

# Mitigating manipulation in committees: Just let them talk!

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September 8, 2023

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## Abstract

Many decisions rest on the collective judgment of small groups like committees, boards, or teams. However, some group members may have hidden agendas and manipulate this judgment to induce a consequent decision in their interest. Utilizing an incentivized experiment, I analyze how manipulation affects the accuracy and trustworthiness of such group judgment depending on the format of group interaction.

I compare group judgments from unstructured face-to-face interaction, ubiquitous in real-world institutions, to group judgments from the scientifically endorsed, structured Delphi technique. To identify mechanisms underlying the accuracy differences, I use structural estimations and analyze emergent communication patterns.

Without manipulation, Delphi is more accurate than face-to-face interaction and indistinguishable from the Bayesian benchmark. Manipulation decreases accuracy for Delphi but not for face-to-face interaction. Thus, with manipulation, Delphi is less accurate than face-to-face interaction. Manipulation likely decreases the accuracy of Delphi judgments through more bias and less utilization of valuable information.

Trustworthiness does not always match accuracy. Judgments from face-to-face interaction - unjustifiably - enjoy higher levels of trust without hidden agendas. Trustworthiness correctly decreases with hidden agendas for Delphi groups but - unjustifiably - also for face-to-face groups. With hidden agendas, face-to-face groups are simultaneously more accurate and trusted.

**Keywords** Committees · Manipulation · Face-to-face Communication · Delphi Technique

**JEL Classification** D70, D71, D83

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# 1 Introduction

In many institutions, high-stake decisions are made based on the collective judgment of small groups, like (expert) committees, boards, or teams who evaluate some decision-relevant criterion. Examples of such group judgments span diverse contexts: Politicians judge the effectiveness of measures to fight global pandemics ([Haug et al., 2020](#)), executive boards rate investment alternatives ([Lovallo et al., 2020](#)), and security experts assess terrorist activity ([Friedman and Zeckhauser, 2014](#)).

Does the widespread use of this practice imply its appropriateness? To optimally inform decisions, the accuracy and trustworthiness of group judgments are essential. However, some group members may have a hidden agenda and manipulate this judgment in a particular direction to induce a consequent decision in their own interest.<sup>1</sup> Generating accurate and trusted collective intelligence in such a setting remains a challenge. I analyze whether face-to-face meetings and the Delphi technique, two common interaction formats eliciting a joint group judgment, may preserve accuracy and trustworthiness despite manipulation due to hidden agendas.

To date, a way to extract accurate and simultaneously trustworthy collective intelligence from groups in hidden agenda settings is yet to be identified. Previous research in this context has focused on prediction markets and exogenously structured face-to-face interactions. While prediction markets appear accurate but not always trusted, structured face-to-face interactions are highly trusted but not always accurate. Prediction markets proved themselves as a robust tool to accurately elicit and aggregate dispersed information from a group of people ([Wolfers and Zitzewitz, 2004](#); [Arrow et al., 2008](#)), which has also been successfully tested by large institutions such as Google and Ford ([Cowgill and Zitzewitz, 2015](#)). Such markets remain informative even if some participants act manipulatively. However, in response to manipulation, decision-makers observing the market lose trust and make even worse decisions as if they would have ignored the market completely

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<sup>1</sup>E.g., serving their career in the institution ([Toma and Butera, 2009](#); [Mattozzi and Nakaguma, 2022](#)), serving other organizational units, the individual is associated with ([Pearsall and Venkataramani, 2015](#)), reputational concerns ([Visser and Swank, 2007](#)), overstating chances of political victory of favored parties ([Hansen et al., 2004](#); [Rothschild and Sethi, 2016](#)), receiving compensating bribes ([Felgenhauer and Grüner, 2008](#)) or downplaying security threat to reduce responsibility and effort for consequent duties ([Amjahid et al., 2017](#)).

(Kaplan et al., 2022). Face-to-face interactions are a standard operating procedure in institutional decision-making. A particular variety of such interactions are nominal groups. These groups interact in an exogenously imposed estimate-talk-estimate format and have been found to enjoy high levels of trust among decision-makers.<sup>2</sup> Adversely, trustworthiness persists even if judgment accuracy deteriorates with manipulation (Maciejovsky and Budescu, 2020). Consequently, many objectively ill-informed and thus poor decisions with high societal stakes might be taken. To address this problem, I extend previous investigations to two alternative formats of group interaction. On the one hand, I analyze commonly used face-to-face interaction (FTF) that is not exogenously bound to any structure, such as the protocol of nominal groups. On the other hand, I consider the scientifically favored Delphi technique (Delphi), where interaction is exogenously structured according to a specific protocol.<sup>3</sup> I quantify to what extent these interaction formats produce collective intelligence that is simultaneously accurate and trusted. Further, I identify what drives robustness towards manipulation.

To measure the capabilities of Delphi and FTF, I develop a pre-registered, incentivized lab experiment.<sup>4,5</sup> The experiment enables the isolation of the causal effects of hidden agendas and the format of group interaction on quantitative measures of accuracy and trust. Conducting a lab experiment offers a unique opportunity to address the research questions by controlling for many factors that are not directly observable in real-world situations where group judgments are used. Hidden agendas, by their very nature, are covert to researchers. Moreover, group judgments potentially depend on many, not directly measurable factors, such as the expertise of group members, and are used in situations where the true answer is unknown.

The experiment comprises two parts: a group *estimation experiment* and a subsequent

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<sup>2</sup>In nominal groups, group members first estimate individually, second talk with their group members, and finally estimate individually again.

<sup>3</sup>FTF and more broadly free-form deliberation of groups are ubiquitous in real-world institutional decision-making (Maciejovsky and Budescu, 2020) despite concerns about their performance (Sunstein, 2005; Armstrong, 2006). Though less common in practice, the Delphi technique is a group interaction format supported by empirical and theoretical research (Rowe and Wright, 1999).

<sup>4</sup>Pre-registration files can be found via OSF <https://osf.io/cv4md/>

<sup>5</sup>The experiment was reviewed and approved by the Ethical Review Committee Inner City Faculties at Maastricht University (reference ERCIC\_267\_10.06.2021).

*decision experiment*. In the first part, the *estimation experiment*, I examine the accuracy of groups of four people who collaborate on a series of probabilistic judgment tasks in which they generate joint group judgments. The experiment follows a two-by-two between-subject design with FTF and Delphi groups, each with and without hidden agendas. In the FTF treatment arm, groups interact via face-to-face conversation in a video call without any imposed structure. In the Delphi treatment arm, groups interact through an imposed, pseudonymous chat protocol. According to this protocol, group members first make individual quantitative and qualitative judgments, then review all members' pseudonymous judgments and reasonings before producing a second quantitative estimate individually. Across all treatment arms, I incentivize accuracy at the group level. In the hidden agenda treatment arm, I additionally induce manipulation incentives (hidden agendas) in half of the group members through individual, private side payments.

In the second part, the *decision experiment*, I elicit trust in the group judgments obtained from the estimation experiment. A new set of individual participants who did not participate in the estimation experiment states their individual, incentivized confidence intervals around group judgments.<sup>6</sup> Each participant faces judgments from all four treatment conditions. This decision experiment allows evaluation of the trustworthiness of group judgments produced by FTF and Delphi groups, each with and without hidden agendas, respectively.

Comparing absolute errors across conditions of the estimation experiment, I identify differences in accuracy. Without hidden agendas, structured Delphi interaction produces more accurate judgments than FTF. This result reverses with manipulation, which does hamper accuracy in Delphi groups but not in FTF groups. To set accuracy into perspective, I compare Delphi and FTF groups against the best Bayesian benchmark based on the information available to groups. Without hidden agendas, the best benchmark's accuracy is statistically indistinguishable from Delphi's accuracy but significantly more accurate than FTF. Both interaction formats, Delphi and FTF, perform significantly better than a negative benchmark, which estimates all probabilities naïvely at 50%. In situations with hidden agendas, no interaction format reaches the best Bayesian benchmark, FTF groups outperform the naïve heuristic, and Delphi falls behind even this negative benchmark.

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<sup>6</sup>Intervals are incentivized through the incentive-compatible most likely interval technique (Schlag and van der Weele, 2015).

Comparing the length of stated confidence intervals in the decision experiment across conditions of the estimation experiment, I identify differences in the trustworthiness of group judgments. FTF group judgments are generally trusted more than Delphi group judgments. This holds regardless of the presence of hidden agendas and also in cases where it is not justified by accuracy. Consequently, FTF group judgments appear problematic in situations without hidden agendas. They are less accurate, decision-makers fail to realize this and assign relatively more trust to FTF judgments. This may be taken as evidence that FTF should be used less in institutional decision-making in situations without hidden agendas. The Delphi technique seems to be a better alternative. However, in situations with hidden agendas, trustworthiness is aligned with accuracy, as the relatively more accurate judgments from FTF groups are also trusted more than judgments from Delphi groups. This may be taken as evidence that FTF is an appropriate format for institutional decision-making in situations where hidden agendas might play a role.

To explore mechanisms underlying the accuracy differences, I use structural estimations and analyze emergent communication patterns across conditions of the estimation experiment. In particular, I analyze the data from group estimation in the BIN-modelling framework ([Satopää et al., 2021](#)) (Section 4.4.1). This allows to decompose the estimation error in all conditions of the estimation experiment into: (i) bias (consistently producing too high or too low estimates), (ii) noise (coming to different conclusions given the same information), and (iii) the usage of valuable information. Delphi, as compared to FTF, generally exhibits less noise. However, with the introduction of hidden agendas, Delphi likely suffers from more bias, while FTF appears robust against this effect. Complementing results from structural estimations, I analyze the degree and truthfulness of information sharing during group interaction. Transcribed and coded communication protocols of FTF and Delphi interactions reveal that hidden agendas lead to less information sharing and decrease the truthfulness of shared information for Delphi groups. In contrast, in FTF groups, the amount of shared truthful information increases with hidden agendas.

Overall, FTF seems better suited for group judgments in situations with hidden agendas and situations without hidden agendas where the trustworthiness of group judgments is highly prioritized. The Delphi technique appears preferable in situations without hidden agendas where accuracy is the highest priority.

## 2 Related literature

This work connects to the broad interdisciplinary literature on collective intelligence. The most important links are to comparisons of multiple group interaction formats, investigations on single group interaction formats in isolation, and the effects of manipulation or lying behavior on group judgments. Furthermore, the studied setting is related to the longstanding research on committee decision-making.

This study is closest to **comparisons of group interaction formats** concerning accuracy, trustworthiness, and robustness towards manipulation. Early studies in this area focus on comparing the accuracy of the Delphi technique to other formats of structured and unstructured direct interaction, as well as averaging individual judgments. This literature attests to mixed results on the relative performance of the Delphi technique (Woudenberg, 1991; Rowe and Wright, 1999). However, reviews also acknowledge severe methodological limitations in early Delphi research. Notably, many studies used (over)simplify Delphi designs, which might have led to Delphi’s capacity being understated (Rowe et al., 1991). Later, prediction markets likewise moved into the focus of collective intelligence research, and advances in software allowed more consistent implementation of structured interaction formats in the laboratory. Computerized Delphi groups rank most accurate in a comparison against unstructured face-to-face groups, structured nominal groups, and groups trading in prediction markets to solve general knowledge questions in the laboratory (Graefe and Armstrong, 2011). Based on data from a geopolitical forecasting tournament, prediction markets outperform median estimates of interacting teams but lose to more sophisticated statistical aggregation (Atanasov et al., 2017). Previously mentioned studies consider situations without the explicit threat of manipulation. Maciejovsky and Budescu (2013) are the first to consider conflicts of interest that induce manipulation in structured nominal groups vs. prediction markets in a lab experiment. In contrast to nominal groups, prediction markets maintain knowledge sharing if the existence of conflicts of interest is commonly known. In a follow-up, Maciejovsky and Budescu (2020) additionally consider the trustworthiness of judgments. Without manipulation, nominal groups are more accurate than markets, but markets are more accurate than groups with manipulation. At odds with accuracy, nominal groups’ judgment is perceived as more trustworthy overall, especially in the manipulation treatments. This

holds for trustworthiness as evaluated by group members themselves but also by external observers. Similarly, [Kaplan et al. \(2022\)](#) compare the accuracy of prediction markets without manipulative traders to markets where manipulators are active with a certain probability and markets where manipulators are active with certainty. The mere potential of manipulation hampers accuracy. Nevertheless, even with certain manipulation, markets still reveal valuable information. For decision-makers observing the market, already the potential of manipulation and, more so, certain manipulation causes erosion of trust. Remarkably, while markets with manipulation still reveal objectively valuable information, erosion of trust prevents decision-makers from utilizing it. In fact, with certain manipulation, decisions are even worse, as if decision-makers would have ignored the market entirely.

Extracting collective intelligence from groups in hidden agenda settings remains a challenge. Previous research, as summarized in [Table 1](#), has not yet identified interaction formats that are simultaneously accurate and trusted. I built on and extend this body of literature by scrutinizing the accuracy and trustworthiness of group judgments from Delphi groups as opposed to freely interacting face-to-face groups. To the best of my knowledge, I am first to compare these two interaction formats in a setting with hidden agendas. Further, I advance the methodology developed in previous method comparisons by combining experimentally induced, complementary expertise, and continuous as well as incentivized measures of accuracy and trustworthiness.

Focusing on a single group interaction format at a time, **manipulation** in collective intelligence has further been studied for prediction markets. Evidence is mixed with some studies reporting manipulation to harm accuracy ([Hansen et al., 2004](#); [Gimpel and Teschner, 2014](#); [Kaplan et al., 2022](#)), while others find prediction markets to be robust towards manipulation ([Hanson et al., 2006](#); [Hanson and Oprea, 2009](#); [Teschner et al., 2017](#)). Beyond markets, the Delphi technique appears manipulable by the Delphi administrators ([Nelson, 1978](#)), and Delphi estimates may generally be biased by the desirability of outcomes to Delphi group members [Ecken et al. \(2011\)](#). Further, ([Wittrock, 2023](#)) discusses theoretically that Delphi group members may not report truthfully in order to affect participants and ultimately influence decisions tied to the Delphi result. Yet, explicit manipulation of Delphi estimates by group members has not been studied empirically before this investigation.

