

## Experiment S1 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 S1 Materials

### Condition: Pity R-AD

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 S1 Materials

### Condition: Envy R-AD

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 S1 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 S1 Materials

## Likelihood of hiring: Pity R-AD


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: Envy R-AD

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 S1 Materials

### Demographics

Please describe yourself:

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

Age