

# The Myth of the Male Negotiator: Gender's Effect on Negotiation Strategies and Outcomes

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June 29, 2020

## EXPERIMENTAL INSTRUCTIONS SUPPLEMENT

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# 1 Experimental Protocol

The full experimental protocol was as follows. Randomization of the informed and uninformed treatment was at the session level. Figure 1 shows the timeline of events. After consenting to participate in this study, each participant read the general instructions, went through two practice rounds with the computer to understand the game and proceeded to the actual control and negotiation games. All subjects participated in four rounds of the control game followed by four rounds of the negotiation game. In addition, participants also went through two “add-on” rounds. Results from the add-on round are not included in this paper but instructions have been included for completeness. Below are the instructions used in this paper.

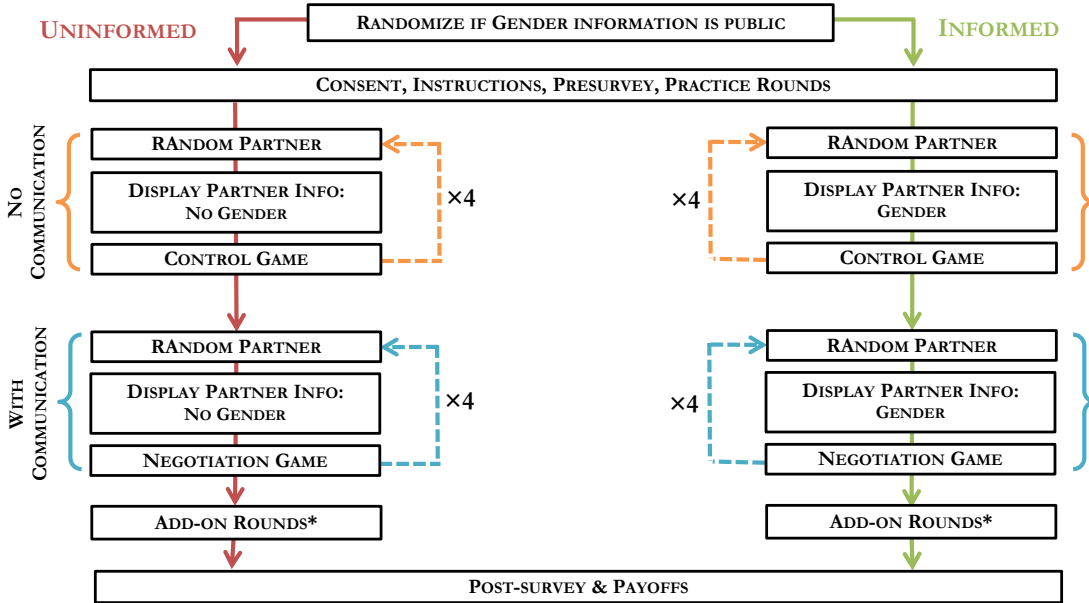


FIGURE 1: FULL EXPERIMENTAL DESIGN

## Experimental Instructions: Choice Study

We will now go through the instructions for the experiment in more detail. Note that **this study involves bonus payment, and so understanding the instructions carefully**

**will allow you to maximize your earnings.**

### **Experiment policies**

This experiment is being done by economists Corinne Low and Zheng Jai Huang. It is the policy of economists that **participants cannot be deceived at any point throughout the experiment**. Therefore, the instructions described are exactly the way the experiment will proceed, and you will be paid.

Please don't talk or gesture to any participants in the lab, nor should you do anything on the computers other than the experiment, as this could interfere with the validity of the results. We greatly appreciate you offering your full attention for the duration of the experiment.

### **Experiment stages**

This experiment will have three stages. There will be an opportunity to earn bonus pay at each of the stages.

1. First, you will take a brief survey.
2. Then you will be asked to make 10 rounds of decisions. You will be randomly assigned a different partner in the lab in each round. At the end of the study, a computer will randomly determine which round will count towards your bonus pay.
3. Finally, you will take a brief post-survey.

### **Stage 1**

We will now complete a survey. Please answer the questions truthfully to the best of your ability.

Please note, some of this information will be shared with your partners, anonymously, in the next stage of the experiment.

Please you click next, and you will begin the survey.

*(Note from the experimenter: Participants saw the following questions. Each questions was in its own window. Included are the choices provided to the participant when applicable.)*

- What is your major?
- Why do you participate in WBL experiments? (Check ALL that apply.) [Answer options: (1) They're interesting; (2) To make extra money; (3) Course Credit; (4) Other, please specify.]
- What is your gender? [Answer choices: male, female]
- Are you right- or left-handed? [Answer choices: left, right]
- Please type this word as quickly and accurately as you can in the box below:

**shenanigans**

Hit "OK" immediately after finishing.

- What month were you born in? [Answer choices: January to December]
- Lay your right hand flat on the table. Is your **index finger** (next to thumb) or your **ring finger** (next to pinky) longer? [Answer choices: (1) Index is longer; (2) Ring is longer; (3) Same length]
- Please answer yes/no to the following:
  - Can you roll your tongue (shape tongue into "u" shape)?
  - Do you have a "hitchhiker" thumb (extend thumb as far as you can - you have hitchhiker thumbs if the top segment bends past 45 degrees)?
  - Are you an only child?
- What is your favorite color?
- Finally as bonus payment for this part of the study, you will receive \$1.00. You can either take that dollar as-is, or put some portion of it into a lottery. Money placed in the lottery will be worth **0 with 50% probability and 2.5x its value with 50% probability** (decided randomly by the computer). How much of your \$1.00 would you like to place in the lottery? [Answer choices: \$0 to \$1.00 in 5 cents increments.]

