Table S.1.: Response choices and relative frequencies in each of the three target questions. We have considered in the table only the response choices that were selected by the participants included in the studied samples.

target question	response option	percentages (%)
employment detail (n=551)	*employed in the civil service at the municipality level*	49.5 %
	employed in the civil service at the federal level	17.1 %
	employed in the civil service at the national level	7.1 %
	employed at profit-oriented private company	22.0 %
	employed at nonprofit-oriented private company	4.4 %
employee level (n=501)	*executing occupation following instructions (e.g., secretarial or nursing assistant)*	8.6 %
	qualified occupation following instructions (e.g., accountant)	47.7 %
	occupation with some independent activities and responsibilities (e.g., scientific employee, department manager)	40.7 %
	comprehensive management tasks (e.g., director or member of the executive board)	3.0 %
education level (n=548)	*general qualification for university entrance*	35.0 %
	qualification for universities of applied science	14.2 %
	completed higher secondary education (Realschulabschluss)	27.2 %
	lower secondary education (Hauptschulabschluss)	10.0 %
	graduated from Polytechnic High School in 8th grade (GDR graduations)	0.4 %
	graduated from Polytechnic High School in 10th grade (GDR graduations)	7.1 %
	completed Extended Secondary School (GDR graduation)	5.8 %
	no graduation	0.2 %

Table S.2. Results for both full and response-time-only models for *Employment detail* according to whether the measures were non-corrected, baseline-corrected, or baseline- and position-corrected, and the type of supervised learning model and hovers threshold.

hovers threshold	personalization		classification supervised learning	full model			response-time only model		
				accuracy	specificity	sensitivity	accuracy	specificity	sensitivity
250ms	uncorrected		logit regression	0.6045	0.6326	0.5737	0.6171	0.6358	0.6028
			classification tree	0.6097	0.2951	0.8828	0.5880	0.4175	0.7520
			random forest	0.5953	0.4964	0.6810	0.6061	0.3753	0.8127
			gradient boosting	0.5934	0.3487	0.8190	0.5716	0.4231	0.7127
			support vector machines	0.5935	0.5086	0.6680	0.5790	0.4964	0.6521
			neural network	0.5229	0.3873	0.6731	0.5190	0.1502	0.8615
	corrected	baseline	logit regression	0.6298	0.6448	0.6169	0.6389	0.6420	0.6406
			classification tree	0.6335	0.6244	0.6412	0.6407	0.6430	0.6376
			random forest	0.5990	0.5196	0.6658	0.5972	0.4739	0.7132
			gradient boosting	0.6389	0.5664	0.7079	0.6353	0.5813	0.6871
			support vector machines	0.6153	0.5853	0.6406	0.6025	0.5296	0.6677
			neural network	0.5755	0.7010	0.4663	0.6172	0.7487	0.4971
		baseline and position	logit regression	0.6044	0.6074	0.6058	0.6135	0.6102	0.6171
			classification tree	0.6498	0.7256	0.5772	**0.6480**	**0.5722**	**0.7065**
			random forest	0.5990	0.5319	0.6610	0.6188	0.4685	0.7591
			gradient boosting	0.6406	0.6189	0.6607	0.6354	0.5795	0.6844
			support vector machines	0.6262	0.6110	0.6403	0.6261	0.5315	0.7093
			neural network	0.5954	0.7660	0.4425	0.6207	0.7158	0.5345
500ms	uncorrected		logit regression	0.6008	0.6192	0.5817	0.6171	0.6358	0.6028
			classification tree	0.6097	0.2951	0.8828	0.5880	0.4175	0.7520

