Online Appendix for:

Promoting Pro-Environmental Employee Behavior: Examining the Impact of Multi-Stage Decision-Making Processes

Online Appendix – Experiment

The following online appendix includes a complete outline of the online experiment. The page numbers refer to Figure 2 shown in the manuscript.

1. *Welcome Page*

Welcome to the experiment!

We want to inform you that all data collected in the study is anonymous and will be used exclusively for academic research purposes.

Please note that this study contains questions to test your attention. If you fail an attention test, you will be directly excluded from the study and receive no payment. Your data will not be used in this case.

<div align="right">

`Confirm`

</div>

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2. *Scenario Description*

Business Trip Situation

Thank you for participating in this study! Our goal is to understand how people make decisions when presented with different business trip options.

Imagine you work for a consulting company based in **Munich**. For an important client meeting this month, you need to travel to **Hamburg** and book a business trip option for that purpose.
Only options that comply with your company's business trip policy are displayed, and your company covers all business trip costs because you are using your company's booking system.
All business trip options are within the same distance from your company's headquarters, and the client's office is equally accessible in all options. Your task is to **choose the business trip option that best suits your needs**.

Please read all of the information provided during the experiment carefully and try to immerse yourself in the situation as much as possible.

<div align="right">

`Confirm`

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3. Route Selection

Employee Travel Booking Portal

Please choose the starting point and destination.

⬦

○ [Choose starting point...]

◉ [Choose destination...]

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4. Mode of Transport Decision (Decision Stage 1)

Employee Travel Booking Portal

Please select a mode of transport.

| 🚆 | ✈ |

🍃 – 84% emissions

○ Munich

◉ Hamburg

Date of journey:
📅 Wed, Apr 17

✈ **11:42 AM – 01:10 PM**   **1 hr 33 min**
    Nonstop

Continue booking process

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5. *Fare Class Decision (Decision Stage 2)*

Employee Travel Booking Portal

Please select a fare class.

○   Munich

◉   Hamburg

✈   11:42 AM – 01:10 PM   1 hr 33 min

Business Class
Priority boarding; Speed through security

Economy Class   🍃 **– 33% emissions**

End booking process

6. *Reasoning Decision Stages 1 and 2*

Chosen mode of transport: Plane

Why did you choose this mode of transport?

(Multiple selection is possible)

- ☐ Time
- ☐ Sustainability
- ☐ Comfort
- ☐ Personal preference
- ☐ Safety
- ☐ Other

Chosen fare class: Economy Class

Why did you choose this fare class?

(Multiple selection is possible)

- ☐ Time
- ☐ Sustainability
- ☐ Comfort
- ☐ Personal preference
- ☐ Safety
- ☐ Other

Next

7. *Bridging Page*

All of the remaining questions do not refer to the experiment situation anymore. Instead, they refer to you and your personal experience.

Next

8. Environmental Attitude

How strongly do you agree with the following statements?

	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree
It is important for me to respect nature.	○	○	○	○	○
It is important for me to protect the environment.	○	○	○	○	○
It is important for me to be in unity with nature.	○	○	○	○	○
It is important for me to prevent environmental pollution.	○	○	○	○	○

Next

9. Awareness of Consequences

How strongly do you agree with the following statements?

	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree
I am aware that my transportation habits influence the change of climate caused by the greenhouse effect.	○	○	○	○	○
Please select "agree".	○	○	○	○	○
I believe that my frequent use of public transport is a contribution to the protection of the environment.	○	○	○	○	○
By avoiding transportation modes that produce a lot of carbon dioxide (e.g., planes), I can make a significant contribution to mitigating environmental problems stemming from transportation activities.	○	○	○	○	○
My transportation mode decision can be a contribution to the protection of the environment.	○	○	○	○	○

Next

10. Behavioral Intention to Use Sustainable Transportation

How strongly do you agree with the following statements?

	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree
I am going to avoid modes of transportation that produce a lot of carbon dioxide (e.g., plane), even if the alternatives take longer time.	○	○	○	○	○
I am going to use public transportation instead of planes for my business trips next time.	○	○	○	○	○
I am going to avoid modes of transportation that produce a lot of carbon dioxide (e.g., plane).	○	○	○	○	○
I am going to use sustainable modes of transportation in the next situation where they are available as an alternative to flying.	○	○	○	○	○

Next

11. Fear of Flying, Plane Experience & Train Experience

How strongly do you agree with the following statements?

	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree
I am afraid of flying.	○	○	○	○	○
My experience with plane trips in the past has been very good.	○	○	○	○	○
My experience with train trips in the past has been very good.	○	○	○	○	○

Next

12. Transportation Usage & Business Trip Experience

What modes of transportation do you frequently use?

(Multiple selection is possible)

- ☐ Plane
- ☐ Train
- ☐ Car
- ☐ Taxi / Ride-hailing
- ☐ Bus
- ☐ Others ⬚

- ☐ None

Do you regularly take business trips currently?

- ○ Never
- ○ Weekly
- ○ Monthly
- ○ Quarterly
- ○ Annually
- ○ Less than annually

Next

13. Travel Experience

How many plane trips have you made in the past?

○ I have never traveled by plane.

○ 1 – 10

○ 11 – 20

○ 21 – 30

○ 31 – 40

○ >50

How many train trips have you made in the past?

○ I have never traveled by train.

○ 1 – 10

○ 11 – 20

○ 21 – 30

○ 31 – 40

○ >50

Next