### General Instructions

You will play 10 different rounds and will be randomly assigned a **different** partner in each round. Results from each round will be saved and stored in the system.

One of the 10 rounds will be randomly chosen by the computer and you will receive the full payoff of that round as your bonus payment. **Thus, you should play each round as though you will be paid for that round, as it may be selected at the end.**

In each rounds, you and your partner will choose how to split \$20, with the caveat that there are only two possible ways to split it: Either you can take \$15, and your partner takes \$5, OR you can take \$5, and your partner takes \$15. But, if you do not agree on how to split it, you each get \$0.

Please click “Page 2 of Instructions”.

### General Instructions (continued)

To clarify further, in each round, you and your partner will be shown the same two choices:

- \$15 for yourself (\$5 for partner)
- \$5 for yourself (\$15 for partner)

If one of you chooses \$15, and one chooses \$5, you will each receive this payoff. If both of you choose the same amount for yourself, however, you will each get \$0.

Lets review each possible scenario:

- If you choose \$15 for yourself (\$5 for partner)
  - ...And your partner “agrees,” by choosing \$5 for themselves, **you get \$15** (partner gets \$5)
  - ...And your partner “disagrees,” by also choosing \$15 for themselves, **you each get \$0**

- If you choose \$5 for yourself (\$15 for partner)
  - ...And your partner “agrees,” by choosing \$15 for themselves, **you get \$5**  
(partner gets \$15)
  - ...And your partner “disagrees,” by also choosing \$5 for themselves, **you each get \$0**

You and your partner must make this choice simultaneously, so you cannot see what they are choosing while you make your choice.

**For whichever round is randomly chosen for payment, you will receive the entire amount of the game’s outcome, either \$15, \$5, or \$0.**

Please click next, and we will give you a chance to practice the game.

### **Practice Rounds**

We will now do two practice rounds. In these rounds, you will not have a real partner; instead, the computer will choose your “partner’s” choices randomly.

The payoffs from the practice rounds will NOT count towards your final earnings.

When you hit next, you will be taken to the practice rounds.

*Note to experimenter: To help participants understand the game, outcomes from the practice rounds were shown after each round.*

Remaining time (sec): 20

Practice Round 1

**Payoff reminder:**

If you choose \$15 for yourself (\$5 for partner)

- And your partner "agrees," by choosing \$5 for themselves, **you get \$15** (partner gets \$5)
- And your partner "disagrees," by choosing \$15 for themselves, **you each get \$0**

If you choose \$5 for yourself (\$15 for partner)

- And your partner "agrees," by choosing \$15 for themselves, **you get \$5** (partner gets \$15)
- And your partner "disagrees," by choosing \$5 for themselves, **you each get \$0**

Please make your choice: ☐ \$15 for yourself (\$5 for partner)

☐ \$5 for yourself (\$15 for partner)

OK

FIGURE 2: EXAMPLE OF PRACTICE ROUND CHOICE SCREEN

Practice Round 1 Outcome

Practice Round	1
Your choice	\$15 for yourself (\$5 for partner)
Your Partner's (Computer's) Choice	\$5 for themselves (\$15 for you)
Your Payoff	\$15

This is for practice only, this payoff will not count towards your final earnings.  
Please click Next to continue.

NEXT

FIGURE 3: EXAMPLE OF PRACTICE ROUND OUTCOME SCREEN

### **Instructions: Rounds 1-4**

Now that we have practiced, you will be paired with a partner and we will start the experiment.

In the next 4 rounds, you will be shown some information about your partner first, then you will be shown the decision screen where you can make your choice. You will each pick simultaneously whether to choose \$15 or \$5 for yourself without knowing what the other person is choosing.

The outcome of these rounds will be stored in the system, and you will only be told your results when all 10 rounds are completed. Remember, any round could be randomly chosen to determine your bonus payment, so you would play each round as though real money is on the table.

**Note that you will be randomly paired with a DIFFERENT partner in each round.**

Please click Next to begin.

*(Note to experimenter: Below are the two sequential screens participants saw: (1) participants saw the partner information screen for 15 seconds; (2) participants saw the choice screen. Gender information was randomized at the session level. Participants either saw the partner information sheet with or without gender for all rounds.)*



(A) INFORMED CONDITION

Round 1	
Your partner in this round:	
Gender	Male
Left- or right-handed?	Left
Are you an only child?	No
Month of birth	May
Can roll tongue?	No
Has hitchhiker thumbs?	No

(B) UNINFORMED CONDITION

Round 1	
Your partner in this round:	
Left- or right-handed?	Left
Are you an only child?	No
Month of birth	May
Can roll tongue?	No
Has hitchhiker thumbs?	No

