

## Experiment 2 Materials

### Condition: Baseline, Aptitude Emphasis

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. For this particular position, your company has explicitly asked you to heavily weigh the **Global Aptitude** assessment. 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 2 Materials

### Condition: PityAD, Aptitude Emphasis

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. For this particular position, your company has explicitly asked you to heavily weigh the **Global Aptitude** assessment. 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 2 Materials

### Condition: PityC, Aptitude Emphasis

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. For this particular position, your company has explicitly asked you to heavily weigh the **Global Aptitude** assessment. 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 2 Materials

### Condition: EnvyAD, Aptitude Emphasis

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. For this particular position, your company has explicitly asked you to heavily weigh the **Global Aptitude** assessment. Please take the next 10 seconds to carefully evaluate each candidate.



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**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):



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



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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):



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### Condition: Baseline, Attitude Emphasis

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. For this particular position, the company has explicitly asked you to heavily weigh the **Global Attitude** assessment. Please take the next 10 seconds to carefully evaluate each candidate.



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Gender: Male

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**Candidate C**

Gender: Male

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**Candidate B**

Gender: Male

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



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**Candidate C**

Gender: Male

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



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



## Experiment 2 Materials

### Condition: EnvyC, Attitude Emphasis

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. For this particular position, the company has explicitly asked you to heavily weigh the **Global Attitude** assessment. Please take the next 10 seconds to carefully evaluate each candidate.



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**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 2 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 2 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 2 Materials

### Likelihood of hiring: EnvyAD

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: 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 2 Materials

### Manipulation Check

Which assessment does the company want you to heavily weigh for this particular human resources consultant position?

- Global Attitude (sincere, good-natured, warm, tolerant)
- Global Aptitude (competent, intelligent, confident, competitive, independent)

### Demographics

Please describe yourself:

- Male
- Female
- Other
- Prefer not to answer

Age