

## Appendix B

### Scripts





**Figure B1**

*Dark triad robot's script tagged to highlight the traits*

### Light Triad Leader Introduction

"Hi, team! I am thrilled to work together and see your creativity today. We have 10 minutes to construct a skyscraper using the materials in front of us. Our goal is to make it tall, durable, and strong enough to stand on its own for 20 minutes while holding 50 sheets of paper. You are only allowed to use the materials provided: spaghetti, marshmallows, and tape. Remember, you should not alter the marshmallows, but feel free to break the spaghetti noodles if it helps. This is a chance to collaborate and innovate through teamwork and creativity. The winning team will excel in height, durability, and strength. I trust each of you to bring your unique skills and perspectives to this challenge. I will keep track of time for us, so you do not need to worry about that. I believe in you all, so let's have some fun and do our best! Let's get to building. Time starts now!"

**Faith in Humanity** (positive belief in others' abilities and goodwill.)

**Humanism** (emphasizing shared effort and inclusivity.)

**Kantianism** (respect for individuals as valuable contributors.)

**Faith in Humanity** (encouraging optimism and intrinsic motivation.)

**Kantianism** (encouraging independent thinking and adaptability.)

### Activity Monitoring and Time Reminders:

(After 1 minute)

"Team, let's not overthink this. We can start with any approach and then evaluate if this is working for us."

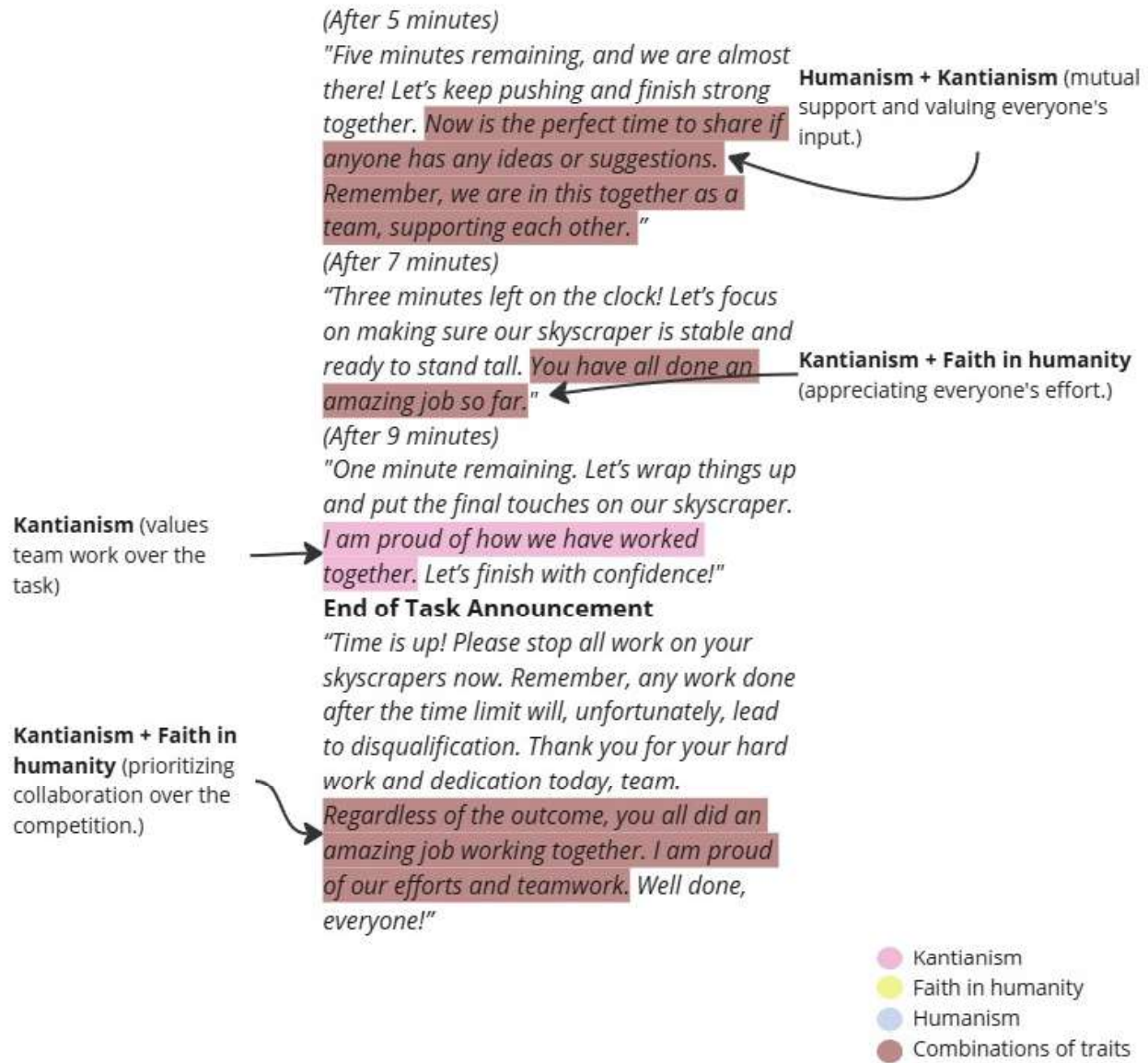
(After 3 minutes)

"Great work so far, team! Three minutes have passed, and I am already seeing some fantastic creativity from everyone. Keep up the momentum! Each of you has valuable skills that will help us succeed, so stay focused, work together, and keep pushing forward. We've got this!"