FIGURE 4: EXAMPLE OF PARTNER INFORMATION SCREEN WITH AND WITHOUT PARTNER GENDER

Your partner in this round:	
Gender	Female
Left- or right-handed?	Left
Are you an only child?	Yes
Month of birth	Apr
Can roll tongue?	Yes
Has hitchhiker thumbs?	Yes

**Round 1**

**Payoff reminder:**

If you choose \$15 for yourself (\$5 for partner)

- ...And your partner "agrees," by choosing \$5 for themselves, **you get \$15** (partner gets \$5)
- ...And your partner "disagrees," by choosing \$15 for themselves, **you each get \$0**

If you choose \$5 for yourself (\$15 for partner)

- ...And your partner "agrees," by choosing \$15 for themselves, **you get \$5** (partner gets \$15)
- ...And your partner "disagrees," by choosing \$5 for themselves, **you each get \$0**

Please make your choice: / \$15 for yourself (\$5 for partner)  
/ \$5 for yourself (\$15 for partner)

OK

FIGURE 5: EXAMPLE OF CHOICE WINDOW

### Instructions: Rounds 5-8

In the next 4 rounds, Rounds 5-8, you will be allowed to communicate with your partner prior to making your decision. This time, after you view the information about your partner, you will have the opportunity to discuss your choice with your partner for 2.5 minutes

before you each choose.

When the 2.5 minutes are up, you will each pick simultaneously whether to choose \$15 or \$5 out of the \$20 for yourself without knowing what the other person is choosing.

To repeat, the pattern is:

1. View information about partner
2. Communicate with partner via chat for 2.5 minutes
3. Make choice

Important note about chat communication: The chat window allows you to discuss your choice with your partner. However, you may not:

- Reveal identifiable information about yourself
- Ask others to reveal identifiable information
- Make arrangements to discuss or meet outside the lab.

(Failure to comply with this will affect your future ability to participate in WBL studies)

The outcome of these rounds will be stored in the system, and you will only be told your results when all games are completed. Remember, any round could be randomly chosen to determine your bonus payment, so you would play each round as though real money is on the table.

**Note that you will be randomly paired with a DIFFERENT partner in each round.**

Please click Next to begin.

*(Note to experimenter: Below are the three sequential screens participants saw: (1) partner information screen; (2) chat window; (3) choice window.)*

## (A) PARTNER INFORMATION

Remaining time (sec) 14

Round 5

Your partner in this round:	
Left- or right-handed?	Left
Are you an only child?	No
Month of birth	May
Can roll tongue?	No
Has hitchhiker thumbs?	No

This information will be available to you later on.

## (B) CHAT WINDOW

Remaining time (sec) 148

Round 5

Your partner in this round:	
Gender	Female
Left- or right-handed?	Left
Are you an only child?	Yes
Month of birth	Apr
Can roll tongue?	Yes
Has hitchhiker thumbs?	Yes

Payoff reminder:

If you choose \$15 for yourself (\$5 for partner)

- And your partner "agrees," by choosing \$5 for themselves, you get \$15 (partner gets \$5)
- And your partner "disagrees," by choosing \$15 for themselves, you each get \$0

If you choose \$5 for yourself (\$15 for partner)

- And your partner "agrees," by choosing \$15 for themselves, you get \$5 (partner gets \$15)
- And your partner "disagrees," by choosing \$5 for themselves, you each get \$0

Use the box below to chat with your partner. You have 2.5 minutes.

Enter messages to your partner here. Press ENTER to send the message.

Please keep track of your time using the timer on the top right corner.  
Please remember that your partner in the next game will be a DIFFERENT partner.

## (C) CHOICE WINDOW

Remaining time (sec) 27

Round 1

Your partner in this round:	
Gender	Female
Left- or right-handed?	Left
Are you an only child?	Yes
Month of birth	Apr
Can roll tongue?	Yes
Has hitchhiker thumbs?	Yes

Payoff reminder:

If you choose \$15 for yourself (\$5 for partner)

- And your partner "agrees," by choosing \$5 for themselves, you get \$15 (partner gets \$5)
- And your partner "disagrees," by choosing \$15 for themselves, you each get \$0

If you choose \$5 for yourself (\$15 for partner)

- And your partner "agrees," by choosing \$15 for themselves, you get \$5 (partner gets \$15)
- And your partner "disagrees," by choosing \$5 for themselves, you each get \$0

Please make your choice: ☐ \$15 for yourself (\$5 for partner) ☐ \$5 for yourself (\$15 for partner)

FIGURE 6: EXAMPLE OF NEGOTIATION GAME SCREEN SEQUENCE

*(Note to experimenter: Results from Rounds 9 and 10 (the “add-on” rounds) are not included in this paper, but instructions are included for completion.)*

### **Instructions: Round 9**

We will now proceed to Round 9.

In this round, you will have the opportunity to choose whether you would like to communicate with your partner or not. This time, after you view the information about your partner, you will choose whether you would like to:

- Not communicate with your partner (like in rounds 1-4)
- Communicate with your partner (like in rounds 5-8)

Both you and your partner will make this choice. Then, the computer will choose randomly whether *your* choice or *your partner's* choice will be used to determine the game you will actually play. With a 50% chance, your choice will be used, and you will play the game you have chosen. And with a 50% chance your partner's choice will be used, and you will play the game they have chosen.