			random forest	0.5989	0.4970	0.6866	0.6061	0.3753	0.8127
			gradient boosting	0.5826	0.4426	0.7110	0.5716	0.4231	0.7127
			support vector machines	0.6026	0.5349	0.6605	0.5790	0.4964	0.6521
			neural network	0.5480	0.4147	0.6718	0.5190	0.1502	0.8615
	corrected	baseline	logit regression	0.6062	0.6241	0.5910	0.6389	0.6420	0.6406
			classification tree	0.6353	0.5371	0.7314	0.6407	0.6430	0.6376
			random forest	0.6154	0.5196	0.6945	0.5972	0.4739	0.7132
			gradient boosting	0.6225	0.5769	0.6585	0.6353	0.5813	0.6871
			support vector machines	0.6153	0.5772	0.6508	0.6025	0.5296	0.6677
			neural network	0.5901	0.7268	0.4673	0.6172	0.7487	0.4971
		baseline and position	logit regression	0.5899	0.6041	0.5801	0.6135	0.6102	0.6171
			classification tree	0.6407	0.7089	0.5772	0.6480	0.5722	0.7065
			random forest	0.6117	0.5592	0.6570	0.6188	0.4685	0.7591
			gradient boosting	0.6406	0.5959	0.6811	0.6354	0.5795	0.6844
			support vector machines	0.6154	0.5778	0.6542	0.6261	0.5315	0.7093
			neural network	0.6191	0.7617	0.4916	0.6207	0.7158	0.5345
2000ms	uncorrected		logit regression	0.6045	0.6326	0.5737	0.6171	0.6358	0.6028
			classification tree	0.6097	0.2951	0.8828	0.5880	0.4175	0.7520
			random forest	0.5807	0.4735	0.6726	0.6061	0.3753	0.8127
			gradient boosting	0.5625	0.4005	0.7174	0.5716	0.4231	0.7127
			support vector machines	0.6027	0.4986	0.6949	0.5790	0.4964	0.6521
			neural network	0.5516	0.3297	0.7368	0.5190	0.1502	0.8615
	corrected	baseline	logit regression	0.6298	0.6448	0.6169	0.6389	0.6420	0.6406

			classification tree	0.6189	0.5836	0.6569	0.6407	0.6430	0.6376
			random forest	0.6134	0.5516	0.6664	0.5972	0.4739	0.7132
			gradient boosting	**0.6587**	**0.5629**	**0.7416**	0.6353	0.5813	0.6871
			support vector machines	0.6153	0.5755	0.6498	0.6025	0.5296	0.6677
			neural network	0.5628	0.6866	0.4513	0.6172	0.7487	0.4971
		baseline and position	logit regression	0.6172	0.6073	0.6287	0.6135	0.6102	0.6171
			classification tree	0.6498	0.7256	0.5772	0.6480	0.5722	0.7065
			random forest	0.6098	0.5423	0.6692	0.6188	0.4685	0.7591
			gradient boosting	0.6262	0.5781	0.6710	0.6354	0.5795	0.6844
			support vector machines	0.6099	0.5818	0.6331	0.6261	0.5315	0.7093
			neural network	0.6008	0.7490	0.4617	0.6207	0.7158	0.5345
3000ms	uncorrected		logit regression	0.6045	0.6326	0.5737	0.6171	0.6358	0.6028
			classification tree	0.6079	0.3028	0.8725	0.5880	0.4175	0.7520
			random forest	0.5988	0.5057	0.6801	0.6061	0.3753	0.8127
			gradient boosting	0.6044	0.5495	0.6484	0.5716	0.4231	0.7127
			support vector machines	0.5681	0.5037	0.6225	0.5790	0.4964	0.6521
			neural network	0.5316	0.2061	0.8271	0.5190	0.1502	0.8615
	corrected	baseline	logit regression	0.6225	0.6315	0.6169	0.6389	0.6420	0.6406
			classification tree	0.6335	0.6244	0.6412	0.6407	0.6430	0.6376
			random forest	0.6007	0.5244	0.6606	0.5972	0.4739	0.7132
			gradient boosting	0.6498	0.5693	0.7340	0.6353	0.5813	0.6871
			support vector machines	0.6369	0.5595	0.7089	0.6025	0.5296	0.6677
			neural network	0.5683	0.7395	0.4146	0.6172	0.7487	0.4971

		baseline and position	logit regression	0.6081	0.5960	0.6211	0.6135	0.6102	0.6171
			classification tree	0.6498	0.7256	0.5772	0.6480	0.5722	0.7065
			random forest	0.6261	0.5657	0.6783	0.6188	0.4685	0.7591
			gradient boosting	0.6316	0.5963	0.6631	0.6354	0.5795	0.6844
			support vector machines	0.6152	0.5722	0.6516	0.6261	0.5315	0.7093
			neural network	0.6009	0.7654	0.4512	0.6207	0.7158	0.5345

Table S.3. Results for both full and response-time-only models for *Employee level* according to whether the measures were non-corrected, baseline-corrected, or baseline- and position-corrected, and the type of supervised learning model and hovers threshold.