Table 1: Comparisons of group judgment techniques in the literature

|   | <i>Gräfe and<br/>Armstrong (2011)</i> | <i>Maciejovsky and<br/>Budescu (2013)</i> | <i>Maciejovsky and<br/>Budescu (2020)</i> | <i>Kaplan et al.<br/>(2022)</i> | <i>This study</i> |
|---|---------------------------------------|---|---|---------------------------------|-------------------|
| <b>Interaction format</b> (# of group members in parentheses) |                                       |   |   |                                 |                   |
| <i>unstructured<br/>face-to-face</i>                          | ✓(4-6)                                | -   | -   | -                               | ✓(4)              |
| <i>Delphi<br/>technique</i>                                   | ✓(4-6)                                | -   | -   | -                               | ✓(4)              |
| <i>nominal group<br/>technique</i>                            | ✓(3-6)                                | ✓(3)                                      | ✓(3)                                      | -                               | -                 |
| <i>prediction<br/>markets</i>                                 | ✓(4-7)                                | ✓(3)                                      | ✓(3)                                      | ✓(8)                            | -                 |
| <b>Assessed quality measures</b>                              |                                       |   |   |                                 |                   |
| <i>accuracy</i>   | ✓                                     | ✓   | ✓   | ✓                               | ✓                 |
| <i>trustworthiness</i>  | -                                     | -   | ✓   | ✓                               | ✓                 |
| <b>Features of the group judgment task</b>                    |                                       |   |   |                                 |                   |
| <i>hidden<br/>agendas</i>                                     | -                                     | ✓   | ✓   | ✓                               | ✓                 |
| <i>induced<br/>expertise</i>                                  | -                                     | ✓   | ✓   | ✓                               | ✓                 |
| <b>Sample</b>   |                                       |   |   |                                 |                   |
| <i>n judgment</i>   | 227                                   | 144                                       | 450                                       | 112                             | 590               |
| <i>groups/<br/>condition</i>                                  | 11                                    | 16  | 15  | 7                               | 15                |
| <i>n trust</i>  | -                                     | -   | 224 + 358                                 | 56                              | 2000              |

To study the influence of manipulation, this work strongly builds on prior research on the **Delphi technique**, a structured interaction format to extract and aggregate human judgment from a group of experts. The format aims to strengthen positive aspects of deliberation while minimizing process loss of group interaction (Rowe and Wright, 2001). Two basic concepts build the foundation of Delphi’s potential. First, according to the theory of errors, combining estimates of multiple judges will lead to a group judgment that is more accurate than the average individual judge (Dalkey, 1975). Second, throughout



the interaction, relatively less accurate judges will update more than relatively accurate judges (Parenté and Anderson-Parenté, 1987), and relatively more accurate feedback has a stronger influence on such updating (Rowe et al., 2005; Bolger and Wright, 2011). Both concepts are also noted in the broader context of the “wisdom of crowds”, i.e., aggregating independent, individual judgments is more accurate than the average individual (Galton, 1907). Second, through information exchange, individual judgments lose independence. However, accuracy may still increase (Mellers et al., 2014; Da and Huang, 2020), and combined group judgments improve if relatively stronger influence is exerted from more to less accurate individuals (Becker et al., 2017).

The Delphi technique dates back to research by the RAND Corporation in the late 1940s to improve expert forecasting on topics such as technological change. Subsequently, manifold research projects used the Delphi technique and investigated its performance and workings as, e.g., reviewed by Rowe et al. (1991); Woudenberg (1991); Rowe and Wright (1996, 1999); Bolger and Wright (2011). In parallel, research from various disciplines has used the Delphi technique to generate estimates on transcontextual topics such as climate change mitigation measures (Griscom et al., 2017), biotechnologies improving health in developing countries (Daar et al., 2002) and geopolitical events (Wintle et al., 2012). Implementations of the Delphi technique often differ in their specific design. However, four key characteristics manifest: anonymity, controlled feedback, iteration, and statistical aggregation of final inputs (Rowe and Wright, 2001; Grime and Wright, 2016; Belton et al., 2019). Moreover, certain Delphi features empirically appear accuracy enhancing: feedback that also includes written rationales next to group members’ estimates (Best, 1974; Rowe and Wright, 1996; Rowe et al., 2005; Bolger and Wright, 2011; Bolger et al., 2011) and group members with objective (complementary) expertise (Jolson and Rossow, 1971; Rowe and Wright, 1996). The present study incorporates Delphi’s four key characteristics, feedback of written rationales, and experimentally induced, complementary expertise into implementing Delphi interaction in the estimation experiment.

In a broader context, this study builds on the literature on **committee and jury decision-making** going back to (Condorcet, 1785). A common focus of this research strand lies on a group of people, i.e., the jury or committee, who reach a joint verdict, e.g., convict or acquit, by some voting procedure, which may be preceded by deliberation. This has common features with the given setting of groups deriving a joint probabilistic

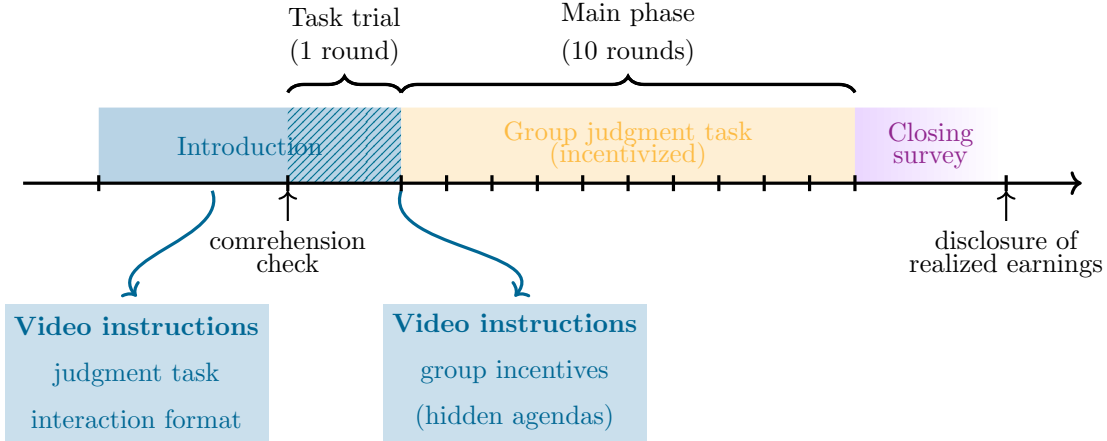
judgment but also exhibits apparent differences, e.g., the given setting does not explicitly study specific voting rules, nor is a decision made by the committee itself. Notably, a phase of communication preceding voting was found to counteract hidden agendas by inducing mostly truthful information sharing and less manipulative voting (Goeree and Yariv, 2011). However, making such deliberation public to non-committee members counteracts these positive effects (Fehrler and Hughes, 2018). Moreover, if committee members differ in competence, the voting behavior’s transparency may counteract competent members’ hidden agendas (Mattozzi and Nakaguma, 2022).

Furthermore, the effects of manipulation on collective intelligence strongly relate to the general literature on **lying and deception**. In contrast to predictions of standard economic theory, many individuals tell the truth despite potential monetary gains from lying (Gneezy, 2005; Sutter, 2009). Further, many of those who do not tell the truth do not lie to the full extent (Mazar et al., 2008; Fischbacher and Föllmi-Heusi, 2013; Gneezy et al., 2018), obfuscate the truth in vague messages (Serra-Garcia et al., 2011) or evasive lies (Khalmetski et al., 2017). The most plausible explanations for such (non-)lying behavior are preferences for being honest and being seen as honest (Abeler et al., 2019). Lying however increases if individual responsibility is diffused, such as in team settings (Conrads et al., 2013), if the social distance between a liar and the person being lied to increases (Hermann and Ostermaier, 2018), if communication is computer-mediated (Marett and George, 2012) and if the truth that is twisted in a lie, is hard to observe by others (Fries et al., 2021; Hermann and Brenig, 2022). Switching perspectives, many people do not correctly detect if lied to (Bond and DePaulo, 2006), are overconfident about their ability to do so, and share undetected lies as truth (Serra-Garcia and Gneezy, 2021). I compare these results to my analysis of (truthful) information revelation during group interaction across conditions of the estimation experiment.

### 3 Experiment

The study comprises two complementary experiments: the *estimation experiment*, to examine the accuracy of group judgments, and the subsequent *decision experiment*, to elicit the trustworthiness of group judgments. All experiments are programmed in oTree (Chen et al., 2016) and were implemented onsite in the experimental economics laboratory BEE-lab at Maastricht University in 2022 and 2023. 240 people participated in the estimation

Figure 1: Timeline of the estimation experiment



experiment, split up into 60 groups of four, 15 groups per treatment condition. Further 50 participants, subsequently, individually evaluated group judgments in the decision experiment. All participants were recruited from the BEElab participant pool via ORSEE (Greiner, 2015) and followed a study program at the time of the experiment or in the past. Their backgrounds span arts, just as well as social and natural sciences. The clear mode of the educational backgrounds is in the area of business and/or economics (79.6% in the estimation experiment and 74% of participants in the decision experiment). A majority of participants identified as female (56.3% in the estimation experiment and 64% of participants in the decision experiment). Many had at most one year of professional working experience (70.4% in the estimation experiment and 76% of participants in the decision experiment).

### 3.1 Estimation experiment

To isolate the causal effect of group interaction format and hidden agendas on the accuracy of group judgments, I implement the estimation experiment as a two-by-two between-subject design. In all treatment conditions, groups are asked to jointly generate a series of ten probabilistic group judgments in a group of four. Groups receive incentives for doing so as accurately as possible. They interact either in FTF or Delphi format. In the hidden agenda treatment arm, half of the group members additionally have private, individual manipulation incentives that conflict with and outweigh the group incentives for accuracy (see Appendix A.1.2 for details on incentives).

In all four conditions the estimation experiment follows the same structure, as illustrated in Figure 1. First, participants receive video instructions on the judgment task and the interaction format, followed by a comprehension check and a task trial to experience the judgment task and the interaction format. After the trial, before starting the main phase, participants are informed about the incentive scheme, and consequently also whether they interact in a setting with hidden agendas. In settings with hidden agendas, participants get to know their own type (with or without hidden agenda), and that exactly two group members have a hidden agenda and the remaining two group members have no hidden agenda. Thus, knowledge about the own type allows to infer the distribution of types among the remaining group members. Furthermore, in settings with hidden agendas, all participants are informed, that hidden agendas may take one of two forms, driving estimates up or down. It is common knowledge, that the direction of the hidden agendas is determined randomly per round of the judgment task, and that it is the same among the two group members with hidden agenda in any given round. In a specific round, the two group members with hidden agenda know that their hidden agenda in this round is to drive estimates up (down), but this information is not disclosed to the remaining two group members without hidden agenda. Types do not change throughout the whole experiment. Before starting the main phase, participants are prompted to ask any question to the experimenter, that may have remained unanswered.

In the main phase of the experiment, participants go through ten incentivized rounds of solving the probabilistic judgment task. Each round has a distinct underlying, objectively true answer, against which the accuracy of group judgments can be evaluated. At the beginning of each round, group members receive individual, complementary information. Combining the individual pieces of information is generally advantageous to generate more accurate group judgments. In groups with hidden agendas, group members of hidden agenda type additionally learn the round-specific direction (up or down) of their hidden agenda at the beginning of each round. No information on group accuracy and hidden agenda achievement is presented until the amount of realized earnings is disclosed to each individual at the very end of the experiment. Before earnings disclosure and payment, participants complete a questionnaire on socio-demographic characteristics as well as their subjective perception of the task.

### 3.1.1 Interaction formats

This paper focuses on the comparison of two interaction formats: free-form face-to-face interaction (FTF) without exogenously imposed structure, which is ubiquitous in real-world institutional decision-making (Maciejovsky and Budescu, 2020), and the Delphi technique, a group interaction format supported by empirical and theoretical research (Rowe and Wright, 1999). In a broader context, the general experimental framework contributes a test bed, which is well suited to investigate the accuracy and trustworthiness of any group interaction format that is directed at generating quantitative group judgments.

Following Graefe and Armstrong (2011), I implement a very simple form of face-to-face interaction in the **FTF** treatment arm. Groups are almost unrestricted in their interaction. For each round of the task, group members use a video-call in which they may freely discuss the judgment task, their available information, and their strategy to form a joint group judgment.<sup>7</sup> At the end of an interaction, each group member is prompted to enter the joint group estimate for this round, the experiment only proceeds after all group members entered the same estimate, thus enforcing consensus.<sup>8</sup> As such FTF is not anonymous, and allows free and unrestricted flow of information as well as the full richness of communication (speech, body language, etc.). This resembles typical real-world group interactions (Maciejovsky and Budescu, 2013). For further analysis, the video calls of all face-to-face interactions are recorded and transcribed.

In general, **Delphi** evolved to be an umbrella term for diverse forms of structured group interactions. This estimation experiment may only implement and analyze one particular variation of group interaction with Delphi features. To choose a meaningful design for this Delphi interaction, I follow two strategies: First, the design is as simple as possible while still comprising the most common Delphi features: anonymity, controlled feedback, iteration, and statistical aggregation of final inputs (Rowe et al., 1991;

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<sup>7</sup>Video-conference interactions have become a very popular medium for teams to interact, latest during the COVID-19 pandemic. Their performance to enable information sharing and to produce group results of high quality, appears not different from physical face-to-face interactions (Jabotinsky and Sarel, 2020).

<sup>8</sup>To prevent extraordinarily long discussions, the interaction phase is limited to 10 minutes for the first incentivized round, and 7:30 minutes for all later rounds. Groups that do not complete a given round in time, do not earn any bonuses on this round. Out of 30 FTF groups, generating a total of 300 group judgments, the interaction on 10 group judgments exceeded the time limit.

Woudenberg, 1991; Grime and Wright, 2016). Second, the design is similar to recent implementations of Delphi procedures in the field of collective intelligence (Becker et al., 2021; Belton et al., 2021).

In the experiment, Delphi groups interact following a standardized, computer-mediated protocol. They do not engage in a direct discussion but rather interact through messaging interface. After receiving their information, group members first provide their numerical, individual estimates and corresponding reasoning in written form. Second, after all group members completed their first input, everyone is presented the inputs of the three remaining group members, and their own input again. This feedback is shown pseudonymous as “the input of Person A, B, and C”, and “your input”. In this way, it is not possible to link the estimates and reasonings to a specific real person. Next, group members are prompted to give a second estimate, which might, but does not have to be a revision of their first estimate, based on the feedback. After all group members completed their second estimate, the group judgment is calculated as the mean of all second estimates. Participants are presented the group judgment, as well as the underlying, second, individual estimates before proceeding in the experiment. Again, this feedback is pseudonymous.

### 3.1.2 Judgment task

Inspired by (Peeters and Wolk, 2018, 2017), participants are asked to estimate the likelihood that a (biased), two-dimensional, discrete random walk ends above a threshold level after ten steps. Specifically, the random walk starts at 0, and comprise ten steps  $X_t = X_1, X_2, \dots, X_{10}$ . Each step  $X_t$  may take the values  $-1, 0$  and  $1$ .  $X_t$  is determined by independent draws from an identical distribution. The task is repeated for ten rounds. The distribution underlying the random walk varies from round to round of the judgment task. In each round, group members need to estimate  $\mathbb{P}(\sum_{t=1}^{10} X_t > 0)$ , i.e. the probability that the random walk takes a value larger than the threshold of 0 after ten steps. Over the course of the ten rounds, groups face steps  $X_t$  from probability distributions corresponding to  $\mathbb{P}(\sum_{t=1}^{10} X_t > 0) = \{0.1, 0.2, 0.3, 0.4, 0.45, 0.55, 0.6, 0.7, 0.8, 0.9\}$  in random order. To participants, the task is presented as a computer generated movement path (random walk) of a ladybird, which may or may not reach a target after ten steps. Groups are asked estimate the chance, that the ladybird reaches the target. They are informed that the computer program generates the movement paths, by independently

drawing the value per step from an underlying identical distribution, but the exact distribution is undisclosed. To learn about the underlying probabilities, each group member privately receives a movement path, generated by a distinct past execution of the computer program. In each round, group members first receive their information and then enter a phase of interaction which results in a group estimate (see Appendix A.1.1 for further details on the judgment task).