The sequence of the round will be:

1. Participants are matched randomly with a partner.
2. You will be shown some information about your partner.
3. Each partner chooses whether they would like to communicate or not communicate with their partner.
4. A computer will randomly decide if you or your partner's choice of game will be used.
5. You will play the chosen round.

As in the previous rounds, you will be shown the decision screen where you can make your choice. You will each pick simultaneously whether to choose \$15 or \$5 out of the \$20 for yourself without knowing what the other person is choosing.

The outcome of these rounds will be stored in the system, and you will only be told your results when all games are completed. Remember, any round could be randomly chosen to determine your bonus payment, so you should play each round as though real money is on the table.

**Note that you will be randomly paired with a DIFFERENT partner in each round.**

Please click Next to begin.

*Note to experimenter: Participants saw three sequential screens: (1) participants saw the partner information screen for 15 seconds; (2) participants choose whether they want to play the control or negotiation game with their randomly assigned partner; (3) participants are told whether they are playing the control or negotiation game and proceed accordingly. Below is an example of the screen where participants choose which game they wished to play with their partner.*

Remaining time (sec): 24

<b>Your partner in this round:</b>  <table style="width: 100%;"> <tr> <td style="width: 50%;">Gender</td> <td style="width: 50%;">Male</td> </tr> <tr> <td>Left- or right-handed?</td> <td>Left</td> </tr> <tr> <td>Are you an only child?</td> <td>No</td> </tr> <tr> <td>Month of birth</td> <td>May</td> </tr> <tr> <td>Can roll tongue?</td> <td>No</td> </tr> <tr> <td>Has hitchhiker thumbs?</td> <td>No</td> </tr> </table>	Gender	Male	Left- or right-handed?	Left	Are you an only child?	No	Month of birth	May	Can roll tongue?	No	Has hitchhiker thumbs?	No	<b>Round 9</b>  <b>Payoff reminder:</b>  If you choose \$15 for yourself (\$5 for partner) • ...And your partner "agrees," by choosing \$5 for themselves, <b>you get \$15</b> (partner gets \$5) • ...And your partner "disagrees," by choosing \$15 for themselves, <b>you each get \$0</b>  If you choose \$5 for yourself (\$15 for partner) • ...And your partner "agrees," by choosing \$15 for themselves, <b>you get \$5</b> (partner gets \$15) • ...And your partner "disagrees," by choosing \$5 for themselves, <b>you each get \$0</b>	In this round, you have been paired with a partner, and will now choose whether you would like to communicate with your partner or not.  The computer will randomly decide if you or your partner's choice to communicate or not will be implemented.  <b>Please select an option below:</b>  <input type="radio"/> Not communicate with your partner (like in Rounds 1-4) <input type="radio"/> Communicate with your partner (like in Rounds 5-8)
Gender	Male													
Left- or right-handed?	Left													
Are you an only child?	No													
Month of birth	May													
Can roll tongue?	No													
Has hitchhiker thumbs?	No													

FIGURE 7: EXAMPLE OF GAME CHOICE WINDOW

### Instructions: Round 10

For the 10th round, you will choose one of your previous rounds to “count” an extra time, and therefore have an extra chance of being randomly drawn for payment. You get to choose whether you want a random round from rounds 1-4 (with no communication) or rounds 5-8 (with communication) to fill this extra “slot.” This round will be saved in the system and may be randomly picked as your bonus payment. Please choose if you would like this random round to be picked from:

- Rounds 1-4 (with no communication)
- Rounds 5-8 (with communication)

*(Notes to the experimenter: after all 10 rounds were played, participants saw the outcome of all 10 rounds. Afterwards they answered a post-survey.)*

**Instructions: Round 10**

For the 10th round, you will choose one of your previous rounds to "count" an extra time, and therefore have an extra chance of being randomly drawn for payment. You get to choose whether you want a random round from rounds 1-4 (with no communication) or rounds 5-8 (with communication) to fill this extra "slot". This round will be saved in the system and may be randomly pick as your bonus payment. Please choose if you would like this random round to be picked from:

(\*) Rounds 1-4 (with no communication)  
 (\*) Rounds 5-8 (with communication)

FIGURE 8: EXAMPLE OF ROUND 10 CHOICE WINDOW

Round	Your choice	Your Partner's Choice	Your Payoff
1	\$15 for yourself (\$5 for partner)	\$5 for themselves (\$15 for you)	\$15
2	\$5 for yourself (\$15 for partner)	\$5 for themselves (\$15 for you)	\$0
3	\$15 for yourself (\$5 for partner)	\$5 for themselves (\$15 for you)	\$15
4	\$5 for yourself (\$15 for partner)	\$5 for themselves (\$15 for you)	\$0
5	\$15 for yourself (\$5 for partner)	\$5 for themselves (\$15 for you)	\$15
6	\$5 for yourself (\$15 for partner)	\$5 for themselves (\$15 for you)	\$0
7	\$5 for yourself (\$15 for partner)	\$15 for themselves (\$5 for you)	\$5
8	\$15 for yourself (\$5 for partner)	\$5 for themselves (\$15 for you)	\$15
9	\$5 for yourself (\$15 for partner)	\$15 for themselves (\$5 for you)	\$5
10	\$5 for yourself (\$15 for partner)	\$5 for themselves (\$15 for you)	\$0

FIGURE 9: EXAMPLE OF CONTROL AND NEGOTIATION GAMES OUTCOME TABLE

### Post-Survey

You will now be asked to complete a brief post-survey, and then will learn your final earnings. Remember, a computer will randomly choose one of the 10 rounds you played and the payoffs in that round will be your bonus earnings for this lab session.

