

Experiment 1c Materials

Condition: Baseline

Imagine that you have been put in charge of hiring a human resources consultant to advise your boss on strategy. The headhunting firm has sent over some information about how each final candidate performed on two global personality assessments to help you make your decision. Please take the next 10 seconds to carefully evaluate each candidate.



Candidate A

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate B

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Experiment 1c Materials

Condition: PityAD

Imagine that you have been put in charge of hiring a human resources consultant to advise your boss on strategy. The headhunting firm has sent over some information about how each final candidate performed on two global personality assessments to help you make your decision. Please take the next 10 seconds to carefully evaluate each candidate.



Candidate A

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate B

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Experiment 1c Materials

Condition: PityC

Imagine that you have been put in charge of hiring a human resources consultant to advise your boss on strategy. The headhunting firm has sent over some information about how each final candidate performed on two global personality assessments to help you make your decision. Please take the next 10 seconds to carefully evaluate each candidate.



Candidate A

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate B

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Experiment 1c Materials

Condition: EnvyAD

Imagine that you have been put in charge of hiring a human resources consultant to advise your boss on strategy. The headhunting firm has sent over some information about how each final candidate performed on two global personality assessments to help you make your decision. Please take the next 10 seconds to carefully evaluate each candidate.



Candidate A

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate B

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Experiment 1c Materials

Condition: EnvyC

Imagine that you have been put in charge of hiring a human resources consultant to advise your boss on strategy. The headhunting firm has sent over some information about how each final candidate performed on two global personality assessments to help you make your decision. Please take the next 10 seconds to carefully evaluate each candidate.



Candidate A

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate B

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Experiment 1c Materials

Likelihood of hiring: Pity candidate

How likely would you be to hire this person for a month of consulting?



Candidate A

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Very Unlikely

Unlikely

Somewhat
Unlikely

Undecided

Somewhat
Likely

Likely

Very Likely

Likelihood of hiring: Envy candidate

How likely would you be to hire this person for a month of consulting?



Candidate B

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Very Unlikely

Unlikely

Somewhat
Unlikely

Undecided

Somewhat
Likely

Likely

Very Likely

Experiment 1c Materials

Likelihood of hiring: PityAD

How likely would you be to hire this person for a month of consulting?



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Very Unlikely

Unlikely

Somewhat
Unlikely

Undecided

Somewhat
Likely

Likely

Very Likely



How likely would you be to hire this person for a month of consulting?



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Very Unlikely

Unlikely

Somewhat
Unlikely

Undecided

Somewhat
Likely

Likely

Very Likely

Experiment 1c Materials

Likelihood of hiring: EnvyAD

How likely would you be to hire this person for a month of consulting?



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Very Unlikely Unlikely Somewhat
Unlikely Undecided Somewhat
Likely Likely Very Likely

Likelihood of hiring: EnvyC

How likely would you be to hire this person for a month of consulting?



Candidate C

Gender: Female

Global Aptitude (competent, intelligent, confident, competitive, independent):



Global Attitude (sincere, good-natured, warm, tolerant):



Very Unlikely Unlikely Somewhat
Unlikely Undecided Somewhat
Likely Likely Very Likely

Experiment 1c Materials

Demographics

Please describe yourself:

- Male
- Female
- Other
- Prefer not to answer

Age