hovers threshold	personalization		classification supervised learning	full model			response-time-only model		
				accuracy	specificity	sensitivity	accuracy	specificity	sensitivity
250ms	uncorrected		logit regression	0.5070	0.5420	0.4724	0.5250	0.5469	0.4969
			classification tree	0.5089	0.5108	0.5013	0.5449	0.4664	0.6085
			random forest	0.5247	0.4596	0.5857	0.5107	0.3772	0.6374
			gradient boosting	0.5508	0.4794	0.6102	0.5569	0.4420	0.6533
			support vector machines	0.5390	0.3611	0.7100	0.4913	0.2600	0.7227
			neural network	0.4931	0.2824	0.7185	0.5287	0.3347	0.7174
	corrected	baseline	logit regression	0.5210	0.5220	0.5173	0.5230	0.5077	0.5305
			classification tree	0.4849	0.4831	0.4937	0.5528	0.7168	0.3919
			random forest	0.5168	0.5053	0.5213	0.4949	0.4425	0.5449
			gradient boosting	0.5068	0.5190	0.4954	0.5170	0.4730	0.5589
			support vector machines	0.4951	0.2928	0.7073	0.4671	0.2972	0.6339
			neural network	0.5367	0.6401	0.4341	0.5329	0.5764	0.4767
		baseline and position	logit regression	0.5071	0.3359	0.7018	0.5230	0.5077	0.5305
			classification tree	0.5709	0.5275	0.6184	0.4412	0.3847	0.5295
			random forest	0.5790	0.5541	0.6000	0.4671	0.4674	0.4629

			gradient boosting	0.5829	0.5482	0.6196	0.4851	0.4767	0.4811
			support vector machines	0.5209	0.2045	0.8262	0.4932	0.3284	0.6659
			neural network	0.5350	0.6290	0.4317	0.5328	0.5498	0.5166
500ms	uncorrected		logit regression	0.5030	0.5343	0.4669	0.5250	0.5469	0.4969
			classification tree	0.5429	0.4895	0.5845	0.5449	0.4664	0.6085
			random forest	0.5406	0.4620	0.6150	0.5107	0.3772	0.6374
			gradient boosting	0.5308	0.4769	0.6072	0.5569	0.4420	0.6533
			support vector machines	0.5010	0.3336	0.6672	0.4913	0.2600	0.7227
			neural network	0.5251	0.3289	0.7364	0.5287	0.3347	0.7174
	corrected	baseline	logit regression	0.5228	0.5107	0.5335	0.5230	0.5077	0.5305
			classification tree	0.5169	0.5267	0.4923	0.5528	0.7168	0.3919
			random forest	0.5209	0.4888	0.5501	0.4949	0.4425	0.5449
			gradient boosting	0.4869	0.4896	0.4819	0.5170	0.4730	0.5589
			support vector machines	0.5031	0.2970	0.7159	0.4671	0.2972	0.6339
			neural network	0.5448	0.6398	0.4353	0.5329	0.5764	0.4767
		baseline and position	logit regression	0.5010	0.3318	0.6944	0.5230	0.5077	0.5305
			classification tree	0.5729	0.5780	0.5692	0.4412	0.3847	0.5295
			random forest	0.5749	0.5465	0.5951	0.4671	0.4674	0.4629

			gradient boosting	0.5649	0.5282	0.6041	0.4851	0.4767	0.4811
			support vector machines	0.4890	0.1900	0.7890	0.4932	0.3284	0.6659
			neural network	0.5091	0.5674	0.4564	0.5328	0.5498	0.5166
2000ms	uncorrected		logit regression	0.5250	0.5674	0.4947	0.5250	0.5469	0.4969
			classification tree	0.5089	0.4738	0.5299	0.5449	0.4664	0.6085
			random forest	0.5406	0.4800	0.5968	0.5107	0.3772	0.6374
			gradient boosting	0.5547	0.4683	0.6313	0.5569	0.4420	0.6533
			support vector machines	0.5131	0.3165	0.7139	0.4913	0.2600	0.7227
			neural network	0.5111	0.3076	0.7073	0.5287	0.3347	0.7174
	corrected	baseline	logit regression	0.5170	0.4827	0.5491	0.5230	0.5077	0.5305
			classification tree	0.5169	0.6152	0.4253	0.5528	0.7168	0.3919
			random forest	0.4989	0.4553	0.5354	0.4949	0.4425	0.5449
			gradient boosting	0.5209	0.5034	0.5395	0.5170	0.4730	0.5589
			support vector machines	0.4989	0.3401	0.6621	0.4671	0.2972	0.6339
			neural network	0.4931	0.2825	0.7185	0.5329	0.5764	0.4767
		baseline and position	logit regression	0.4871	0.3149	0.6833	0.5230	0.5077	0.5305
			classification tree	0.5729	0.5423	0.6059	0.4412	0.3847	0.5295
			random forest	0.5509	0.4957	0.5968	0.4671	0.4674	0.4629
			gradient boosting	0.5809	0.5134	0.6475	0.4851	0.4767	0.4811