Please click next to be taken to the post-survey.

- What did you think the experiment was about?
- In rounds 1-9, you were partnered with someone in the lab. How many of your partners do you think were women? [Answer choices from 0 to 9.]
- Please answer the following questions from Strongly Agree to Strongly Disagree. [Answer choices were on a 5-point likert scale: Strongly Agree, Agree, Neither Agree Not Disagree, Disagree, Strongly Disagree.]
  - Many women are actually seeking special favors, such as hiring policies, that favor them over men, under the guise of asking for “equality.”
  - In a disaster, women ought not necessarily to be rescued before men.
  - Women are too easily offended.
  - Women should be cherished and protected by men.
  - When women lose to men in a fair competition, they typically complain about being discriminated against.
  - Men should be willing to sacrifice their own well being in order to provide financially for the women in their lives.
- For each of the following information you learned about your partners, say how much it influenced your interactions: [Answer choices were on a 5-point likert scale: Influenced a lot, Influenced a little, Influenced in some period, Did no influence very much, Did not influence at all.]
  - Gender
  - Dominant hand



- Only Child
  - Month of birth
  - Ability to roll tongue
  - “Hitchhiker” thumb
- Did your mother work full-time outside the home when you were growing up? [Answer choices: yes, no]
  - Do you have any other comments about this study?

*(Notes to the experimenter: after the post-survey, the computer randomly selected the round for bonus payment and final payoffs were revealed.)*

**Final Earnings**

Survey payment	\$0.90
Round 4 Earnings	\$0.00
Total payment	\$0.90

You have finished the study. The computer randomly selected Round 4 as your bonus payment. Your bonus earnings from the pre-survey and Round 4 is stated above.

Please raise your hand until an experimenter comes to you. You must stay on this screen until an experimenter records your profit. Thank you for participating!

ONLY THE LAB COORDINATOR CAN PRESS THIS BUTTON

FIGURE 10: EXAMPLE OF FINAL PAYOFF WINDOW

## 2 Negotiation Transcript Coding Protocol

After all sessions were finished, we had MTurk workers classify different communication strategies. Each MTurk worker reviewed 15 randomly selected negotiation transcripts. To ensure high quality of work, MTurk workers reviewed the communication strategy definitions and had to answer all 8 comprehension questions correctly to continue. Additionally, workers were also asked an attention question and if any worker failed to pass the attention question we discarded their work. Below are the specific instructions provided to MTurk workers.

### **General Instructions:**

In this survey you will be asked to read through 16 different conversations and answer some questions regarding each conversation. Each conversation has only two people: Person A and Person B. Person A and Person B are negotiating over how to split \$20 dollars, BUT there are only two possible ways to split it: \$15 for one person and \$5 for the other, or the reverse. If they do not agree, then they will both get \$0.

Note: In this survey you will be asked comprehension questions and attention questions. Please read all instructions and materials carefully. If you fail the comprehension question, you will not be allowed to continue with the HIT. If you fail the attention questions, your work will be rejected. There is a probability that we will check a randomly selected question. If we find your work was not completed accurately, we may reject your work.

### **Definitions:**

**Before you begin, we will define some negotiation strategies that you will help identify in the 16 conversations. Please read through each of the definitions and examples carefully.** (Do not worry if you are unable to memorize or remember all the definitions, these will be provided again later.)

**Hard commitment:** this is when a person starts the conversation (not including saying “hi” or other pleasantries) stating that they will pick \$15 for themselves regardless of what the other person is choosing. They have set their mind to this outcome and will not change.

- *Example 1: “Hi, I’m always choosing 15 not matter what, that is my strategy.”*
- *Example 2: “I’m letting you know that I’m picking 15 regardless of what you do.”*

**Tough talker:** this is when person is a tough negotiator and fights for the \$15. They are trying hard to convince the other person to take \$5. This may happen at any point in the conversation. They will use a strong tone and may seem “pushy” or “mean.” (Note: Someone using a tough talker strategy may also be playing a hard commitment strategy.)

- *Example 1: “It’s my turn to take \$15, I let the other person have theirs”*

**Asked for the \$15:** this is when a person asks the other person if they can take the \$15 at any point in the conversation.

- *Example 1: “Can I pick \$15?”*
- *Example 2: “Would it be ok if I pick 15?”*

**Led with a concession:** this is when a person starts the conversation (not including saying “hi” or other pleasantries) by offering the \$15 to the other person or stating that they will take \$5.

- *Example 1: “Hi, you can take the \$15” or “Hi, I’ll pick \$5”*
- *Example 2: “Hi, you can pick which one you want, I’ll pick the other option.”*

**Offered the \$15:** this is when a person offers \$15 to the other person or offers to pick the \$5 at any point in the conversation. (Note: someone offering \$15 may also be doing a “led with a concession” strategy.)

