

Experiment 1b 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: Male

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



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



Candidate B

Gender: Male

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



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



Experiment 1b 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: Male

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



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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



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



Experiment 1b 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: Male

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



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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



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



Experiment 1b 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: Male

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



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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



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



Experiment 1b 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: Male

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



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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




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



Experiment 1b Materials

Likelihood of hiring: Pity candidate


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




Candidate A

Gender: Male








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: Male

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 1b Materials

Likelihood of hiring: PityAD


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




Candidate C








Gender: Male

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: PityC


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




Candidate C

Gender: Male








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 1b Materials

Likelihood of hiring: EnvyAD

[illegible]

Likelihood of hiring: EnvyC


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




Candidate C








Gender: Male

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 1b Materials

Demographics

Please describe yourself:

- ☐ Male
- ☐ Female
- ☐ Other
- ☐ Prefer not to answer

Age