lead within the team by summing-up or giving a clear overview of what the problem is and think of a strategy to tackle or solve the task as a team (e.g. give everyone a task/problem to work with). Also, the leader may encourage the group member to not give</li> </ul>

			<p>up and keep looking for solutions.</p> <p>NOT:</p> <ul style="list-style-type: none"> <li>One takes the lead by not communicating with the entire group. Instead of doing this, the team member comes up with a strategy to solve the tasks or acquires new information individually.</li> </ul>
	sturing8_	Waiting attitude	<ul style="list-style-type: none"> <li>At the beginning of the game, the team has a wait-and-see attitude. There is no one within the team that takes the lead. It takes some time before the team starts to actively look for instructions or find information that will help them solve the tasks.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>When the team enters the escape room they immediately try to look for instructions and/or clues.</li> </ul>
	consensus1_	There is one person who takes the final decisions	<ul style="list-style-type: none"> <li>During consultation moments or discussions within the group, there is one person who takes the lead and decides what the teams next step will be or what their answer/solution will be time after time.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>Multiple team members take the final decision.</li> </ul>
	consensus2_	Each team member makes his or her own decisions	<ul style="list-style-type: none"> <li>Team members can ask others for their advice, but they eventually make their own choice on how to handle or solve tasks during the game.</li> </ul>

			<p>NOT:</p> <ul style="list-style-type: none"> <li>• They do not take orders from team members.</li> </ul>
	consensus3	Approval is requested from the whole team before a decision is made	<ul style="list-style-type: none"> <li>• Before a decision is made or before anyone acts, a team member asks the team for their consent. If this is not given or not clear to the team member, he or she will not act upon it.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>• Someone will not ask the team for their approval or will ignore what the team says and will decide for themselves or the group.</li> </ul>
	consensus4	After consensus has been achieved, it takes a long time (>2min) before there is action	<ul style="list-style-type: none"> <li>• The team does not immediately take action by solving or completing the task. They wait until one of the team members takes the lead and completes the task.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>• It takes less than 2 minutes for someone within the team to take action.</li> </ul>
	consensus5	Decision called into question	<ul style="list-style-type: none"> <li>• The decision made/agreed upon by the entire team is (critically) questioned or discussed afterwards by one or more team members (e.g. by thinking of other possible solutions). This can be done after or before implementing the decision.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>• Instead of questioning the decision, only criticizing or slashing the decision made.</li> </ul>

	VAR00003	Permanent person will be involved in consultations (social aspect)	<ul style="list-style-type: none"> <li>One person within the team always takes part in consultations during the game. He or she participates by coming up with ideas, arguments or advice.</li> </ul> <p>NOT:</p> <ul style="list-style-type: none"> <li>There is not one clear permanent person who takes part.</li> </ul>
	CentraalR tot consensus R	Reversed value of the corresponding number.	<ul style="list-style-type: none"> <li>This is done to compute mean values of different behaviour components</li> <li>Reversed value of fe. Centraal5 =2 Centraal5R =3 etc.</li> </ul>
	CentraalGEM	Mean of the construct Central	<ul style="list-style-type: none"> <li>The sum of the values Centraal 1,2 &amp; 3 with Centraal 4R &amp; 5R divided by number of variables (in this case 5)</li> </ul>