### 3.2 Decision experiment

This second experiment serves the purpose to evaluate the trustworthiness of estimates generated by experts in the estimation experiment. To this end, experimental participants (decision-makers) who were not involved in the estimation experiment, take part in the decision experiment. Within-subject, each decision-maker states their incentivized confidence intervals around 40 estimates generated in the estimation experiment. They face ten randomly selected group judgments drawn from each of the four experimental conditions of the estimation experiment (FTF, FTF + HA, Delphi, Delphi + HA).<sup>9,10</sup> Further, decision-makers are introduced to the judgment task, and are informed about the details of interaction format and incentives in each of the four treatment conditions in the estimation experiment. Subsequently, for each estimate, decision-makers state the lower and the upper bound of an interval, which they think likely contains the true value which has been estimated in the estimation experiment. The width of stated confidence intervals can be seen as a measure of the trustworthiness of group judgments generated in the estimation experiment, the narrower the intervals the more trustworthy the group judgments, and vice versa.<sup>11</sup>

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<sup>9</sup>This is an adaption to the preregistration, that allows all estimates of the estimation experiment to be evaluated most balanced: each estimate is evaluated at least three times and by three different decision-makers. The preregistration outlines that each decision-maker faces all 10 group judgments made by one group in the estimation experiment.

<sup>10</sup>The order in which group judgments from the four experimental conditions of the estimation experiment are evaluated is randomized across decision-makers.

<sup>11</sup>Judgments of FTF groups that were NA due to exceeding the time in the experiment (this applies to 10 judgments out of 300) were imputed by 0.5.

## 4 Analysis

### 4.1 Hypotheses

Initially focusing on the accuracy of group judgments, I test three pre-registered hypotheses. **H1:** Without hidden agendas, Delphi groups are more accurate than FTF groups. **H2:** Hidden agendas impair accuracy in Delphi and FTF groups. **H3:** The negative effect of hidden agendas is relatively smaller for Delphi groups. H1 and H3 relate to the theoretical and empirical arguments that Delphi extracts accurate group judgments by strengthening positive aspects of interaction while minimizing process loss of group interaction (Rowe and Wright, 2001). H2 follows from the intuitive interpretation of hidden agendas as obstacles to accuracy.

Subsequently evaluating the trustworthiness of group judgments, I test three further pre-registered hypotheses. **H4:** Delphi groups enjoy the same level of trust as FTF groups in settings with and without hidden agendas, respectively. **H5:** Hidden agendas impair trust in Delphi and FTF groups. **H6:** The negative effect of hidden agendas on trustworthiness is the same for Delphi and FTF groups. Previous literature has focused on the relative accuracy of Delphi and FTF but remains silent on the relative trustworthiness. As such, H4 and H6 can be seen as a result of an impartial prior about the interaction formats' trustworthiness. H5 follows from the intuitive interpretation of hidden agendas as obstacles to trustworthiness.

### 4.2 Evaluating accuracy of estimates

To measure the causal effect of hidden agendas and interaction formats on accuracy, I compare group judgments across conditions of the estimation experiment. Based on the estimation experiment, Delphi groups appear more accurate than FTF without hidden agendas, supporting H1. Hidden agendas impair accuracy for Delphi groups, partly in line with H2. However, hidden agendas do not affect the accuracy of FTF groups, contradicting H3.

For the primary analysis, I quantify accuracy by juxtaposing group judgments to ob-



jectively true probabilities.<sup>12</sup> I focus on absolute error (AE)<sup>13</sup> as a simple, and illustrative corresponding metric:

$$AE_{g,r} = |p_{g,r} - p_r^*| \quad (1)$$

where  $p_{g,r}$  is the group judgment, i.e., the estimated probability of group  $g$  in round  $r$  with  $r = 1, \dots, 10$ , and  $p_r^*$  the corresponding true probability. Absolute errors are bound by 0, most accurate, and 1, least accurate.<sup>14</sup>

Absolute errors in each experimental condition are summarized in Figure ?? and lead to the three main results below. For comparisons between conditions, I report p-values of two-sided, non-parametric, adapted Wilcoxon Rank Sum tests that control for clustering of observations at the group level (Rosner et al., 2003; Jiang et al., 2020).<sup>15</sup>

First, I focus on the baseline scenario of situations without hidden agendas.

**Result 1:** *In line with H1, without hidden agendas, the absolute errors of judgments from structured Delphi interaction are significantly smaller ( $p = 0.037$ ) than from unstructured face-to-face interaction.*

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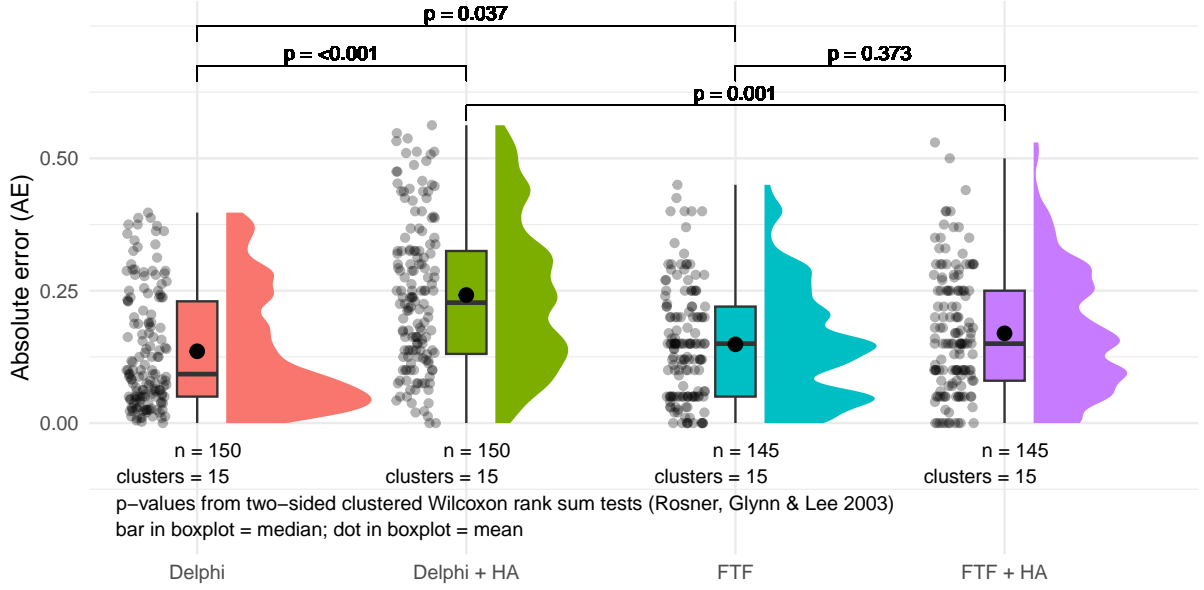
<sup>12</sup>In the setting of the experiment, the objectively true probability is the probability of reaching the target, which is coded into the computer program that generates the movement paths of the ladybird. An alternative approach is comparing a group judgment to the outcomes drawn according to the underlying actual probability. In the setting of the experiment, the actual outcome is the outcome reached when the program is executed for the next time, i.e., the ladybird did (not) reach the target in this particular execution of the program. This alternative, however, is a more noisy measure of accuracy, especially for relatively small numbers of distinct judgments.

<sup>13</sup>The reported main results 1-3 are robust towards considering squared errors and Brier scores (pre-registered), as alternative metrics of accuracy (see Appendix B).

<sup>14</sup>An absolute error of 1, however, is only possible in two specific cases where the estimate was 0 (1) and the true probability was 1 (0), respectively. A realistic negative benchmark absolute error is 0.21, the average absolute error obtained if estimates were always 0.5, and the true probabilities are as in the experiment.

<sup>15</sup>Results 2 and 3 are robust to an even more conservative scenario, where the average absolute error over all ten judgments per group is considered as only independent observation per group as reported in Appendix B.

Figure 2: Absolute errors of group judgments across conditions of the estimation experiment



Turning to situations with hidden agendas, FTF however performs quite well.

**Result 2:** *Introducing hidden agendas leads to a significant increase ( $p < 0.001$ ) in absolute errors of judgments from Delphi interaction but in contrast to **H2**, not for judgments from unstructured face-to-face interaction ( $p = 0.373$ ).*

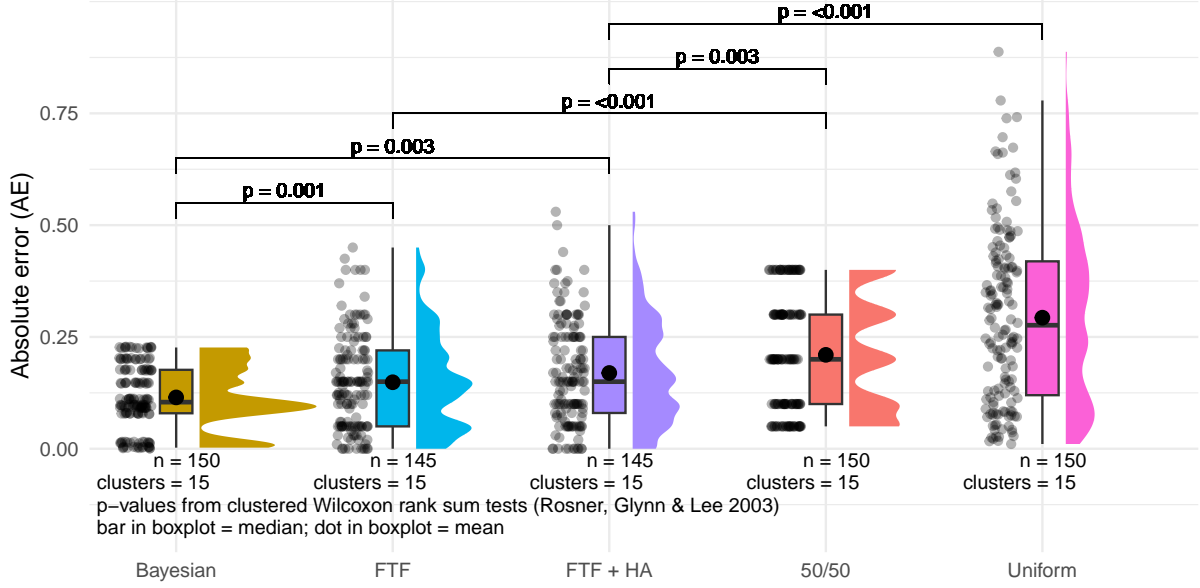
Result 2 also precludes that the negative effect of hidden agendas on accuracy is relatively smaller for Delphi groups. The negative effect of hidden agendas appears to be smaller in FTF than in Delphi interaction. This poses the new question: Which interaction format ultimately yields more accurate results in situations with hidden agendas?

**Result 3:** *With hidden agendas, the absolute errors of judgments from unstructured face-to-face interaction are significantly smaller ( $p = 0.001$ ) than from structured Delphi interaction.*

#### 4.2.1 Accuracy benchmarks

To set Results 1 to 3 into perspective, I compare absolute errors of actual group judgments to theoretical benchmarks in Figure 3 and Figure 4, respectively. On the positive side, I

Figure 3: Absolute errors of probability judgments from FTF groups against best and worst benchmarks



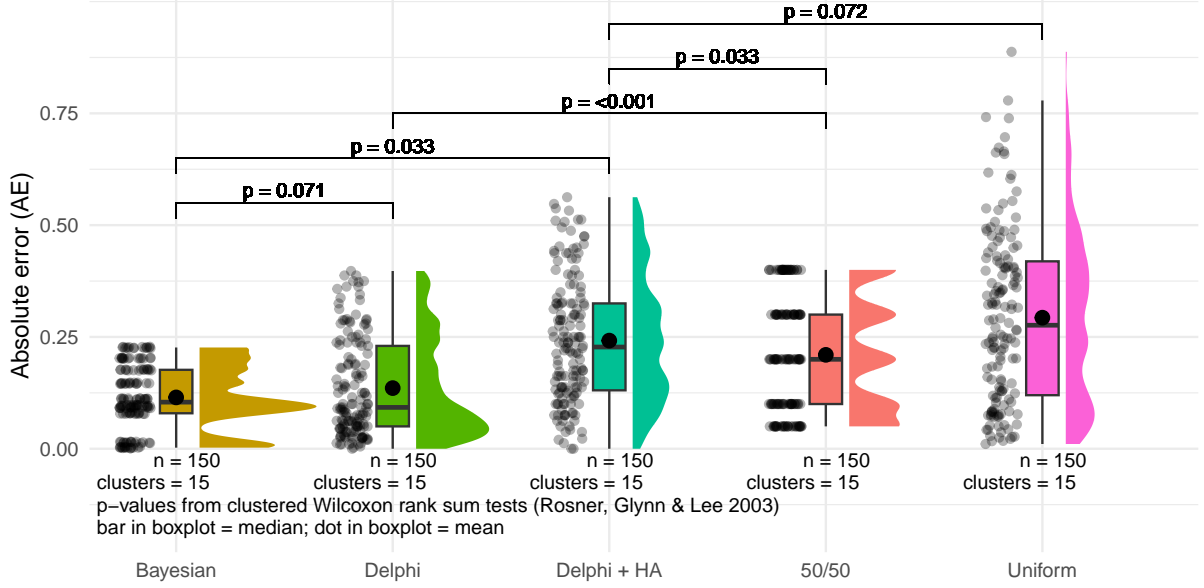
consider the perfect Bayesian benchmark (Bayesian). On the negative side, I consider first the naïve heuristic of always stating a “50/50” likelihood (50/50) and second reporting a random likelihood drawn from a uniform distribution (Uniform). Without hidden agendas, Delphi groups are statistically indistinguishable from the Bayesian benchmark on the positive side. FTF groups are in between positive and negative accuracy benchmarks. With hidden agendas, FTF remains more accurate than 50/50 and uniform, while Delphi is less accurate than 50/50.

The positive, Bayesian benchmark (Bayesian) considers groups as if they had a uniform, i.e., uninformative prior, on the probabilities that a step in the movement path of the judgment task takes the values  $-1$ ,  $0$ , and  $1$ , respectively. In other words, any combination of  $\mathbb{P}(X_t = -1) + \mathbb{P}(X_t = 0) + \mathbb{P}(X_t = 1) \equiv 1$  is deemed a priori equally likely. Groups updated this prior based on the observed movement path and then calculated the probability of reaching the target  $\mathbb{P}(\sum_{t=1}^{10} X_t > 0)$  based on their posterior.

**Result 1a:** *Without hidden agendas, the absolute errors of judgments from Delphi interaction are statistically indistinguishable ( $p = 0.071$ ) from perfect Bayesian groups, but FTF groups are significantly less ( $p = 0.001$ ) accurate than the Bayesian benchmark.*

As the naïve 50/50 benchmark, I consider groups as if they always reported a 50%

Figure 4: Absolute errors of probability judgments from Delphi groups against best and worst benchmarks



likelihood of reaching the target, irrespective of the task. Uniform constitutes an even stronger negative benchmark. It considers groups as if they consistently reported a random draw from a uniform distribution between 0 and 1, i.e., the infamous dart-throwing chimpanzee (Tetlock, 2005).

