Screen 1 :

**General Instructions**

In the following screens, you will read the instructions for this study. You have *15* minutes to go through them.

If you have any questions, raise your hand and the experimenter will come by to answer your question in private.

The duration of the whole experiment is of about 25 minutes.

~~While the experiment is ongoing, please do not close this window or browse away from this page.~~

~~Doing so will prevent you from restarting, and unfortunately, we won't be able to compensate you.~~

Screen 2:

**General Instructions**

This is a study in decision making. Your earnings depend on your decisions and the decisions of others.

**Roles and Matching:** In the experiment there are two roles: worker and manager. Both workers and managers will make decisions on behalf of a fictional company regarding their remunerations in a professional environment.

You will play the role of worker and you will be paired randomly with another worker to form a group of 2. However, the composition of groups is randomly changed in each period.

**Periods:** The experiment will start with one trial period to get familiar with the software. Then, there will be three paid periods.

**Stages of the game:** Each period consists of two main stages: a Negotiation Stage and a Production Stage.

In all periods, you will first play the Negotiation Stage, and then the Production Stage.

In the next page is a more detailed description of each stage. For clarity reasons, we first illustrate the functioning and rules of the Production Stage, and then we illustrate the Negotiation stage.

Click “Next” to proceed.

Next button

Screen 4 :

**Description of the Production stage**

In the Production stage you will be asked to perform **four tasks** simultaneously.

For each task, you have 20 points to allocate between a group account and your private account.

**Group account:** All points allocated to the group account will produce a group benefit. In particular, the total sum of points allocated to the group account will be multiplied by 2 and divided between you, the worker you are paired with and your manager according to some percentages.

These percentages according to which you, your group member and the manager divide the product of the group account will be determined in the Negotiation stage (described in the following page).

**Private account:** The points that you decide not to allocate to the group account will remain for you.

Example: if you and your group member each allocate to the group account 10 points, the sum of both allocations is 20 points. These will be multiplied by 2 (20\*2 = 40 points). You will get a percentage based on the Negotiation stage (for example, if your percentage is 25%, you will earn 40 \* 0.25 = 10 points)

In the screenshot below is the decision page you will see in the Production stage.

{{ screenshot }}

{{ briefly describe the page? }}

Missing information: timer in the page?

Screen 5:

**Description of the Negotiation stage**

The Negotiation stage is played before the Production stage, and in this stage you and the worker in your group will negotiate on the percentages that determine **your part** of the total points allocated to the group account in each of the four tasks seen in the Production stage.

You will see several percentage alternatives and you have to select one for each of the four task that will be played in the Production Stage. You will only see your percentages and not those of the worker you are paired with.

Two outcomes are possible at the end of this stage:

**Agreement:** If you and the worker you are paired with reach an agreement on all the alternatives across the four tasks within the given time, your agreement will be implemented. That is, the percentages you agreed upon will be used to determine your earnings.

**No agreement and Resolution:** In case no agreement is reached within the given time, the percentages that will determine your earnings will be chosen by XXX

Example: if you and the worker you are paired with agree on all the percentages that will determine how the total amount in the group account will be split, you

In the screenshot below is the page you will see in the Negotiation stage.

{{ screenshot }}

**How to indicate your preferred choice:** In the negotiation table you will see the current choice of your group member, represented by an icon in the column “Other”. To select your preferred percentage alternative, you have to toggle the button in the column "Your vote”.

**Chatting:** You have the possibility to chat with your group member using the chat box. Any rude, racist, or disclosing of your identity risks immediate expulsion with no payoff.

You and the worker you are paired with have XXX minutes for this stage.

In the trial period, the percentage you get from the total in the common account is set to 50%.

Screen 6:

**Summary**

**Roles and periods:**

**Stages:**

**Production Stage:**

**Negotiation Stage:**

**Point and conversion rate:** At the end of the experiment, you will receive an overview of your cumulative earnings across all periods. Your earned points will be exchanged for actual money (80 points = 1€). In addition to your point-based earnings, you will also receive a participation flat fee of 1.5€. Your total earnings will be sent to you via Lydia.