

Experiment 1a 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 Competence (competent, intelligent, confident, competitive, independent):



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



Candidate B

Gender: Male

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



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



Experiment 1a 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 Competence (competent, intelligent, confident, competitive, independent):



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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



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



Experiment 1a 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 Competence (competent, intelligent, confident, competitive, independent):



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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



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



Experiment 1a 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 Competence (competent, intelligent, confident, competitive, independent):



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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



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



Experiment 1a 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 Competence (competent, intelligent, confident, competitive, independent):



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



Candidate B

Gender: Male

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



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



Candidate C

Gender: Male

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




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




Experiment 1a Materials

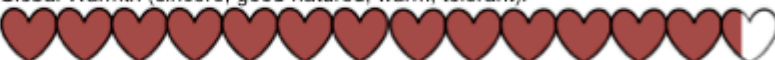
Likelihood of hiring: Pity candidate

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



Candidate A
Gender: Male

Global Competence (competent, intelligent, confident, competitive, independent):
★★★★★★

Global Warmth (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 Competence (competent, intelligent, confident, competitive, independent):

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

Very Unlikely Unlikely Somewhat Unlikely Undecided Somewhat Likely Likely Very Likely

Experiment 1a Materials

Likelihood of hiring: PityAD

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

Candidate C
Gender: Male

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

★★★★★

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

♥♥♥♥♥♥♥♥♥♥♥♥♥

Very Unlikely Unlikely Somewhat Unlikely Undecided Somewhat Likely Likely Very Likely

☐ ☐ ☐ ☐ ☐ ☐ ☐

Likelihood of hiring: PityC

[illegible]

Experiment 1a Materials

Likelihood of hiring: EnvyAD

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

Candidate C
Gender: Male

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

Global Warmth (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 Competence (competent, intelligent, confident, competitive, independent):

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

Very Unlikely Unlikely Somewhat Unlikely Undecided Somewhat Likely Likely Very Likely

WTP: Pity candidate

[illegible]

WTP: Envy candidate

[illegible]

Experiment 1a Materials

WTP: PityAD

[illegible]

WTP: PityC

[illegible]

Experiment 1a Materials

WTP: EnvyAD

[illegible]

WTP: EnvyC

[illegible]

Experiment 1a Materials

Demographics

Please describe yourself:

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

Age