**Result 1b:** Without hidden agendas, both FTF ( $p < 0.001$ ) and Delphi ( $p < 0.001$ ) groups are more accurate than 50/50 and Uniform, respectively.

**Result 2a:** With hidden agendas, Delphi groups are less accurate ( $p = 0.033$ ) than groups who would always report 50% as their group judgment but remain significantly more accurate ( $p = 0.006$ ) than the Uniform benchmark. In contrast, FTF groups remain more accurate ( $p = 0.003$ ) than 50/50 and Uniform, even with hidden agendas.

To summarize the findings on the accuracy, I borrow the generalist vs. specialist distinction from the field of ecology von Meijenfeldt et al. (2023). The Delphi technique appears to be a specialist that excels in a small niche or habitat (situations without hidden agendas), where it is perfectly adapted to environmental conditions. In contrast, FTF-based judgments are comparable to generalists. They never reach the same levels of accuracy as the specialist Delphi but appear way more robust and resilient to (unfavorable)

changes in environmental conditions (hidden agendas).

#### 4.2.2 Accuracy and hidden agenda achievement over time

Previously presented results focus on the accuracy of group judgments, irrespective of whether the judgment results from the very first interaction of that group or from their interactions in later rounds. In this section, I zoom in on the time dimension to analyze whether accuracy changes over time. A potential explanation for improving accuracy is that groups may learn to interact better and enhance their understanding of the task. In the same way, in groups with hidden agendas, those group members with hidden agendas may learn how to achieve their hidden agenda over time, thus impairing accuracy. On the group level, I find no evidence for significant changes in the accuracy of judgments over time. Moreover, there is no time trend in how well group members with hidden agendas achieve their hidden agendas.

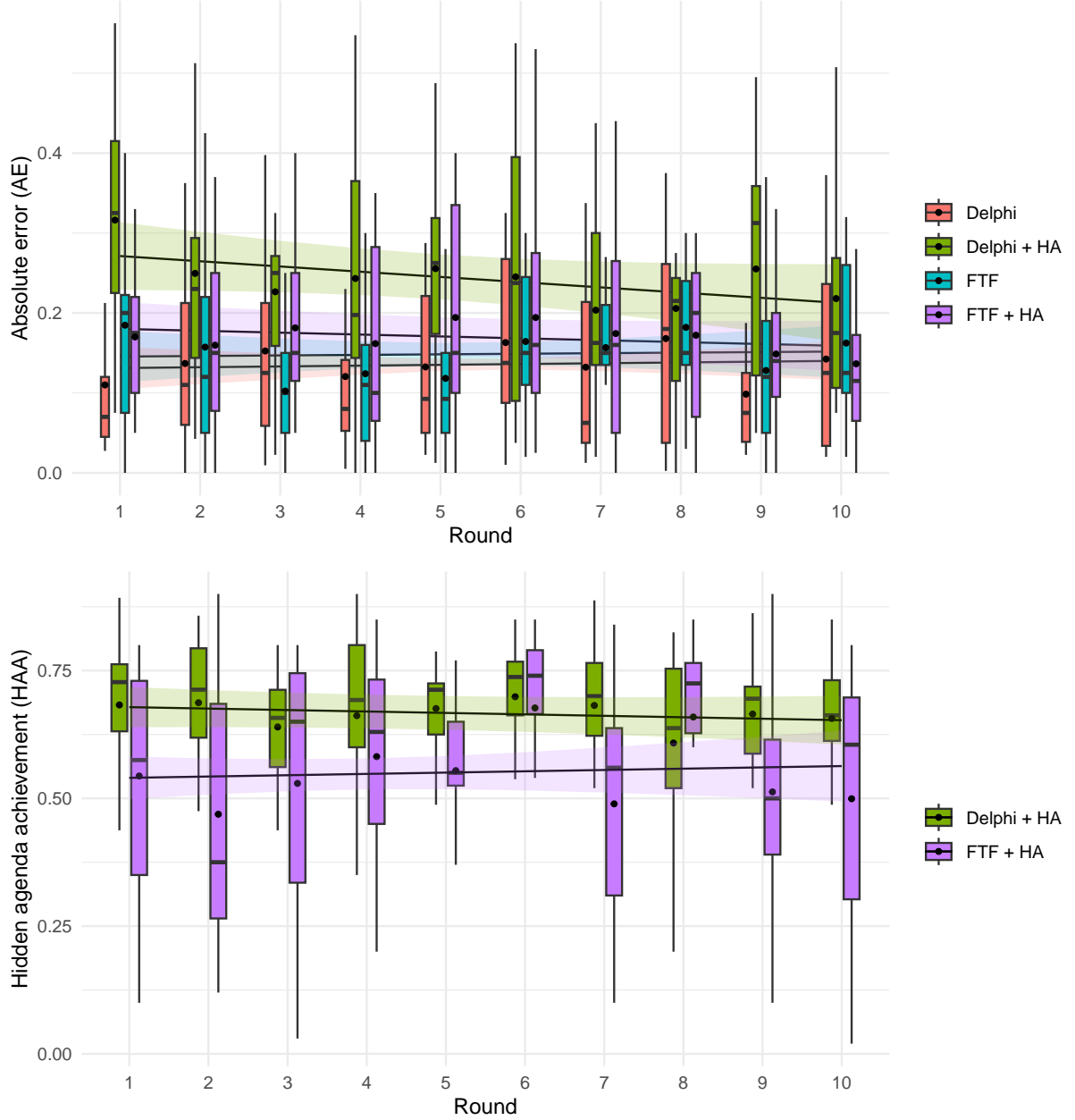
Separating group judgments for the consecutive rounds 1,2, ..., and 10 of the judgment task, I visualize accuracy and hidden agenda achievement over time in Figure 5. Based on a general overview, in most rounds, the distribution of absolute errors tends towards higher absolute errors for Delphi groups with hidden agendas, towards lower absolute errors for Delphi groups, and the distribution of absolute errors for FTF groups with and without hidden agendas falls in between. This aligns with the general results on accuracy aggregated over all rounds as depicted earlier in Figure 2. To identify potential trends over time, I regress the absolute error as the dependent variable on the round as the independent variable. This reveals no statistically significant association between these variables. The linear regression lines accompanied by their 95%-confidence intervals are included in Figure 5. None of them has a slope that is significantly different from zero.

To quantify the degree to which group members with hidden agendas achieve their hidden agendas, I define the hidden agenda achievement rate  $HAA$ , dependent on the hidden agenda  $HA$  and the group judgment  $p$  of group  $g$  in round  $r$  as follows:

$$HAA_{g,r} = 1 - |HA_{g,r} - p_{g,r}|, \quad (2)$$

In this way,  $HAA = 1$  corresponds to complete, i.e., 100%, achievement of the hidden agenda, and  $HAA = 0$ , indicates 0% achievement of the hidden agenda.  $HA = 1$  if

Figure 5: Accuracy of group judgments and hidden agenda achievement over time



*Notes:* Whiskers in the boxplots span observations larger than  $Q1 - 1.5 * IQR$  and smaller than  $Q3 + 1.5 * IQR$ . Regressions are OLS with standard errors clustered at the group level.

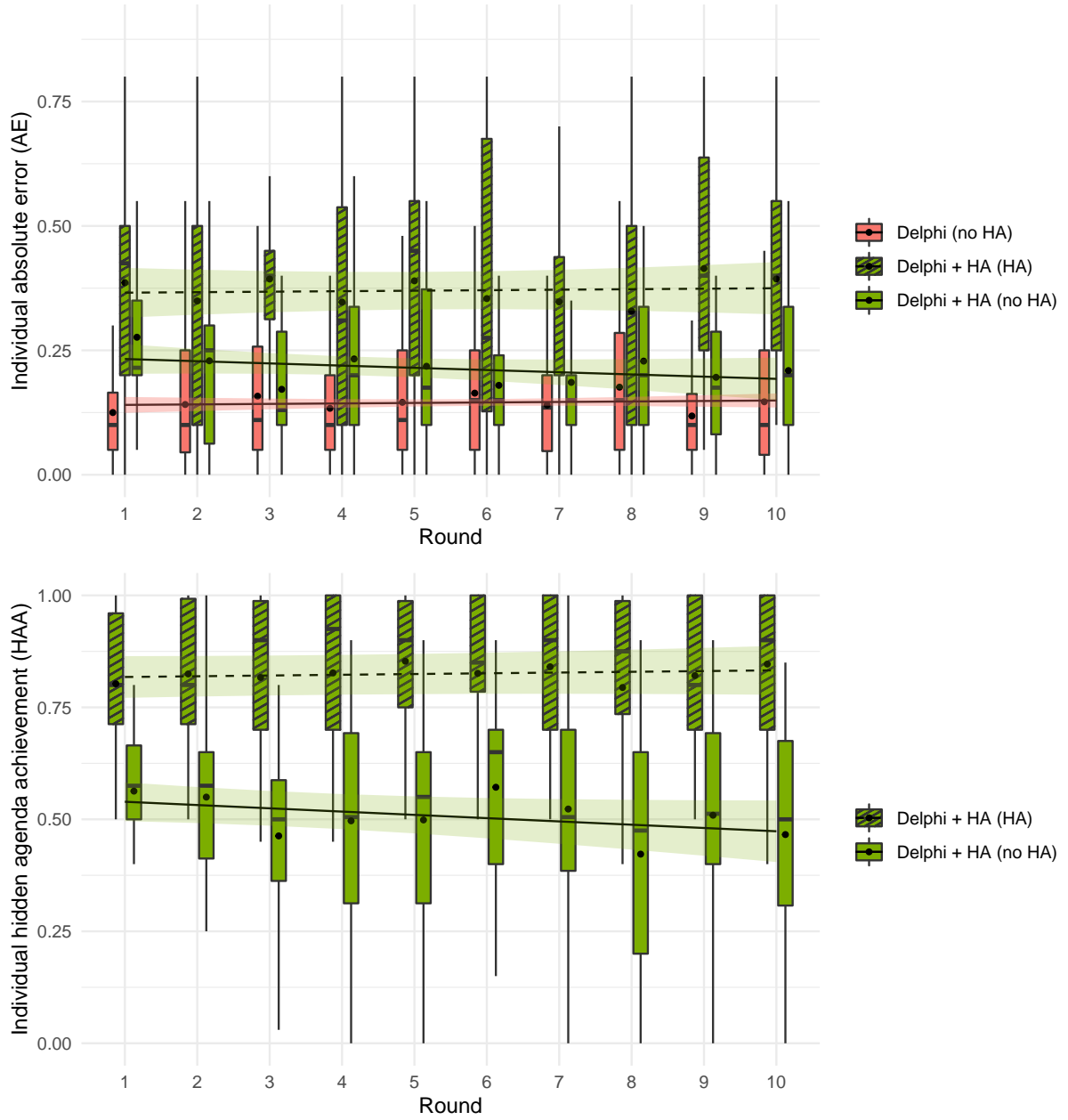
the hidden agenda was to drive group judgments up, and  $HA = 0$  if the hidden agenda was to drive group judgments down. In most rounds, the distribution of hidden agenda achievement tends towards higher achievement rates for Delphi groups with hidden agendas and lower achievement rates for FTF groups with hidden agendas. This corroborates the general picture that FTF groups with hidden agendas are more accurate than Delphi

groups with hidden agendas when aggregated over all rounds, as shown in Figure 2. I regress the hidden agenda achievement rate on the round to incorporate the time dimension. This reveals, just as for accuracy, no statistically significant association between these variables. Again, the linear regression lines accompanied by their 95%-confidence intervals are included in Figure 5. None of them has a slope that is significantly different from zero.

I can extend the analysis to the individual level for Delphi groups. In any Delphi interaction, each group member provided a second individual judgment after observing their group members' first individual judgments and reasonings. The group judgment was then calculated as the mean of all second individual judgments. As previously done for the group estimates, I analyze whether these second individual judgments change accuracy over time and whether they converge more or less in the direction of hidden agendas. A priori, effects in multiple directions seem plausible. Group members with hidden agendas may, over time, distort their individual judgments more and more into the direction of the hidden agenda, as they care less about losing credibility in the decreasing number of future interactions with their group. Alternatively, they might distort less over time as they become more cautious not to behave in an overly suspicious way repeatedly. Group members without hidden agendas may, over time, update their suspicions about who has a hidden agenda and form beliefs about the direction of the hidden agenda. Based on these, they may try to counteract by distorting their own individual judgments in the opposing direction. I find some evidence for such counteracting behavior. In Delphi groups with hidden agendas, those group members who do not have a hidden agenda themselves shift their second individual judgments more and more in the opposite direction of the hidden agenda over time.

In Figure 6, I depict individual-level absolute errors and hidden agenda achievement over time. Overall, the distribution of absolute errors tends towards higher absolute errors for group members with hidden agendas in Delphi groups with hidden agendas, towards lower absolute errors for group members in Delphi groups without hidden agendas, and group members without hidden agendas in Delphi groups with hidden agendas are situated in between. This suggests that group members with hidden agendas do not only negatively influence the accuracy of Delphi group judgments but also the second individual judgments of members without hidden agendas in those groups. Further, in

Figure 6: Accuracy and hidden agenda achievement in second individual judgments in Delphi groups over time

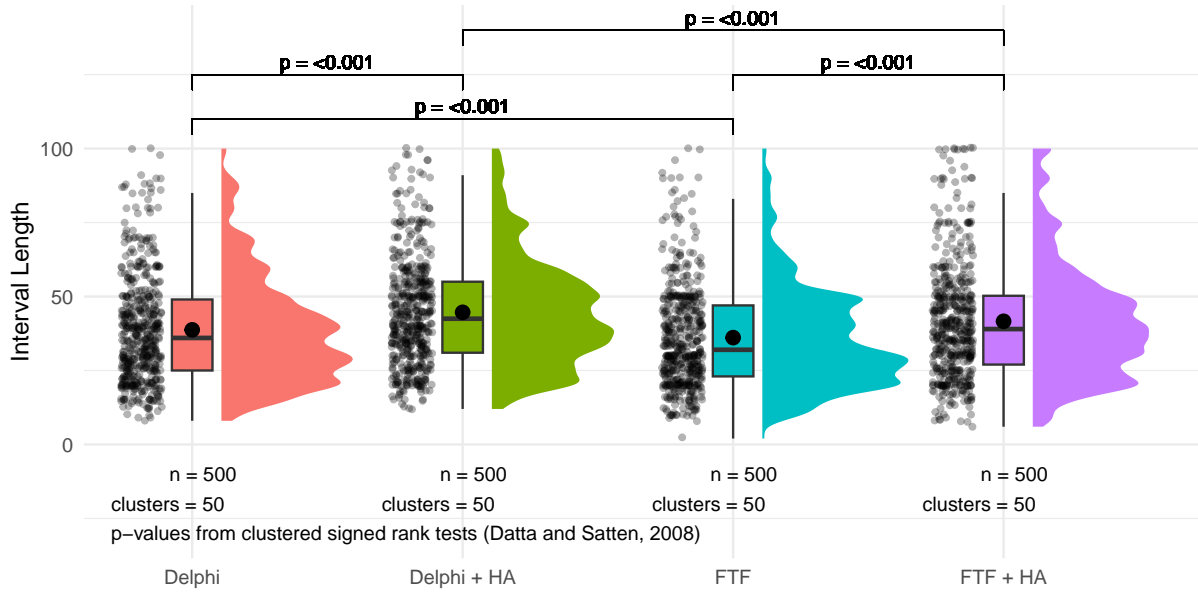


*Notes:* In Delphi groups without hidden agendas (Delphi), all four individual group members have no hidden agenda (no HA). In Delphi groups with hidden agendas (Delphi + HA), two individual group members have a hidden agenda (HA), and the remaining two individual group members have no hidden agenda (no HA).