- *Example 1: “Ok, you can pick \$15”*
- *Example 2: “I’ll just take the \$5”*

**Friendly negotiator:** this is when the person tries to be friendly and build a relationship with the other person in order to gain their trust. We provided each person some information about the other person (e.g., birthday month, can they roll their tongue, do they have hitchhiker thumbs, etc) – many times, the person will comment on one of these traits.

- *Example 1: “Hi, how is your day going?”*
- *Example 2: “Happy birthday month! Oh look, we both have hitchhiker thumbs!”*

**Started negotiations:** this is the person that starts the negotiations on how to split the money, not including saying “hi” or other pleasantries.

- *Example 1: “We should discuss this so we can cooperate and get something. How do you want to split this?”*
- *Example 2: “Any ideas on what we should do?”*

**Random game:** this is the person that introduces a random game such as playing rock/paper/scissor (“rps”), guessing a number, using trivia questions, using birthday dates, or other similar games to choose who picks \$15 for themselves.

- *Example 1: “What if we play rps?”*
- *Example 2: “How about I think of a number, 0 or 1, and if you guess it you get \$15. I promise to tell the truth”*
- *Example 3: “We were both born in June! Let’s do birth dates, the closest one wins \$15?”*

**Sad story:** this is a person that uses their current (unfortunate) situation to gain sympathy from the other person and tries to get the \$15.

- *Example 1: “I really need the money, my fridge broke so I need to buy food.”*
- *Example 2: “I’m having a terrible day, I just failed my midterm.”*
- *Example 3: “I’m poor, I need the money for food and to pay for college.”*

**Happy emojis:** this is when a person uses any sort of happy “emojis” or smiley faces.

- *Example 1: “:)”*
- *Example 2: “:D”*

**Sad/angry emojis:** this is when a person uses any sort of sad or angry “emojis”.

- *Example 1: “:(”*
- *Example 2: “;:(”*

**Mentioned the word fair:** this is when the person mentions anything about trying to make a fair split

- *Example 1: “How can we do this fairly?”*
- *Example 2: “I’ll pick \$5, its fair since you picked \$5 before”*
- *Example 3: “I don’t know how to split this in a fair way.”*

**Mentioned previous choices/outcomes:** this is when the person mentions what they previously chose. Individuals had to negotiate with multiple people, so sometimes they will mention what their previous choice was.

- *Example 1: “I chose 5, 15, 5 in the previous rounds”*
- *Example 2: “But I’ve picked 5 in the last 2 rounds too”*

**Alternating strategy:** this is when the person claims to be alternating between 5 and 15 and that this is their strategy.

- *Example 1: “I’m alternating between 5 and 15”*
- *Example 2: “My strategy is to pick 5 on even rounds and 15 on odd rounds”*

**Gave-in:** this is when the person gives in to the other person’s ask or demands after there is an initial negotiation or back-and-forth.

- *Example 1: Person A: “Can I pick 15?”*
  - *Person A: “Can I pick 15?”*
  - *Person B: “I would like 15 as well. Why do you want 15?”*
  - *Person A: “Honestly, I need it to buy food.”*
  - *Person B: “Oh, me too. This is hard...Ok, you can take the \$15.”*
- *(In this example, Person B is “giving in”.)*

### Comprehension Check:

Before you begin, we will let you practice. Please read the conversation below and answer the questions carefully. If you have any question, please refer to the definitions and examples above.

If you are unable to correctly identify the negotiation strategies in the following practice conversation, you will not be allowed to proceed with the task and you will not receive payment for this HIT.

*(Notes for the experimenter: In order to ensure the highest quality of data, MTurk workers had to pass both comprehension checks to proceed to the actual classification. Failure to pass the comprehension check meant the MTurk worker would not be allowed to proceed and would have to “return” the task. MTurk workers who passed the comprehension question proceeded to the actual negotiation analysis. Each MTurk worker analyzed 7 negotiations. Then they saw an attention check question (disguised as an 8th conversation) followed by 8 more actual negotiations.)*

**Practice 1:**  
Please read the conversation below and answer the questions.

**Conversation:**

Person A: i want the \$15 no matter what  
 Person B: Im gonna choose it regardless  
 Person B: so you can either take \$0 or \$5  
 Person A: i'm also gonna choose it regardless

For all items, check if Person A did it or if Person B did it. If both did it, check both. If neither did, check neither.  
 (Please refer back to the conversation shown above if you are unsure. Definitions of the different strategies defined earlier are available after each question in parentheses.)

Remember, you will only be allowed to proceed with the HIT (and get paid) if you answer these practice questions correctly.

	Person A	Person B	Both	Neither
<b>Used a hard commitment strategy?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) stating that they will pick \$15 for themselves regardless of what the other person is choosing. They have set their mind to this outcome and will not change.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>If a hard commitment was used by both Person A and Person B, who announced it first?</b> (If only one person used the hard commitment strategy or neither used the hard commitment strategy then check neither)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Led with a concession?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) by offering the \$15 to the other person or stating that they will take \$5.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offered the \$15 to the other person?</b> (This is when a person offers \$15 to the other person or offers to pick the \$5 at any point in the conversation. (Note: someone offering \$15 may also be doing a "led with a concession" strategy.))	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

FIGURE 1: EXAMPLE OF COMPREHENSION CHECK 1

**Practice 2:**  
Please read the conversation below and answer the questions.

**Conversation:**

Person A: Hi  
 Person B: you can take the \$15, I'll pick \$5  
 Person B: haha  
 Person A: haha are you sure?  
 Person B: yeah its cool

For all items, check if Person A did it or if Person B did it. If both did it, check both. If neither did, check neither.  
 (Please refer back to the conversation shown above if you are unsure. Definitions of the different strategies defined earlier are available after each question in parentheses.)