			support vector machines	0.4970	0.2135	0.7736	0.4932	0.3284	0.6659
			neural network	0.5211	0.5725	0.4627	0.5328	0.5498	0.5166
3000ms	uncorrected		logit regression	0.4970	0.5394	0.4478	0.5250	0.5469	0.4969
			classification tree	0.5429	0.4577	0.6162	0.5449	0.4664	0.6085
			random forest	0.5347	0.4612	0.6039	0.5107	0.3772	0.6374
			gradient boosting	0.5548	0.4695	0.6303	0.5569	0.4420	0.6533
			support vector machines	0.5489	0.2248	0.8699	0.4913	0.2600	0.7227
			neural network	0.5191	0.2703	0.7615	0.5287	0.3347	0.7174
	corrected	baseline	logit regression	0.5269	0.5194	0.5319	0.5230	0.5077	0.5305
			classification tree	0.5107	0.4831	0.5622	0.5528	0.7168	0.3919
			random forest	0.5148	0.4730	0.5463	0.4949	0.4425	0.5449
			gradient boosting	0.5009	0.5011	0.5044	0.5170	0.4730	0.5589
			support vector machines	0.5047	0.2718	0.7332	0.4671	0.2972	0.6339
			neural network	0.5670	0.7015	0.4340	0.5329	0.5764	0.4767
		baseline and position	logit regression	0.4751	0.3062	0.6680	0.5230	0.5077	0.5305
			classification tree	0.5709	0.5275	0.6184	0.4412	0.3847	0.5295
			random forest	0.5748	0.5286	0.6078	0.4671	0.4674	0.4629
			gradient boosting	0.5909	0.5258	0.6527	0.4851	0.4767	0.4811
			support vector machines	0.5709	0.2823	0.8435	0.4932	0.3284	0.6659

			neural network	0.5190	0.6677	0.3780	0.5328	0.5498	0.5166

Table S.4. Results for both full and response-time-only models for *Education level* according to whether the measures were non-corrected, baseline-corrected, or baseline- and position-corrected, and the type of supervised learning model and hovers threshold.

hovers threshold	personalization		classification supervised learning	full model			response-time-only model		
				accuracy	specificity	sensitivity	accuracy	specificity	sensitivity
250ms	uncorrected		logit regression	0.5273	0.7110	0.3465	0.5074	0.5451	0.4835
			classification tree	0.5127	0.5775	0.4277	0.5477	0.6799	0.4041
			random forest	0.5526	0.5688	0.5261	0.4930	0.5132	0.4771
			gradient boosting	0.5273	0.5842	0.4633	0.5641	0.6502	0.4783
			support vector machines	0.5492	0.6039	0.4921	0.5128	0.5896	0.4725
			neural network	0.4907	0.6491	0.3315	0.4857	0.8727	0.1524
	corrected	baseline	logit regression	0.5257	0.6443	0.4258	0.4965	0.5819	0.4413
			classification tree	0.5092	0.6939	0.3454	0.5241	0.5806	0.4767
			random forest	0.5403	0.6340	0.4506	**0.5639**	**0.5489**	**0.5831**
			gradient boosting	0.5149	0.5685	0.4596	0.5551	0.5870	0.5277
			support vector machines	0.4762	0.4482	0.5612	0.4981	0.7166	0.3349
			neural network	0.5805	0.7053	0.4436	0.5514	0.6866	0.4033
		baseline and position	logit regression	0.4820	0.5666	0.4259	0.4946	0.6117	0.4095
			classification tree	0.5765	0.7013	0.4673	0.4397	0.5899	0.3335
			random forest	**0.5895**	**0.6233**	**0.5512**	0.4927	0.5154	0.4756
			gradient boosting	0.5748	0.6683	0.4851	0.4872	0.5282	0.4698
			support vector machines	0.4634	0.4145	0.5644	0.4580	0.6596	0.2999