Whiskers in the boxplots span observations larger than  $Q1 - 1.5 * IQR$  and smaller than  $Q3 + 1.5 * IQR$ . Regressions are OLS with standard errors clustered at the individual level.



Figure 7: Width of confidence intervals around group judgments from different treatment conditions in the estimation experiment



Delphi groups with hidden agendas, individual judgments of group members with hidden agendas are plausibly shifted more in the direction of the hidden agenda than those of group members without hidden agendas. Focusing on the time dimension, I regress the individual-level absolute error and hidden agenda achievement rate on rounds. This reveals that individual accuracy and hidden agenda achievement are mostly stable over rounds. Almost all regression lines have a slope that is statistically indistinguishable from zero. The only exception appears in Delphi groups with hidden agendas. For those group members who do not have a hidden agenda, hidden agenda achievement is negatively associated with rounds with marginal significance ( $P = 0.0899$ ).

### 4.3 Evaluating trust in estimates

I measure the causal effect of hidden agendas and interaction formats on trust in group judgments by comparing confidence intervals stated in the decision experiment around group judgments from the estimation experiment. Based on the decision experiment, FTF groups always appear more trustworthy than Delphi groups, contradicting H4. Hidden agendas impair trustworthiness, in line with H5, and the negative effect is of similar magnitude for FTF and Delphi, supporting H6.

I consider the width of confidence intervals to quantify the trustworthiness of group judgments. The narrower the confidence interval, the more trustworthy the group’s judgment. Confidence interval width has a most trusting upper bound at 0, or in other words, the decision-maker is certain that the group judgment is precisely equal to the actual value. The least trusting lower bound is 100, or in other words, the group judgments do not contain any information, and the decision-maker deems all possible values from 0 to 100 equally likely to be true. Distributions of confidence interval length for judgments from each condition of the estimation experiment are summarized in Figure 7. For trustworthiness differences between conditions, I report p-values of non-parametric signed rank tests adapted for clustered paired data (Datta and Satten, 2008; Jiang et al., 2020).<sup>16</sup>

**Result 4:** *In contrast to H4, FTF group judgments enjoy significantly higher ( $P < 0.001$ ) levels of trust, i.e. narrower stated confidence intervals, than Delphi group judgments. This holds with and without hidden agendas.*

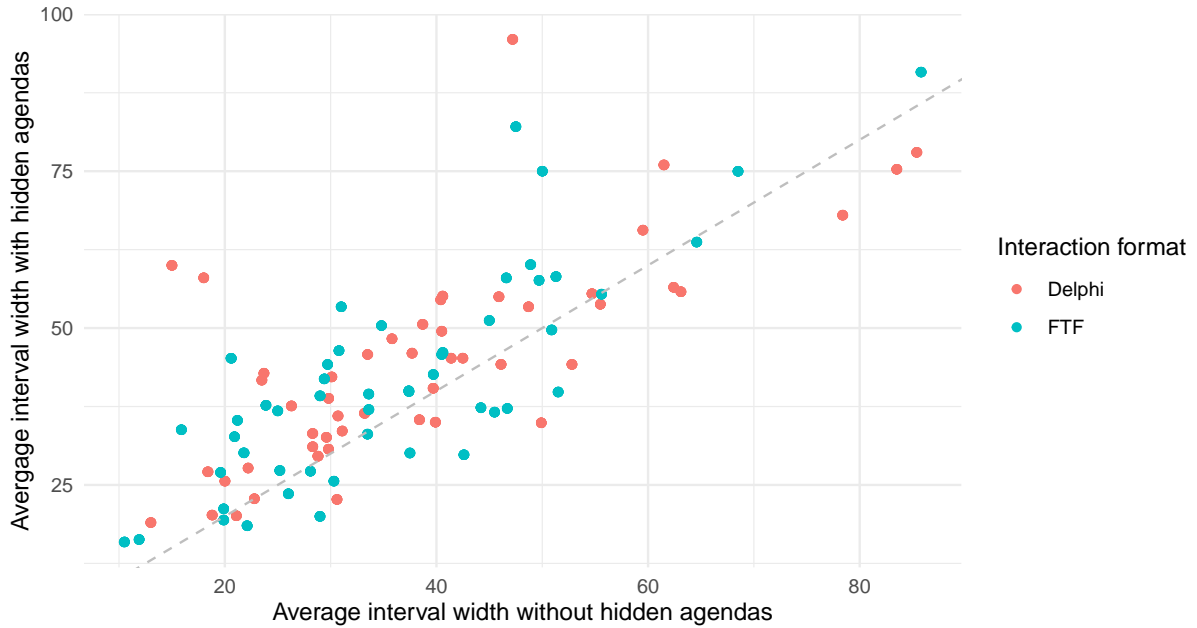
**Result 5:** *In line with H5, introducing hidden agendas leads to significantly lower ( $P < 0.001$ ) levels of trust, i.e., wider confidence intervals, both for judgments from Delphi and FTF interaction.*

Zooming in on the size of the negative effect of hidden agendas on trustworthiness, I calculate the average confidence interval width for group judgments with and without hidden agendas evaluated by a specific decision-maker. Figure 8 depicts the average interval width per decision-maker, where each decision-maker is represented by two points, one for their evaluation of FTF groups and one for Delphi groups, each with (vertical axis) and without hidden agendas (horizontal axis). The distance to the 45-degree line measures the difference in trustworthiness with and without hidden agendas. As such, points above the 45-degree line correspond to less trustworthiness with hidden agendas than without hidden agendas. In line with Result 5, we see that more points lie above the 45-degree lines, and many are further away from the line than points below the 45-degree line. Further, suppose the impact of hidden agendas on trustworthiness is similar for FTF

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<sup>16</sup>The Results 4 and 5 are robust towards the more conservative test, where the average interval length over all ten evaluated group judgments from the same condition of the estimation experiment, per evaluating decision-maker is considered as only independent observation (compare Appendix B)

Figure 8: Average width of confidence intervals per decision-maker around judgments of estimation experiment groups with and without hidden agendas



and Delphi. In that case, we should see no clusters of points representing FTF and Delphi group judgments, e.g., Delphi points generally lie further above the 45-degree line than FTF points. In line with Result 6, points are scattered along the 45-degree line without clearly visible clusters.

**Result 6:** *In line with H6, the size of the negative effect of hidden agendas on trust in judgments from FTF groups and Delphi groups is statistically not distinguishable ( $p = 0.6328$ ).*

Combining results on accuracy and trustworthiness, the ultimate question is: Does trustworthiness align with accuracy, i.e., do decision-makers correctly put more trust in the more accurate judgments and vice versa?

**Result 7:** *Trustworthiness is aligned with accuracy in settings with hidden agendas, the objectively more accurate judgments from FTF interaction are trusted more. However, trustworthiness is misaligned with accuracy in settings without hidden agendas, the objectively less accurate judgments from FTF interaction are trusted more.*

Furthermore, the changes in trustworthiness are misaligned with changes in objective accuracy. While Delphi group judgments become relatively less accurate than FTF group judgments through the introduction of hidden agendas, trust in Delphi group judgments decreases just the same as trust in FTF group judgments.

#### 4.4 BIN-model

To formally disentangle the mechanisms behind accuracy differences between group interaction formats in settings with and without hidden agendas, I use the BIN-model of forecasting (Satopää et al., 2021). This model distinguishes three determinants of the accuracy of probabilistic judgments or estimates: bias, information usage, and noise (BIN) as latent, i.e., not directly observable, variables of an estimating group. Bias resembles a group’s tendency to produce too high or too low estimates consistently, noise leads to non-systematic variability in estimates unrelated to the event of interest, and finally, information characterizes the group judgments’ variability, which is correlated with the event of interest. Bias and noise are detrimental, while information is beneficial to accuracy. Given the modeling framework, all three latent variables can be structurally estimated based on group judgments and compared across conditions of the estimation experiment. Below, I briefly summarize the BIN-model framework. Further, I outline adaptations needed to accommodate the present setting of group judgments instead of individual forecasters in the original setting. For a more detailed discussion of the model, I refer the reader to the original paper (Satopää et al., 2021).

Let the binary event of interest of estimation be denoted as  $Y \in \{0, 1\}$ , i.e. (not) reaching the target. Specifically,  $Y = 1$  if  $\sum_{t=1}^{10} X_t > 0$ , i.e. the target is reached, and  $Y = 0$  otherwise. Further, the model builds on two pillars: objective signals  $Z^*$  about  $Y$  and human estimates of the likelihood of  $Y$  based on the subjective interpretation of these signals  $Z$ . The outcome  $Y$  is considered to be determined by the entirety of all past and future objective signals, modeled as the continuous, normally distributed variable  $Z^* \sim \mathcal{N}(\mathbb{E}[Z^*], \text{Var}(Z^*))$ . In particular, the event is assumed to happen, i.e., the target area is reached, if the sum of all these signals is positive  $Y = \mathbf{1}(Z^* > 0)$  with the indicator function  $\mathbf{1}(E)$  equal 1 if  $E$  is true, and 0 otherwise. Intuitively, this can be interpreted as an accumulation of evidence in favor of the event happening. The model fixes the mean

$\mathbb{E}[Z^*] = \mu^*$  and  $Var(Z^*) = 1$ , such that  $\mathbf{P}(Z^* > 0) = p^*$ , i.e. the expected frequency of the event happening based on  $Z^*$  is aligned with the true base rate  $p^* \in (0, 1)$ .

Groups in a specific (experimental) condition  $i$  judge the likelihood of  $Y$  dependent on their interpretation of signals  $Z_i$ . Just as  $Z^*$ ,  $Z_i$  is modeled as a normally distributed variable subject to three latent variables of group accuracy: bias, information usage, and noise (BIN). Intuitively, the closer the subjective  $Z_i$  is to the objective  $Z^*$ , the more accurate the group's judgments. Inaccuracy can take the form of bias as the difference in the means of  $Z^*$  and  $Z_i$ , or noise as the variability of  $Z^*$  that is uncorrelated with  $Z_i$ . Accuracy-enhancing information is described by the covariance of  $Z^*$  and  $Z_i$ . More formally,  $Z_i$  and  $Z^*$  follow the multivariate normal distribution:

$$\begin{pmatrix} Z^* \\ Z_i \end{pmatrix} = \mathcal{N} \left( \begin{pmatrix} \mu^* \\ \mu^* + \mu_i \end{pmatrix} \begin{pmatrix} 1 & \gamma_i \\ \gamma_i & \gamma_i + \delta_i \end{pmatrix} \right) \quad (3)$$

where the outcome and the latent variables are defined as:

$$Outcome : \quad Y = \mathbf{1}(Z^* > 0) \quad (4)$$

$$Bias : \quad \mu_i = \mathbb{E}[Z_i] - \mathbb{E}[Z^*] \quad (5)$$

$$Information : \quad \gamma_i = Cov(Z_i, Z^*) \quad (6)$$

$$Noise : \quad \delta_i = Var(Z_i) - Cov(Z_i, Z^*), \quad (7)$$

where the subscript  $i$  denotes a specific condition in the estimation experiment (FTF or Delphi interaction paired with (no) hidden agendas). For interpretation, perfectly accurate groups would be unbiased with  $\mu_i = 0$ , noise-free with  $\delta_i = 0$ , and exhibit  $\gamma_i = 1 = Var(Z^*)$ . Bias increases the further  $\mu_i$  is from 0, noise increases the larger  $\delta_i$ , and information decreases the further  $\gamma_i$  below 1.

Translating signals into probability judgments, the model considers groups as reporting their rational Bayesian belief of  $Y$  given  $Z_i$ :

$$\mathbb{E}[Y|Z_i] = \mathbb{P}[Z^* > 0|Z_i] \quad (8)$$

Groups are treated as if they report a judgment after they try their best to eliminate bias and noise. They are unaware of any remaining bias and noise in their interpretation of signals.<sup>17</sup> Given this bounded rationality assumption, group judgments are given by:<sup>18</sup>

$$\mathbb{P}[Z^* > 0 | Z_i] = \Phi\left(\frac{Z_i}{\sqrt{1 - \gamma_i}}\right), \quad (9)$$

where  $\Phi(\cdot)$  is the cumulative distribution function (CDF) of the standard normal distribution.

I use this framework to compare bias, information usage, and noise of groups across conditions of the estimation experiment. In this way, I can quantify the causal effect of the interaction format and hidden agendas on these three latent variables of accuracy. To this end, the estimation process of groups in the same condition is assumed to be subject to the same bias, information usage, and noise. In other words, the estimation does not aim at the individual group level but treats any given group in a specific (experimental) condition as representative, i.e., as interchangeable with any other group in this condition. Further, outcomes and predictions across the ten rounds of the judgment tasks are assumed to be independent. Consequently, an estimate of, e.g.,  $\mathbb{P}[Y = 1] = 0.3$  in the first round of the judgment task says nothing about the estimate in the next round, except for the group’s latent bias, information usage, and noise. As such, parameter estimates for bias, information usage, and noise can be seen as averages within a specific condition, e.g., the average bias of FTF groups with hidden agendas across the ten judgment tasks in the estimation experiment.

#### 4.4.1 Estimates of bias, information usage, and noise

Following the econometric procedures of [Satopää et al. \(2021\)](#), I estimate the parameters in the framework of the BIN-model using Bayesian statistics. To quantify the causal effects of interaction formats and hidden agendas on bias, information usage, and noise, I consider four binary comparisons of conditions in the estimation experiment. On the one

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<sup>17</sup>This seems reasonable, as groups are incentivized through a proper scoring rule to produce the most accurate estimate possible.

<sup>18</sup>See [Satopää et al. \(2021\)](#) for the derivation of the conditional probability and a discussion of this assumption.

hand, two comparisons juxtapose interaction formats within the same incentive scheme: *FTF vs. Delphi* and *FTF with hidden agendas (FTF+HA) vs. Delphi with hidden agendas (Delphi+HA)*. On the other hand, two comparisons juxtapose incentive schemes within the same interaction format: *FTF vs. FTF+HA* and *Delphi vs. Delphi+HA*. For each binary comparison, I estimate posterior parameter distributions based on a uniform prior. In other words, a priori, I make the conservative assumption that all parameter configurations in the BIN-model are equally likely across the two compared conditions.<sup>19</sup> To derive posterior distributions, parameter estimates are updated according to Bayes rule, taking observed group judgments, i.e., the data, into account. I modify the BINtools package (Satopää et al., 2022) to derive these parameter estimates by implementing Markov Chain Monte Carlo methods in R and Stan.<sup>20</sup> Table 2 presents estimates of the BIN-model parameters and posterior probabilities. Further, details on the estimation are outlined in Appendix C.1.