Remember, you will only be allowed to proceed with the HIT (and get paid) if you answer this practice questions correctly.

	Person A	Person B	Both	Neither
<b>Used a <u>hard commitment</u> strategy?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) stating that they will pick \$15 for themselves regardless of what the other person is choosing. They have set their mind to this outcome and will not change.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>If a hard commitment was used by both Person A and Person B, who announced it first?</b> (If only one person used the hard commitment strategy or neither used the hard commitment strategy then check neither)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Led with a <u>concession</u>?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) by offering the \$15 to the other person or stating that they will take \$5.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offered the \$15 to the other person?</b> (This is when a person offers \$15 to the other person or offers to pick the \$5 at any point in the conversation. (Note: someone offering \$15 may also be doing a "led with a concession" strategy.))	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

FIGURE 2: EXAMPLE OF COMPREHENSION CHECK 2

(A) COMPREHENSION CHECK: FAILURE MESSAGE

You did NOT pass the comprehension check.

Unfortunately, you did not correctly identify the negotiation strategies in the practice questions. You will not be able to continue with this HIT.

Please return the HIT.

(B) COMPREHENSION CHECK: PASSING MESSAGE

You correctly identified the negotiation strategies in the practice questions.

Please click next and you will start classifying actual negotiation conversations.

FIGURE 3: EXAMPLE OF COMPREHENSION CHECK PASSING/FAILURE MESSAGE



Please read the conversation below and answer the questions.

Conversation ID: 13001-130013-10

Conversation:

Person A: U choose the split, I dont care  
Person B: Cool if I keep the 15 this time? Not feeling very generous :P  
Person A: Yeah, go ahead  
Person B: Gotcha  
Person B: tough decisions I swear  
Person B: Feel like Im in vegas  
Person A: That is a really interesting game theory problem. I should really take game theory next year  
Person B: Sounds fun!  
Person B: hope you get an A  
Person A: thanks  
Person A: it was much harder when we couldnt chat lol

For all items, check if Person A did it or if Person B did it, if both did it, check both. If neither did, check neither. (Please refer back to the conversation shown above if you are unsure. Definitions of the different strategies defined earlier are available after each question in parentheses.)				
	Person A	Person B	Both	Neither
<b>Used a hard commitment strategy?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) stating that they will pick \$15 for themselves regardless of what the other person is choosing. They have set their mind to this outcome and will not change.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>If a hard commitment was used by both Person A and Person B, who announced it first? (If only one person used the hard commitment strategy or neither used the hard commitment strategy then check neither)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Was a tough talker?</b> (This is when a person is a tough negotiator and fights for the \$15. They are trying hard to convince the other person to take \$5. This may happen at any point in the conversation. (Note: Someone using a tough talker strategy may also be playing a hard commitment strategy.))	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Asked for the \$15?</b> (This is when a person asks the other person if they can take the \$15 at any point in the conversation.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Led with a concession?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) by offering the \$15 to the other person or stating that they will take \$5.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offered the \$15 to the other person?</b> (This is when a person offers \$15 to the other person or offers to pick the \$5 at any point in the conversation. (Note: someone offering \$15 may also be doing a "led with a concession" strategy).)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Was a friendly negotiator?</b> (This is when the person tries to be friendly and build a relationship with the other person in order to gain their trust.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Started negotiations on how to split the money?</b> (This is the person that starts the negotiations on how to split the money, not including saying "hi" or other pleasantries.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Mentioned using a random game to choose who picks \$15?</b> (This is the person that introduces a random game such as playing rock/paper/scissors ("rps"), guessing a number, using trivia questions, using birthday dates, or other similar games to choose who picks \$15 for themselves.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used a sad story to convince their partner?</b> (This is the person that uses their current (unfortunate) situation to gain sympathy from the other person and tries to get the \$15.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used happy "emojis"?</b> (This is when the person uses any sort of happy "emojis" or smiley faces.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used sad/angry "emojis"?</b> (This is when the person uses any sort of sad or angry "emojis".)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Mentioned the word "fair"?</b> (This is when the person mentions anything about trying to make a fair split.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Mentioned previous choices/outcomes?</b> (This is when the person mentions what they previously chose. Individuals had to negotiate with multiple people, so sometimes they will mention what their previous choice was.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used an alternating strategy?</b> (This is when the person claims to be alternating between 5 and 15 and that this is their strategy.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Gave in?</b> (This is when the person gives in to the other person's ask or demands after there is an initial negotiation or back-and-forth.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very Friendly	Friendly	Somewhat Friendly	Neither Friendly nor Aggressive	Somewhat Aggressive	Aggressive	Very Aggressive
Person A	●	●				●	
Person B						●	●

Was the negotiation successful?			
	Negotiation successful?	If there was agreement, who chose \$15? If there was no agreement, who do you think chose \$15?	
	Yes No		
Does it appear like they reached an agreement?	<input type="radio"/> <input type="radio"/>	<input type="text"/>	

FIGURE 4: EXAMPLE OF NEGOTIATION TRANSCRIPT CLASSIFICATION

Please read the conversation below and answer the questions.