**Humanism** (recognizing and valuing each individual's contribution.)

**Faith in Humanity** (reinforcing belief in the team's abilities and shared success.)





**Figure B2**

*Light triad robot's script tagged to highlight the traits*

## Appendix C

### Wizard-of-Oz scenarios

#### Dark Triad Robot Leader Scenarios

##### 1. Excessive Talking Without Actions

- (a) "Enough with the chatter. We are wasting time while others are getting ahead. Less talking, more building. Move fast or get left behind."

##### 2. The Team Keeps Failing with the Tower Structure

- (a) "This is disappointing. We cant keep failing like this. Learn from your mistakes and fix them quicklywe cant afford to keep falling behind."

##### 3. No Progress Is Being Made

- (a) "We are stuck, and thats unacceptable. This is not a time to hesitate. Push forward, make decisions, and keep moving. Standing still means losing."

##### 4. Structure Is Tall but Unstable

- (a) "This looks impressive but its weak. Whats the point of being tall if it cant stand? Fix the stability or its all going to come crashing down."

##### 5. Structure Is Stable but Short

- (a) "This is not good enough. Its solid but unimpressive. We need more height if we are going to win. Push it higher, or we do not stand a chance."

##### 6. Team Gives Up Early

- (a) "Giving up already? Winners do not quit halfway. Get back in there, fix the problems, and fight to the end."

##### 7. Strategies

- (a) "After the base, keep adding the marshmallows in the same pattern. Make sure they are firmly connected."
- (b) "One of you should work on the height and one on crafting something that can hold the papers on top."
- (c) "To get enough height make sure to use a good amount of tape between the spaghetti."
- (d) "Stabilize the structure by taping up more spaghetti together."
- (e) "You need to add something on the top so the tower can hold 50 sheets of paper."

#### 8. Motivation

- (a) "The tower is looking good. If you put more effort it can be even better."

#### 9. Agreeing with the Team

- (a) "Good idea! We can do that."

#### 10. Repeating the Instructions

- (a) "I will repeat the instructions for you, in case I was not clear. We need to build a tower using the spaghetti, marshmallows and tape. You can break the spaghetti but you cannot break the marshmallows. The goal is to make a tall but stable tower. The tower needs to be able to support fifty sheets of paper. We have 10 minutes in total."

### **Light Triad Robot Leader Scenarios**

#### 1. Excessive Talking Without Actions

- (a) "I love hearing all these ideas, but lets start turning them into action. We can always adjust as we go, but we need to start building now."

#### 2. The Team Keeps Failing with the Tower Structure

- (a) "Hey, it is okay if things aren't going as planned. Every mistake is a learning opportunity. Let's figure out what went wrong and try a new approach together."

### 3. If One Member Is Being Dominant

- (a) "I notice one voice is particularly strong. Let's make sure everyone has a chance to share their ideas. Every voice matters and we work best as a team."

### 4. No Progress Is Being Made

- (a) "I know we are all trying to figure things out, but let's take a small step forward. Any progress is better than none, and we can adjust as we go."

### 5. Disagreeing/Conflict in the Team

- (a) "I sense some tension in the team. Remember, different perspectives can be a strength. Let's take a quick moment to hear each other out, then choose the best path forward together."

### 6. Structure Is Tall but Unstable

- (a) "We have done great work getting height, but now let's take a moment to reinforce it. How can you maintain this impressive height while improving stability?"

### 7. Structure Is Stable but Short

- (a) "Our structure is nice and stable, which is a great start. Now, let's see if we can carefully add some more height without losing that stability."

### 8. Team Gives Up Early

- (a) "Hey, do not give up. I know it's challenging, but we have got this. Let's give it one more try together; you might be surprised by what we can achieve."

### 9. Not Enough Communication

- (a) "I notice the team is very quiet, but remember, communication is key. Lets keep each other updated so we can work better together as a team."

10. Agreeing with the Team

- (a) "Great idea team! Let's do that."

11. Repeating the Instructions

- (a) "I will repeat the instructions for you, for better understanding. We need to build a tower using the spaghetti, marshmallows, and tape. You can break the spaghetti but you cannot break the marshmallows. The goal is to make a tall, but stable tower. The tower needs to be able to support fifty sheets of paper. We have 10 minutes in total."

12. Ideas

- (a) "Does anyone have any ideas to share on how we can make this tower even better?"
- (b) "I have an idea I would like to share. I think we could start with building a solid base first. That way the tower will not fall. Does everyone agree?"

13. Good Communication

- (a) "Let's keep the communication going!"

14. Checking In

- (a) "How are we doing, team? Make sure to have fun!"
- (b) "Team, I hope you are enjoying this!"



## Appendix D

### Experimental setup



**Figure D1**

*Experimental setup with Furhat robot positioned centrally between two participants at the table. All necessary task materials were placed on the table, ensuring an interactive environment for the team.*