To structure results, I focus on two guiding questions consecutively: First, what is the likelihood of changes in accuracy that can be attributed to the mechanisms: bias, information usage, and noise? Second, what is the expected magnitude of changes in accuracy that can be attributed to each mechanism?

Regarding the likelihood of changes, noise appears as the most likely mechanism driving accuracy differences between interaction formats. In contrast, differences between incentive schemes are most likely driven by the use of valuable information and bias. Estimates of the likelihoods are presented in Table 2 in the section on posterior inferences. Posterior probabilities are the Bayesian equivalent of p-values in frequentist statistics. The larger the posterior probability, the stronger the evidence in favor of the hypothesis and vice versa.

Comparing FTF to Delphi group judgments, Delphi group judgments exhibit less noise with very high probabilities ( $\mathbb{P} > 0.99$ ) in situations with and without hidden agendas. A potential reason might be that Delphi group judgments constitute an average of four

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<sup>19</sup>This prior is relatively uninformative, and hence parameter estimates will largely be influenced by observed, actual group judgments.

<sup>20</sup>Prior to the estimation, I aligned all group judgments such that any hidden agenda points in the direction of driving group judgments up. This ensures that the estimates of bias can be consistently interpreted in relation to the direction of the hidden agenda. Positive estimates of bias indicate that judgments are systematically distorted in the direction of hidden agendas and vice versa.

Table 2: Bayesian estimates of posterior inferences and BIN model parameters

| Summary Statistic  | Interaction            | Hidden Agendas         |                        | Interaction            |
|--|------------------------|------------------------|------------------------|------------------------|
|  | FTF vs. Delphi         | FTF vs. FTF+HA         | Delphi vs. Delphi+HA   | FTF+HA vs. Delphi+HA   |
| Posterior inferences                                       |                        |                        |                        |                        |
| Less bias in treatment: $\mathbb{P}( \mu_1  <  \mu_0 )$    | 0.737                  | 0.506                  | 0.187                  | 0.149                  |
| Less noise in treatment: $\mathbb{P}(\delta_1 < \delta_0)$ | 0.997                  | 0.598                  | 0.75                   | 0.993                  |
| More info in treatment: $\mathbb{P}(\gamma_0 < \gamma_1)$  | 0.221                  | 0.288                  | 0.177                  | 0.158                  |
| Parameter estimates (with 95% CI)                          |                        |                        |                        |                        |
| Outcome mean: $\mu^*$                                      | 0.00<br>(-0.24; 0.23)  | -0.01<br>(-0.24; 0.23) | 0.00<br>(-0.24; 0.23)  | 0.00<br>(-0.23; 0.23)  |
| Bias (control): $\mu_0$                                    | -0.10<br>(-0.72; 0.47) | -0.11<br>(-0.76; 0.47) | -0.09<br>(-0.53; 0.47) | 0.11<br>(-0.48; 0.47)  |
| Bias (treatment): $\mu_1$                                  | -0.09<br>(-0.51; 0.31) | 0.11<br>(-0.51; 0.31)  | 0.44<br>( 0.09; 0.31)  | 0.43<br>( 0.09; 0.31)  |
| Diff in Bias: $ \mu_0  -  \mu_1 $                          | 0.06<br>(-0.10; 0.29)  | 0.01<br>(-0.30; 0.29)  | -0.26<br>(-0.59; 0.29) | -0.18<br>(-0.46; 0.29) |
| Information (control): $\gamma_0$                          | 0.14<br>( 0.01; 0.40)  | 0.15<br>( 0.01; 0.40)  | 0.12<br>( 0.01; 0.40)  | 0.15<br>( 0.01; 0.40)  |
| Information (treatment): $\gamma_1$                        | 0.10<br>( 0.01; 0.27)  | 0.12<br>( 0.01; 0.27)  | 0.07<br>( 0.00; 0.27)  | 0.07<br>( 0.00; 0.27)  |
| Diff in information: $\gamma_0 - \gamma_1$                 | 0.05<br>(-0.06; 0.17)  | 0.03<br>(-0.08; 0.17)  | 0.05<br>(-0.06; 0.17)  | 0.08<br>(-0.06; 0.17)  |
| Noise (control): $\delta_0$                                | 0.94<br>( 0.19; 3.21)  | 0.96<br>( 0.15; 3.21)  | 0.29<br>( 0.01; 3.21)  | 0.83<br>( 0.12; 3.21)  |
| Noise (treatment): $\delta_1$                              | 0.31<br>( 0.02; 1.24)  | 0.90<br>( 0.15; 1.24)  | 0.18<br>( 0.02; 1.24)  | 0.17<br>( 0.01; 1.24)  |
| Diff in noise: $\delta_0 - \delta_1$                       | 0.63<br>( 0.12; 2.10)  | 0.06<br>(-0.34; 2.10)  | 0.12<br>(-0.10; 2.10)  | 0.66<br>( 0.05; 2.10)  |

Control: condition named on top, Treatment: condition named below CI: credible intervals

individual judgments. In contrast, in FTF interaction, the group judgment constitutes a consensus judgment among the four group members.

**Result 8:** *Noise is the most likely mechanism driving accuracy differences between interaction formats. Delphi group judgments are likely less noisy than FTF group judgments.*

Comparing situations without and with hidden agendas within the same interaction for-



mat, less valuable information is the most likely mechanism contributing to a decline in accuracy for FTF ( $\mathbb{P} = 0.712$ ) and even more so for Delphi groups ( $\mathbb{P} = 0.842$ ).

For Delphi groups with hidden agendas, an increase in bias is about as likely ( $\mathbb{P} = 0.851$ ) as a decrease in the usage of valuable information. This is not mirrored in FTF groups, which are almost equally likely to exhibit less or more bias with hidden agendas compared to situations without. This points towards robustness against bias as differentiating mechanisms that may explain why Delphi groups do and FTF group judgments do not become significantly less accurate in situations with hidden agendas. Nevertheless, posterior probabilities for the effect of hidden agendas are far from any usual significance level used when interpreting p-values in frequentist settings. Statements on the likelihood of information and bias driving accuracy differences between situations with and without hidden agendas should thus be interpreted cautiously.

**Result 9:** *Less use of valuable information is the most likely mechanism for decreasing accuracy with hidden agendas irrespective of the interaction format.*

**Result 10:** *Increased bias likely decreases accuracy for Delphi group judgments in situations with hidden agendas. FTF group judgments appear robust against this effect.*

In terms of magnitudes of changes, noise emerges as the only mechanism with a clear directional effect on accuracy differences between interaction formats. Estimates of the effect sizes of bias, information usage, and noise on accuracy are presented in the lower part of Table 2. Of particular interest are estimates for the difference in bias ( $|\mu_1| < |\mu_0|$ ), information ( $\gamma_0 - \gamma_1$ ), and noise ( $\delta_1 - \delta_0$ ).

**Result 10:** *Noise is the only mechanism to which a clear directional effect can be attributed. FTF group judgments exhibit more noise than Delphi group judgments.*

Comparing FTF to Delphi group judgments, Delphi group judgments exhibit less noise in situations without ( $\delta_0 - \delta_1 = 0.63$ ) and with hidden agendas ( $\delta_0 - \delta_1 = 0.66$ ). The respective 95% credible intervals around the estimates of  $\delta_0 - \delta_1$  do not include zero. Effects of information usage and bias are estimated with 95% credible intervals spanning

zero. Thus, I cannot identify a clear directional effect of these mechanisms in the BIN-model framework.

Comparing situations without and with hidden agendas within the same interaction format, neither bias, information usage, nor noise can be identified with a clear directional effect. The respective 95% credible intervals around the estimates span zero.

Wide credible intervals for magnitudes of expected effects can likely be attributed to the relatively small number of judgment tasks solved per group in the estimation experiment. [Satopää et al. \(2021\)](#) show that the width of credible intervals decreases substantially if the number of forecasts by the same person increases. This holds especially for relatively low numbers of below 50 forecasts. While [Satopää et al. \(2021\)](#) use the Good Judgment Project data, which comprises between 87 and 191 forecasts per person, the estimation experiment yields only ten distinct judgments per group.<sup>21</sup>

## 4.5 Communication Patterns

The BIN-model estimates are a good starting point to shed light on potential mechanisms underlying accuracy differences across conditions of the estimation experiment. Yet, essential differences might not be uncovered by structural estimations alone. To complement BIN-model estimations, I analyze the degree and truthfulness of information sharing during group interaction. To this end, communication protocols of FTF and Delphi interactions with and without hidden agendas are transcribed and coded.<sup>22</sup> On a high level, the communication protocols reveal that hidden agendas cause less shared, truthful information in Delphi groups but not in FTF groups.

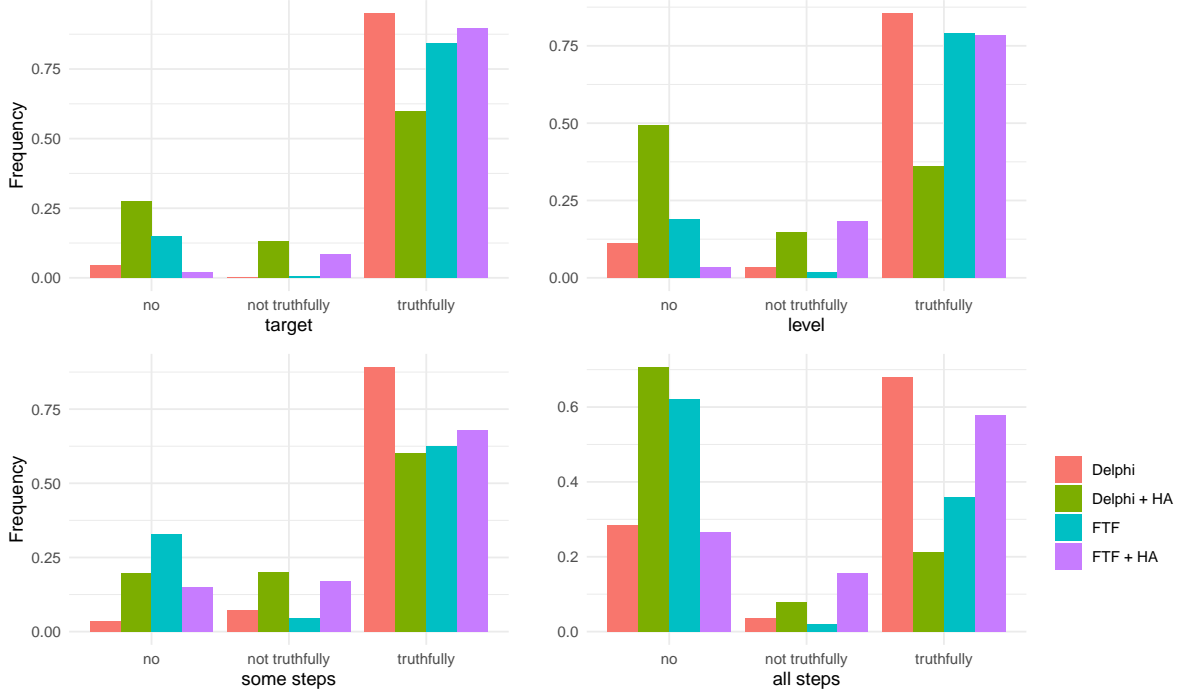
The probabilistic judgment task of the estimation experiment is generally designed such that the more information participants, i.e., group members, share with their group, the more accurately the group can solve the task. In increasing level of detail, group members can reveal whether their individual movement path reached the target (target),

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<sup>21</sup>The number of 10 distinct judgments per group ensured implementability in a controlled lab experiment. This has clear advantages for analyzing the causal effects of group interaction formats and incentive schemes on accuracy and trust. Conversely, experimental control has been traded off against a higher number of observations, which might have allowed more precise estimates of mechanisms driving accuracy differences in the BIN-model framework.

<sup>22</sup>A detailed outline of the transcription and coding procedure can be found in [Appendix D](#)

Figure 9: Revelation of information across conditions of the estimation experiment



the final level of their movement path after ten steps (level), one or more individual steps of their movement path (some steps), and most comprehensively all ten steps of their movement path (all steps). Furthermore, for each level of detail, group members may state their information truthfully or not truthfully. Not stating information truthfully may be a strategy to drive group estimates up or down following one's hidden agenda.

In Figure 9, I summarize the frequencies of not stated (no), not truthfully stated (not truthfully), and truthfully stated (truthfully) information at the previously described four levels of detail. I estimate corresponding linear probability models to identify the significance of differences in frequencies. Estimation results are presented in Appendix D.

Focusing first on whether information is shared at all, it becomes visible that in Delphi interactions with hidden agendas, significantly more group members choose not to reveal information when compared to Delphi interactions without hidden agendas. This holds at all levels of detail. Further, with hidden agendas, the frequency of shared non-truthful information is significantly higher, and the frequency of shared truthful information is significantly lower. Again, this holds at all levels of detail. This observation is intuitively aligned with the lower accuracy of Delphi groups with hidden agendas. Not only do hidden agendas lead to less information sharing, but they also decrease the truthfulness

of shared information.

We see a vastly different pattern comparing FTF groups with and without hidden agendas. With hidden agendas, significantly more group members choose to reveal information. This holds at all levels of detail. Just as for Delphi, in FTF groups with hidden agendas, the frequency of shared non-truthful information is significantly higher on all levels of details. However, unlike Delphi, the frequency of shared truthful information is significantly higher for the target, some steps, and all steps. This observation suggests an intuitive explanation for the robust accuracy of FTF groups despite hidden agendas. While hidden agendas lead to more sharing of untruthful information, at the same time, the sharing of truthful information increases.

## 5 Conclusion and discussion

In this paper, I study whether commonly used face-to-face meetings and the scientifically supported Delphi technique are suitable interaction formats to generate and elicit accurate and trustworthy group judgments. In particular, I consider situations where some group members have a hidden agenda, i.e., incentives to manipulate. Through two complementary experiments, I provide evidence supporting the widespread use of FTF meetings in real-world institutional decision-making. Hidden agendas are a potential threat to the accuracy and trustworthiness of group judgments. However, FTF emerges as capable of mitigating this threat. FTF interaction appears to be a resilient generalist capable of generating accurate and trusted group judgments even under adverse conditions with hidden agendas. In contrast, the Delphi technique appears to be a specialist adapted to one niche, capable of peak performance and outperforming FTF, but only without hidden agendas and only in terms of accuracy.