Conversation ID: Attention Check

Conversation:

Person A: this is not a real negotiation conversation.  
 Person B: this is only an attention check.  
 Person A: please answer all the questions below by only selecting Person A  
 Person A: this is only for this page  
 Person A: this will let us know that you are paying attention  
 Person B: on the next page, you will resume evaluating an actual conversation as before

For all items, check if Person A did it or if Person B did it. If both did it, check both. If neither did, check neither.  
 (Please refer back to the conversation shown above if you are unsure. Definitions of the different strategies defined earlier are available after each question in parentheses.)  
 (This is the attention check: please answer all the questions on this page by only selecting "Person A")

	Person A	Person B	Both	Neither
<b>Used a hard commitment strategy?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) stating that they will pick \$15 for themselves regardless of what the other person is choosing. They have set their mind to this outcome and will not change.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>If a hard commitment was used by both Person A and Person B, who announced it first?</b> (If only one person used the hard commitment strategy or neither used the hard commitment strategy then check neither)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Was a tough talker?</b> (This is when person is a tough negotiator and fights for the \$15. They are trying hard to convince the other person to take \$5. This may happen at any point in the conversation. (Note: Someone using a tough talker strategy may also be playing a hard commitment strategy.))	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Asked for the \$15?</b> (This is when a person asks the other person if they can take the \$15 at any point in the conversation.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Led with a concession?</b> (This is when a person starts the conversation (not including saying "hi" or other pleasantries) by offering the \$15 to the other person or stating that they will take \$5.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Offered the \$15 to the other person?</b> (This is when a person offers \$15 to the other person or offers to pick the \$5 at any point in the conversation. (Note: someone offering \$15 may also be doing a "led with a concession" strategy.))	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Person A	Person B	Both	Neither
<b>Was a friendly negotiator?</b> (This is when the person tries to be friendly and build a relationship with the other person in order to gain their trust.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Started negotiations on how to split the money?</b> (This is the person that starts the negotiations on how to split the money, not including saying "hi" or other pleasantries.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Mentioned using a random game to choose who picks \$15?</b> (This is the person that introduces a random game such as playing rock/paper/scissor ("rps"), guessing a number, using trivia questions, using birthday dates, or other similar games to choose who picks \$15 for themselves.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used a sad story to convince their partner?</b> (This is the person that uses their current (unfortunate) situation to gain sympathy from the other person and tries to get the \$15.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used happy "emojis"?</b> (This is when the person uses any sort of happy "emojis" or smiley faces.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used sad/angry "emojis"?</b> (This is when the person uses any sort of sad or angry "emojis".)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Person A	Person B	Both	Neither
<b>Mentioned the word "fair"?</b> (This is when the person mentions anything about trying to make a fair split.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Mentioned previous choices/outcomes?</b> (This is when the person mentions what they previously chose. Individuals had to negotiate with multiple people, so sometimes they will mention what their previous choice was.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Used an alternating strategy?</b> (This is when the person claims to be alternating between 5 and 15 and that this is their strategy.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Gave-in?</b> (This is when the person gives in to the other person's ask or demands after there is an initial negotiation or back-and-forth.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

FIGURE 5: EXAMPLE OF ATTENTION QUESTION

*(Notes for the experimenter: At the end, MTurk workers answered a demographics question.)*

### **MTurk Worker Demographics Survey:**

You have now completed identifying all 16 negotiations conversations. Please answer the following questions. Afterwards, you will be told your completion code.

- What is your gender? [Answer choices: male, female]
- What is your year of birth?
- What is your employment status? [Answer choices: (1) unemployed; (2) full-time employment (3) part-time employment]
- Are you a native English speaker? [Answer choices: yes, no]
- Please choose the answer that best describes your political ideology. [Answer choices: (1) very liberal; (2) somewhat liberal; (3) slightly liberal; (4) Neither liberal nor conservative; (5) slightly conservative; (6) somewhat conservative; (7) very conservative]
- What is the highest degree or level of school you have completed? If currently enrolled, highest degree received. [Answer choices: (1) Some high school, no diploma; (2) High school graduate, diploma or equivalent (for example, GED); (3) Some college credit, no degree; (4) Trade/technical/vocational training; (5) Associate degree; (6) Bachelor's degree; (7) Master's degree; (8) Professional degree (for example, JD or MD); (8) Doctorate degree (Ph.D)]
- Please specify your ethnicity. [Answer choices: (1) Caucasian; (2) Hispanic or Latino; (3) Black/African American; (4) Native American/American Indian; (5) Asian/Pacific Islander; (6) Middle Eastern; (7) Other (please specify)]
- Please let us know what you thought of the survey. Was anything confusing?

*(Notes for the experimenter: once MTurker workers submitted the completed task, the attention question was checked and any worker who failed the attention check was told so and their work was discarded.)*