

Instructions: You will now begin a task in which you will **spea**  
**aloud** responses to a few questions. You will also read short  
stories that you will be asked to imagine yourself in, and **spea**  
**aloud** your responses **as if you were in the scenarios**. All  
of **your responses will be audio-recorded**.

When you see the words, **SPEAK NOW**, you should speak your  
response aloud.

This task should take less than 10 minutes, at which time you  
will be provided with more instructions.

## Short Recall Task

Please think of a person you admire for being **generous, warm, friendly, and/or likable**.

Please say aloud the initials of this person's first and last names (e.g., A.B.).

**SPEAK NOW.**

When you are done speaking, please read and respond to the next question.

Think about 2-3 things you have observed this person do or say that makes them seem **generous, warm, friendly, and/or likable**. Please say aloud what 2-3 things come to mind.

**SPEAK NOW.**

When you are done speaking, please click the arrow.

On the next page you will be asked to read a scenario.

Please carefully imagine yourself in the scenario and take on the values of the person in the scenario, *even if they don't match your own real-life values.*

## INSTRUCTIONS

**REMINDER:** Please carefully imagine yourself in the scenario and take on the values of the person in the scenario, even if they don't match your own real-life values.

You will be asked to answer three (3) questions based on this scenario.

**Read carefully:** Later, you will have to answer a few comprehension check questions about it.

## SCENARIO

### You and John:

Imagine that you work at a large publishing company called Paper Press, Inc. At Paper Press, you and a co-worker, John, have the same supervisor. Both of you work remotely for the publishing company. You interact with John often and consider him a very close friend. You care a great deal about him.

### The Company Culture and Values:

Every month, you must attend a seminar that reminds you of the company values:

**Teamwork:** We are one team, and together we make the difference.

**Good Citizenship:** Treat others with respect, and follow The Golden Rule.

**Family:** Treat fellow co-workers like friends and family.

**Humility:** Be humble, and don't take yourself too seriously.

**Generosity:** Put others first.

**Harmony:** Create a culture of warmth and belonging, where everyone is welcome.

Paper Press really cares that employees fit with the culture and values it puts forth, so much so, that promotion decisions are heavily influenced by whether you exhibit these values in your work and social interactions at the company. You feel lucky to work at a job like this because those are the exact values you care most about. Recently, you have become aware of a new position opening up that would be a step up for you in the company, and you know that John is also considering applying.

### **The Task:**

John has an important report due for the publishing company the following day and he asks you to give him some feedback. You spend a lot of time editing the report and suggest some radical changes to the report, which John accepts.

### **The Outcome:**

During your weekly joint-conference call, your supervisor at the publishing company reads the report in the presence of both of you, but has no idea that you were involved. The supervisor harshly criticizes John's report, especially the parts that you are primarily responsible for. Based on the quality of this report, your supervisor decides John should not be recommended for the new position.

Please think about what you would do during this meeting.

Now, imagining you were on the call with John and your supervisor, please **say aloud** what you would say at this point in the meeting. If you wouldn't say anything, simply say aloud, "I wouldn't say anything."

**SPEAK NOW.**

When you are done, please click the arrow to advance to the next page.

## Short Recall Task

Please think of a person you admire for being **competent, skilled, intelligent, and/or hardworking**.

Please say aloud the initials of this person's first and last names (e.g., A.B.).

**SPEAK NOW.**

When you are done speaking, please read and respond to the next question.

Think about 2-3 things you have observed this person do or say that makes them seem **competent, skilled, intelligent, and/or hardworking**.. Please say aloud what 2-3 things come to mind.

**SPEAK NOW.**

When you are done speaking, please click the arrow.

On the next page you will be asked to read a scenario.

Please carefully imagine yourself in the scenario and take on the values of the person in the scenario, *even if they don't match your own real-life values.*



## INSTRUCTIONS

**REMINDER:** Please carefully imagine yourself in the scenario and take on the values of the person in the scenario, even if they don't match your own real-life values.

You will be asked to answer three (3) questions based on this scenario.

**Read carefully:** Later, you will have to answer a few comprehension check questions about it.

## SCENARIO

### You and John:

Imagine that you work at a large publishing company called Paper Press, Inc. At Paper Press, you and a co-worker, John, have the same supervisor. Both of you work remotely for the publishing company. You don't really know or interact with John, so you feel pretty indifferent towards him. Though, sometimes he can be a bit rude.

### The Company Culture and Values:

Every month, you must attend a seminar that reminds you of the company values:

**Dominance:** Have a will to win, and focus on success.

**Accountability:** If it is to be, it's up to me.

**Quality:** Great just isn't good enough.

**Speed:** Fast is better than slow.

**Hard Work:** Desire to be the best.

**Competition:** Know your competitive advantage and leverage it.

Paper Press really cares that employees fit with the culture and values it puts forth, so much so, that promotion decisions are

heavily influenced by whether you exhibit these values in your work and social interactions at the company. You feel lucky to work at a job like this because those are the exact values you care most about. Recently, you have become aware of a new position opening up that would be a step up for you in the company, and you know that John is also considering applying.

### **The Task:**

John has an important report due for the publishing company the following day and he asks you to give him some feedback. You reluctantly agree. You spend a lot of time editing the report and suggest some radical changes to the report, which John accepts.

### **The Outcome:**

During your weekly joint-conference call, your supervisor at the publishing company reads the report in the presence of both of you, but has no idea that you were involved. The supervisor harshly criticizes John's report, especially the parts that you are primarily responsible for. Based on the quality of this report, your supervisor decides John should not be recommended for the new position.

Please think about what you would do during this meeting.

Now, imagining you were on the call with John and your supervisor, please **say aloud** what you would say at this point in the meeting. If you wouldn't say anything, simply say aloud, "I wouldn't say anything."

**SPEAK NOW.**

When you are done, please click the arrow to advance to the next page.  
**Please answer the following comprehension check questions.**

Which of the following occurred in the scenarios?

- ☐ John helped you.
- ☐ You helped John.

The following were included in the set of company values in the **FIRST version of the scenario**.

- ☐ Teamwork & Harmony
- ☐ Dominance & Competition

The supervisor:

- ☐ CRITICIZED the report.
- ☐ PRAISED the report.

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Which of the following best described your feelings toward John, as mentioned in the **FIRST version of the scenario** *at the beginning* of the scenario.

- ☐ You feel indifferent towards John, and even think he is somewhat rude.
- ☐ You like John and consider him a close friend.