Using structural estimations in the Bayesian BIN-model framework, I pinpoint increased bias as an accuracy-impairing mechanism that may explain differences between FTF and Delphi. While Delphi group judgments likely suffer from increased bias toward the direction of hidden agendas, FTF group judgments do not exhibit this effect. Robustness towards bias, thus, seems a relevant concern when choosing and designing if and how decision-informing group judgments are generated and hidden agendas might play a role. This study provides a building block of evidence from a controlled lab experiment that favors employing unstructured FTF group judgments in these situations. However,

while FTF can be identified as relatively better than Delphi, it remains an open question whether unstructured FTF is the best among a wider set of interaction formats in situations with hidden agendas and whether the result holds in different contexts.

Further research may thus zoom in on identifying particular features of FTF underlying its robustness towards manipulation. This may deepen our understanding of why certain existing interaction formats work better than others, but ultimately also help to design new interaction formats to better extract accurate and trustworthy group judgments. To this end, the experimental setup of this study may serve as a test bed well suited to investigate the accuracy and trustworthiness of any group interaction format directed towards generating quantitative judgments in general. To isolate the effect of particular features of an interaction format, modifications of group interaction formats that vary by one detail at a time may be tested against each other. Beyond this, the investigation of the capabilities of group interaction to generate accurate and trustworthy judgments should also be extended to settings outside of the controlled lab environment and tested in the field. A potential stepping stone could be to investigate the presence and relevance of hidden agendas in forecasting tournaments like the Good Judgment Project ([Mellers et al., 2014](#)).

Taken together, this study emphasizes that hidden agendas and potential manipulation matter and may have a detrimental effect on the accuracy and trustworthiness of expertise. It is vital to account for their existence to alleviate their threat to institutional decision-making. The presented evidence suggests that FTF is the preferable interaction format to generate accurate and trustworthy group judgments in situations with hidden agendas. The Delphi technique is preferable in situations without information where the accuracy of group judgments is of top priority. Practitioners involved in eliciting group judgments may directly link to these results and structure the interaction format of groups accordingly.

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## A Experimental details

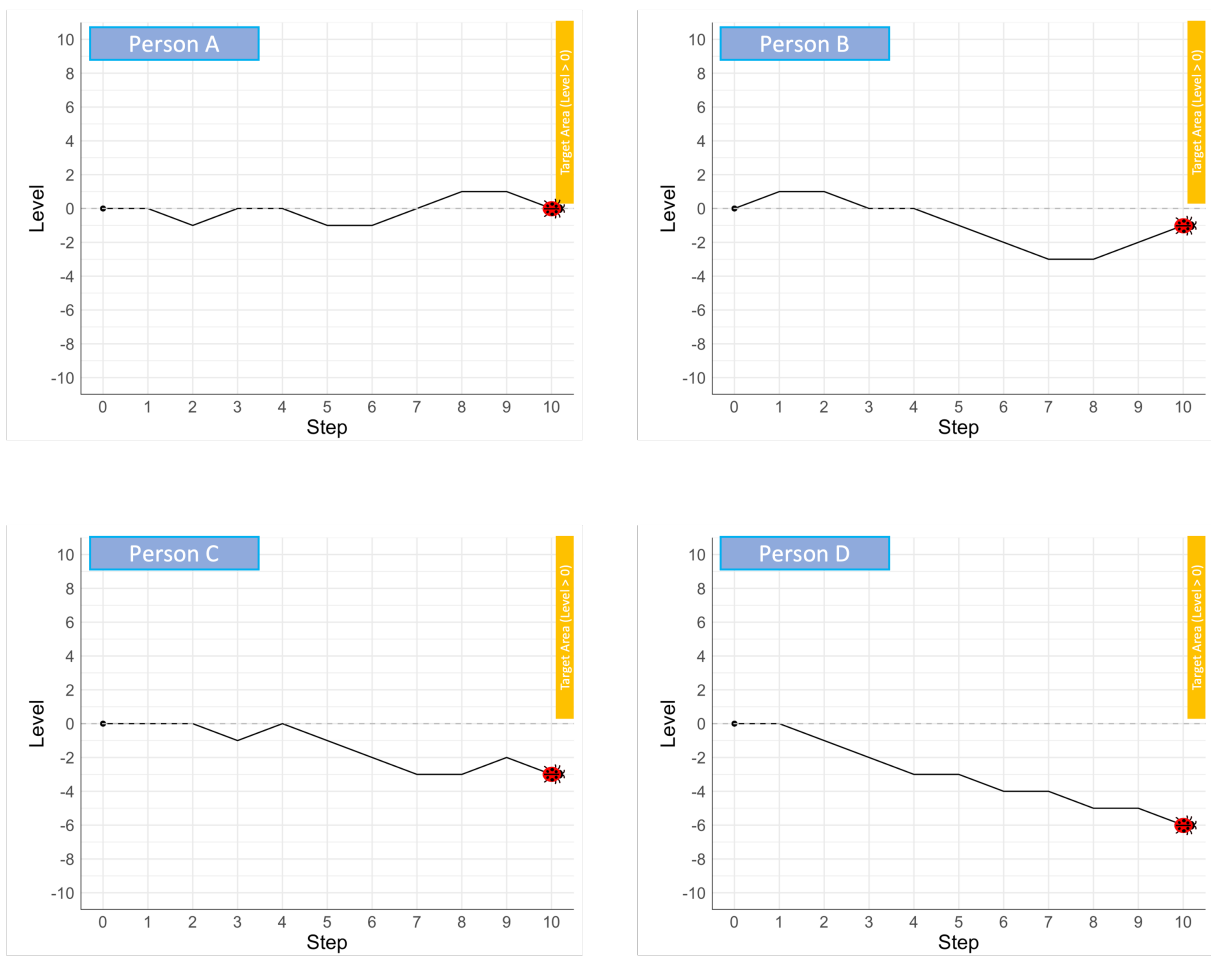
### A.1 Estimation experiment

#### A.1.1 Judgment task

The judgment task is framed in a gamified story to experimental participants to ease understanding and increase engagement of experimental participants. In particular, the movement path is framed to be generated by a computer program. Group members are told that the computer program generates the movement path of a ladybird on a map. They need to estimate the chance that the ladybird reaches the target area at the end of its path after ten steps. The chance is to be expressed in frequencies, such as 75 in 100, to facilitate better statistical reasoning (McDowell and Jacobs, 2017). As information, each of them sees a movement path generated by a distinct past execution of the program, compare Figure 10. For each round, group members are informed that a distinct computer program generates the movement paths and consequently, the underlying probability of reaching the target might be different.

This judgment task amalgamates key features of the hidden-profile paradigm Stasser and Titus (1985), a benchmark task of group interaction in psychology, with additional aspects enabling more detailed analysis and broader real-world references. Common features comprise full control of information needed to solve the problem and its distribution across group members, i.e., participants resemble heterogeneous and complementary experts with the degree of expertise induced by the experiment. Consequently, the more private information is shared during group interaction, the more accuracy can be achieved in the group estimate. However, going beyond the standard hidden profile paradigm, this task incorporates uncertainty and requires probabilistic judgments. This comes with four major advantages. First, estimates can be evaluated based on a statistical measure of accuracy. Second, the statistical measure of accuracy enables incentives that continuously reward accuracy but also hidden agenda achievement. Third, participants' behavior can be evaluated against theoretically optimal behavior given the information they have at hand. Finally, probabilistic judgment caters to various real-world applications that go far beyond the motivating examples presented in the introduction.

Figure 10: Example of information received by group members (Person A, B, C, and D)





### A.1.2 Incentives

All participants receive a show-up fee of €5 and performance-based remuneration for solving the task as accurately as possible. Additionally, to create a situation of hidden agendas, two group members can earn a supplementary individual bonus in the hidden agenda treatment arm by influencing the group judgment in a particular direction.

For each of the ten rounds of the judgment task, all groups receive an **accuracy-based bonus**, which is calculated based on the binarized quadratic scoring rule (Hossain and Okui, 2013). The group bonus is split equally among all four group members. This ensures that each individual is incentivized to pursue the most accurate group estimate irrespective of their risk preferences. Specifically, the group bonus in a given round amounts to €6 with a certain chance and €0 otherwise. The more accurate the group estimate, the greater the chance the group bonus is €6. To illustrate the calculation of the group bonus, let  $Y_r \in (0, 1)$  be the binary event that the movement path does (not) reach the target in round  $r$ .  $Y_r = 1$  if the movement path reaches the target in round  $r$ , i.e.  $\sum_{t=1}^{10} X_t > 0$ , and 0 otherwise. Moreover,  $p_r$  is the group estimate of the chance that the movement path reaches the target area in a particular round  $r$ . Following the binarized quadratic scoring rule, then the group bonus in round  $r$  is €6 if  $Y_r = 1$  and a random number  $Y \sim U(0, 1) > (1 - p_r)^2$  or if  $Y_r = 0$  and a random number  $Y \sim U(0, 1) > p_r^2$ .<sup>23</sup> By way of illustration, consider the true chance that the movement path reaches the target is  $p^* = 0.7$ , i.e., 70 in 100 in frequency terms, and the group estimated the chance at  $p_r = 0.6$ , i.e. 60 in 100. In this case, 70% of actual realizations will reach the target, and 30% will not. Consequently, the chance of winning the group bonus is  $0.7 * (1 - (1 - 0.6)^2) + 0.3 * (1 - 0.6^2)$ , which is  $0.7 * 0.84 + 0.3 * 0.64 = 0.78$ . In other words, the chance of winning the group bonus is 78% in total, i.e. in expectation €4.68 group bonus or in other words €1.17 bonus per person.

In hidden agenda situations, in addition to the accuracy-based bonus, two out of four group members may receive an **individual hidden agenda bonus** of €1.50 per round also based on a binarized scoring. Their hidden agenda is to drive the group estimate either to 100 in 100 or 0 in 100, i.e. either up or down. Whether it is one or the other direction is determined randomly in each round. The direction of the hidden agenda is

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<sup>23</sup>The payoff relevant realizations of the movement path  $Y_r$  have been generated for all rounds  $r = 1, \dots, 10$  once before the experiment and are kept constant for all groups in the experiment.

always the same for the two group members with a hidden agenda in a given round. The hidden agenda bonus is designed such that it is always best for expected payoff-maximizing participants to follow their hidden agenda as much as possible. If following their hidden agenda, the decrease in the chance of earning the group bonus is overcompensated by gains in the chance of earning the individual hidden agenda bonus. Precisely, the chance of winning the hidden agenda bonus in round  $r$  is  $(1 - p_r)^2$  if the hidden agenda is to drive the estimate 0 in 100 and  $p_r^2$  if the hidden agenda is to drive the estimate 100 in 100.

## A.2 Decision experiment

### A.2.1 Incentives

All participants in the decision experiment receive a show-up fee of €10 and performance-based remuneration depending on their stated confidence intervals. The latter follows the most likely interval method (Schlag and van der Weele, 2015), i.e. a stated confidence interval with lower bound  $L$  and upper bound  $U$  translates into a payment  $S$ :

$$S(L, U, p^*) = \begin{cases} 10(1 - \frac{W}{100}) & \text{if } 100p^* \in [L, U] \\ 0 & \text{otherwise,} \end{cases} \quad (10)$$

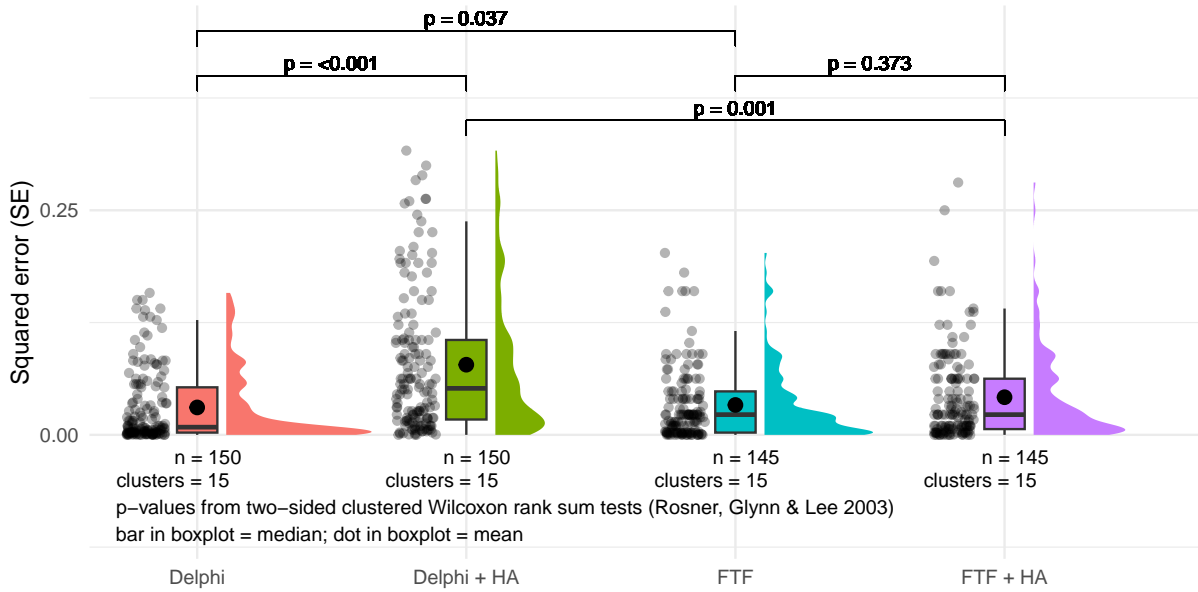
depending on the respective true probability  $p^*$ . Note, that estimates generated in the estimation experiment are naturally bounded by 0 and 100. Further, the width of the stated confidence interval ranging from lower bound  $L$  to upper bound  $U$  is  $W = U - L$ , which is at most 100. Consequently, the wider the stated confidence interval the smaller the bonus paid in case the confidence interval contains  $100p^*$ , ultimately approaching 0 if the confidence interval spans the entire interval of possible values. I implement performance-based remuneration as a random lottery incentive, i.e., after participants stated their confidence intervals on all 40 estimates, one confidence interval is chosen at random for payout according to the above-mentioned most likely interval payment rule. This method is designed to encourage participants to treat each interval with equal, high care.

## B Robustness checks

### B.1 Accuracy

While the main analysis of accuracy, focuses on absolute errors, accuracy can also be quantified using alternative metrics. Accordingly, I report test results based on squared errors (Figure 11) and Brier Scores (Figure 12). Furthermore, I report test results varying in the strictness of considering the dependence of judgments made within the same group. Two of the main results reported in Section 4 are robust in all alternative tests: First, hidden agendas decrease accuracy only for Delphi groups and second with hidden agendas FTF groups are more accurate. Without hidden agendas however, Delphi groups are no longer statistically more accurate than FTF groups in the robustness test which is most strict concerning potential dependence of observations.