			neural network	0.5222	0.5927	0.4249	0.4856	0.6451	0.3401
500ms	uncorrected		logit regression	0.5273	0.7110	0.3464	0.5074	0.5451	0.4835
			classification tree	0.5054	0.5658	0.4212	0.5477	0.6799	0.4041
			random forest	0.5545	0.5268	0.5753	0.4930	0.5132	0.4771
			gradient boosting	0.5255	0.5367	0.5085	0.5641	0.6502	0.4783
			support vector machines	0.5402	0.5799	0.5078	0.5128	0.5896	0.4725
			neural network	0.5181	0.6187	0.4495	0.4857	0.8727	0.1524
	corrected	baseline	logit regression	0.5129	0.6040	0.4385	0.4965	0.5819	0.4413
			classification tree	0.5020	0.6796	0.3467	0.5241	0.5806	0.4767
			random forest	0.5513	0.6397	0.4668	0.5639	0.5489	0.5831
			gradient boosting	0.5076	0.5482	0.4678	0.5551	0.5870	0.5277
			support vector machines	0.4874	0.6958	0.2997	0.4981	0.7166	0.3349
			neural network	0.5587	0.6877	0.4124	0.5514	0.6866	0.4033
		baseline and position	logit regression	0.5273	0.7110	0.3464	0.4946	0.6117	0.4095
			classification tree	0.5054	0.5658	0.4212	0.4397	0.5899	0.3335
			random forest	0.5545	0.5268	0.5753	0.4927	0.5154	0.4756
			gradient boosting	0.5729	0.6706	0.4893	0.4872	0.5282	0.4698
			support vector machines	0.4781	0.4266	0.5902	0.4580	0.6596	0.2999
			neural network	0.4819	0.5460	0.4312	0.4856	0.6451	0.3401
2000ms	uncorrected		logit regression	0.5219	0.7033	0.3433	0.5074	0.5451	0.4835
			classification tree	0.5109	0.5941	0.4116	0.5477	0.6799	0.4041

			random forest	0.5509	0.5327	0.5598	0.4930	0.5132	0.4771
			gradient boosting	0.5346	0.5753	0.4912	0.5641	0.6502	0.4783
			support vector machines	0.5622	0.6041	0.5204	0.5128	0.5896	0.4725
			neural network	0.4561	0.7634	0.2046	0.4857	0.8727	0.1524
	corrected	baseline	logit regression	0.5111	0.5959	0.4419	0.4965	0.5819	0.4413
			classification tree	0.5018	0.6434	0.3984	0.5241	0.5806	0.4767
			random forest	0.5184	0.6019	0.4407	0.5639	0.5489	0.5831
			gradient boosting	0.5148	0.5789	0.4560	0.5551	0.5870	0.5277
			support vector machines	0.5383	0.4023	0.6934	0.4981	0.7166	0.3349
			neural network	0.5332	0.6135	0.4264	0.5514	0.6866	0.4033
		baseline and position	logit regression	0.4838	0.5666	0.4288	0.4946	0.6117	0.4095
			classification tree	0.5765	0.7013	0.4673	0.4397	0.5899	0.3335
			random forest	0.5786	0.6178	0.5529	0.4927	0.5154	0.4756
			gradient boosting	0.5510	0.6152	0.5077	0.4872	0.5282	0.4698
			support vector machines	0.4891	0.4717	0.5551	0.4580	0.6596	0.2999
			neural network	0.4600	0.5636	0.3567	0.4856	0.6451	0.3401
3000ms	uncorrected		logit regression	0.5368	0.6390	0.4332	0.5074	0.5451	0.4835
			classification tree	0.5072	0.5477	0.4503	0.5477	0.6799	0.4041
			random forest	0.5637	0.6491	0.4682	0.4930	0.5132	0.4771
			gradient boosting	0.5419	0.5915	0.4919	0.5641	0.6502	0.4783

			support vector machines	0.5585	0.5480	0.5704	0.5128	0.5896	0.4725
			neural network	0.4616	0.5553	0.4645	0.4857	0.8727	0.1524
	corrected	baseline	logit regression	0.5075	0.6413	0.3907	0.4965	0.5819	0.4413
			classification tree	0.4821	0.5145	0.4824	0.5241	0.5806	0.4767
			random forest	0.5110	0.5790	0.4430	0.5639	0.5489	0.5831
			gradient boosting	0.5384	0.5842	0.5014	0.5551	0.5870	0.5277
			support vector machines	0.5111	0.4861	0.5566	0.4981	0.7166	0.3349
			neural network	0.5332	0.6862	0.3669	0.5514	0.6866	0.4033
		baseline and position	logit regression	0.4672	0.5688	0.3935	0.4946	0.6117	0.4095
			classification tree	0.5656	0.6895	0.4578	0.4397	0.5899	0.3335
			random forest	0.5623	0.6019	0.5261	0.4927	0.5154	0.4756
			gradient boosting	0.5694	0.6386	0.5185	0.4872	0.5282	0.4698
			support vector machines	0.5238	0.3277	0.7242	0.4580	0.6596	0.2999
			neural network	0.5058	0.6306	0.3746	0.4856	0.6451	0.3401