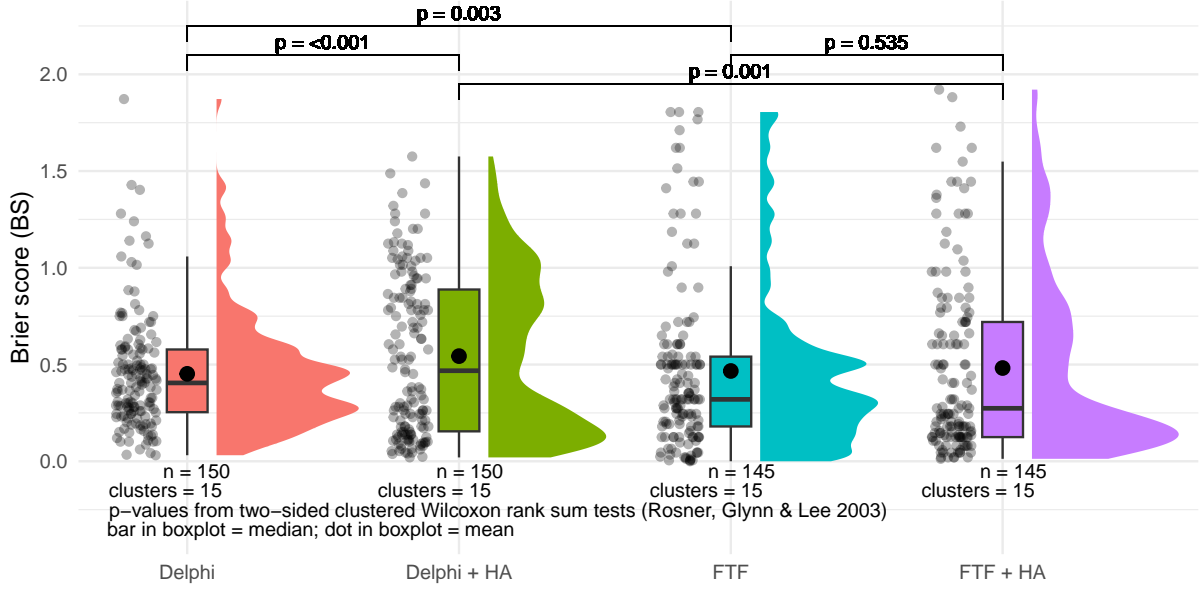
Figure 11: Squared errors of group judgments across experimental conditions



Squared errors (SE), just as absolute errors juxtapose group judgments ( $p_{g,r}$ ) to true probabilities ( $p_r^*$ ), but consider the squared difference:

$$SE_{g,r} = (p_{g,r} - p_r^*)^2 \quad (11)$$

Figure 12: Brier Scores of group judgments across experimental conditions



Consequently, the distribution of squared errors is narrower compared to absolute errors. However, the rank of observations remains unchanged. Therefore test results are identical to those reported in Section 4.

Brier Scores (BS) are calculated based on group judgments ( $p_{g,r}$ ) and actual outcomes ( $Y_r$ ), i.e. binary outcomes (0 or 1 for hit or missed target, respectively) drawn randomly according to the true underlying probabilities ( $p_r^*$ ):

$$BS_{g,r} = (Y_r - p_{g,r})^2 + ((1 - Y_r) - (1 - p_{g,r}))^2 \quad (12)$$

Testing for differences in the distributions of Brier Scores across treatment conditions, I find the same results as with AEs and SEs. This is however a stronger result, as Brier Scores are noisier than absolute and squared errors, which holds especially with a small number of distinct judgment tasks, like the ten different rounds in the estimation experiment. For illustration, consider that the underlying true probabilities are  $[0.1, 0.2, 0.3, 0.4, 0.45, 0.55, 0.6, 0.7, 0.8, 0.9]$  and the accordingly drawn actual outcomes, which are used to calculate Brier scores, are  $[0, 1, 0, 0, 1, 0, 1, 1, 1, 1]$ .

Varying the strictness of considering dependence of judgments made within the same group, I report results of Wilcoxon rank sum tests for average AE per group (most strict), in Table 3. The most strict scenario posits, that groups make 10 judgments over the 10

Table 3: Wilcoxon rank sum tests on accuracy with different considerations of dependence of observations

|   | Interaction       | Hidden Agendas               |                                    | Interaction                                   |
|---|-------------------|------------------------------|------------------------------------|---|
|   | FTF<br>vs. Delphi | FTF<br>vs. FTF <sup>HA</sup> | Delphi<br>vs. Delphi <sup>HA</sup> | FTF <sup>HA</sup><br>vs. Delphi <sup>HA</sup> |
| <i>Wilcoxon rank sum test on AE, average per group</i>                        |                   |                              |                                    |   |
| n   | 30                | 30                           | 30                                 | 30  |
| p-value   | 0.115             | 0.52                         | <0.001                             | 0.001   |
| <i>Clustered Wilcoxon rank sum test on AEs (Rosner, Glynn &amp; Lee 2003)</i> |                   |                              |                                    |   |
| n   | 295               | 290                          | 300                                | 295   |
| cluster   | 30                | 30                           | 30                                 | 30  |
| p-value   | 0.037             | 0.373                        | <0.001                             | 0.001   |

rounds of the task, but in this way generate only one independent observation. Reporting test results only using average AE per group takes this into account. The clustered Wilcoxon rank sum tests reported in Section 4 are less strict. They actively control for the degree of dependence of observations within the same group. The most strict approach confirms the main results obtained through clustered Wilcoxon rank sum tests, except for Delphi groups being more accurate without hidden agendas. The accuracy of FTF groups and Delphi groups becomes statistically indistinguishable in this case.

## B.2 Trustworthiness

Similar to accuracy, I vary the strictness of considering the dependence of observations generated in the decision experiment. The main analysis reports results of clustered Wilcoxon signed rank tests that actively control for the dependence of confidence intervals stated by the same decision-maker. Obtained test results are robust towards considering the most strict scenario, positing that a decision-makers evaluating ten judgments from a given condition of the estimation experiment, only generates one independent observation. Accounting for this, Table 4 reports results based on the average confidence interval width per decision-maker and condition in the estimation experiment.

Table 4: Wilcoxon signed rank tests on trust with different considerations of dependence of observations

|   | Interaction       | Hidden Agendas               |                                    |
|---|-------------------|------------------------------|------------------------------------|
|   | FTF<br>vs. Delphi | FTF<br>vs. FTF <sup>HA</sup> | Delphi<br>vs. Delphi <sup>HA</sup> |
| <i>Wilcoxon signed rank test on interval widths, average per participant</i>            |                   |                              |                                    |
| n   | 100               | 100                          | 100                                |
| test statistic  | 866               | 286.5                        | 280                                |
| p-value   | 0.028             | 0.001                        | 0.001                              |
| <i>Clustered Wilcoxon signed rank test on interval widths (Datta &amp; Satten 2008)</i> |                   |                              |                                    |
| n   | 1000              | 1000                         | 1000                               |
| cluster   | 50                | 50                           | 50                                 |
| p-value   | <0.001            | <0.001                       | <0.001                             |

## C Modelling framework

### C.1 BIN-model estimation

The implementation of the BIN-model largely follows the econometric procedures of [Satopää et al. \(2021\)](#). For details on these procedures, such as the underlying likelihood function I refer the reader to the original paper and the documentation of the statistical companion package BINtools ([Satopää et al., 2022](#)). In the following I focus on outlining adaptations to the original procedures I made to better accommodate the data from the estimation experiment of this study.

First, I exploit the fact, that within my experimental design the true probabilities for the ten distinct forecasts to be made by each group are known. In particular, each group faces judgement tasks with objectively true probabilities  $\mathbb{P}(\sum_{t=1}^{10} X_t > 0) = \{0.1, 0.2, 0.3, 0.4, 0.45, 0.55, 0.6, 0.7, 0.8, 0.9\}$ . With this knowledge, I can fix  $\mu^* = 0$ , i.e. the mean of the normal distribution from which actual true probabilities in the model are drawn.<sup>24</sup> Second, I increase the numbers of iterations `warmup` and `iter`, and I set estimation control parameters for `adapt_delta`, `stepsize`, and `max_treedepth` according to

<sup>24</sup>The parameter is fixed in the Stan source code of the R BINtools package by restricting  $-0.01 < \mu^* < 0.01$ .

Stan estimation feedback provided by BINtools. Third, I perform an iterative grid-search on the initial values of model parameters  $\mu_0$ ,  $\mu_1$ ,  $\gamma_0$ ,  $\gamma_1$ ,  $\delta_0$ ,  $\rho_0$ ,  $\delta_1$ ,  $\rho_1$ , and  $\rho_{01}$ , to reduce the number of divergent transitions after warmup.

## D Analysis of communication protocols

To analyze emergent communication patterns across conditions of the estimation experiment group and round specific transcripts were created. For Delphi groups, I extracted these from the written reasoning provided by group members alongside their first individual estimate. For FTF groups, research assistants who were unaware of the research questions underlying this paper, transcribed the video recordings of respective experimental sessions.<sup>25</sup> Subsequently, the transcripts were coded according to the coding scheme on characteristics of information sharing shown in Online Appendix E.<sup>26</sup>

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<sup>25</sup>The research assistants used the automatically generated transcripts of the zoom video call as a starting point and corrected parts of the communication that had been incorrectly transcribed.

<sup>26</sup>Coding and analysis of communication protocols according to the pre-registered coding schemes on the general impression of group interaction and on quantifiable characteristics of group interaction have been postponed to future research.

Table 5: OLS estimation results for linear probability models on information revelation across conditions of the estimation experiment

|             | target              | target_lie          | target_truth         | level                | level_lie           | level_truth          |
|-------------|---------------------|---------------------|----------------------|----------------------|---------------------|----------------------|
| (Intercept) | 0.047***<br>(0.013) | 0.003<br>(0.009)    | 0.950***<br>(0.015)  | 0.112***<br>(0.015)  | 0.033**<br>(0.012)  | 0.855***<br>(0.017)  |
| delphi_ha   | 0.227***<br>(0.018) | 0.127***<br>(0.013) | -0.353***<br>(0.021) | 0.382***<br>(0.021)  | 0.113***<br>(0.016) | -0.495***<br>(0.024) |
| ftf         | 0.103***<br>(0.018) | 0.003<br>(0.013)    | -0.107***<br>(0.021) | 0.078***<br>(0.021)  | -0.015<br>(0.016)   | -0.063**<br>(0.024)  |
| ftf_ha      | -0.027<br>(0.018)   | 0.082***<br>(0.013) | -0.055**<br>(0.021)  | -0.078***<br>(0.021) | 0.148***<br>(0.016) | -0.070**<br>(0.024)  |
| Num.Obs.    | 2400                | 2400                | 2400                 | 2400                 | 2400                | 2400                 |

\* p < 0.05, \*\* p < 0.01, \*\*\* p < 0.001

|             | some_steps          | some_steps_lie      | some_steps_truth     | all_steps           | all_steps_lie       | all_steps_truth      |
|-------------|---------------------|---------------------|----------------------|---------------------|---------------------|----------------------|
| (Intercept) | 0.035*<br>(0.015)   | 0.073***<br>(0.013) | 0.892***<br>(0.018)  | 0.285***<br>(0.019) | 0.035***<br>(0.010) | 0.680***<br>(0.019)  |
| delphi_ha   | 0.162***<br>(0.021) | 0.128***<br>(0.019) | -0.290***<br>(0.026) | 0.422***<br>(0.027) | 0.045**<br>(0.015)  | -0.467***<br>(0.027) |
| ftf         | 0.295***<br>(0.021) | -0.028<br>(0.019)   | -0.267***<br>(0.026) | 0.335***<br>(0.027) | -0.015<br>(0.015)   | -0.320***<br>(0.027) |
| ftf_ha      | 0.117***<br>(0.021) | 0.097***<br>(0.019) | -0.213***<br>(0.026) | -0.020<br>(0.027)   | 0.122***<br>(0.015) | -0.102***<br>(0.027) |
| Num.Obs.    | 2400                | 2400                | 2400                 | 2400                | 2400                | 2400                 |

\* p < 0.05, \*\* p < 0.01, \*\*\* p < 0.001

*Notes:* Each column represents a distinct dependent variable, a binary indicator of information revelation. (1) *target*: not revealing whether the target has been reached, (2) *target\_lie*: misstating whether the target has been reached, (3) *target\_truth*: correctly stating whether the target has been reached, (4) *level*: not revealing the final level of the movement path, (5) *level\_lie*: misstating the final level of the movement path, (6) *level\_truth*: correctly stating the final level of the movement path, (7) *some\_steps*., not revealing any particular steps of the movement path (8) *some\_steps\_lie*., revealing one or more particular steps of the movement path, of which at least one is misstated (9) *some\_steps\_truth*: revealing one or more particular steps of the movement path, of which none is misstated, (10) *all\_steps*: not revealing all ten particular steps of the movement path, (11) *all\_steps\_lie*: revealing all steps of the movement path, of which at least one is misstated, (12) *all\_steps\_truth*: revealing all steps of the movement path, of which none is misstated.



# Online Appendix

## E Coding scheme for video recordings

### E.1 Preregistered coding scheme

#### Questions on the general impression of group interaction

- Did the group members follow a structure to discuss and generate a group estimate? (5-point Likert scale, strongly agree to strongly disagree)
  - Guidance: Did they take steps that were the same in multiple rounds? Steps could e.g., be an open discussion where everybody presents their arguments, a step where everybody presents their individual estimate, an aggregation step where individual estimates are averaged to generate a group estimate, etc.
  - Please briefly describe the structure followed by the group and the steps taken, if applicable. (open text)
- Please rate the overall influence of person A, B, C, and D throughout the group discussions. (5-point Likert scale, very influential to very uninfluential)
- Is there anything else you found striking about the group interaction? (open text)

#### Quantifiable characteristics of group interaction (coded for each of the 10 estimation rounds separately)

- Words spoken per person A, B, C, and D (extracted from automatically generated video conference transcripts)
- Number of numerical estimates uttered per person A, B, C, and D (extracted from automatically generated video conference transcripts)
  - Guidance: Numerical estimates could be in the form of frequencies, e.g. 10 in 100, the form of probabilities, e.g. 0.1, or the form of percentages, e.g. 10%.
- Number of qualitative/verbiage estimates uttered per person A, B, C, and D (extracted from automatically generated video conference transcripts)

- Guidance: Qualitative/verbiage estimates are e.g. very likely, very probable, impossible, almost certain, etc.
- Number of mentions of “hidden agendas” or “manipulation” per person A, B, C, and D (extracted from automatically generated video conference transcripts)
  - Guidance: Qualitative/verbiage estimates are e.g. very likely, very probable, impossible, almost certain, etc.
- Number of arguments uttered per person A, B, C, and D
  - Guidance: An argument usually entails a premise: e.g. My info indicates ..., and a conclusion: e.g. therefore I believe the chance to be ...
  - Repetitions are counted the same way as genuine arguments
- Number of confirmations uttered per person A, B, C, and D
  - Guidance: A confirmation could be: “I agree with the argument of ...”, “I think the point of ... is true”, etc.
- Number of confirmations from other persons received per person A, B, C, and D
  - Guidance: A confirmation could be: “I agree with the argument of ...”, “I think the point of ... is true”, etc.
- Number of qualifications uttered per person A, B, C, and D
  - Guidance: A qualification could be: “I do partly agree with ..., but I think ...”, etc.
- Number of qualifications from other persons received per person A, B, C, and D
  - Guidance: A qualification could be: “I do partly agree with ..., but I think ...”, etc.
- Number of direct rebuttals/attacks on other persons per person A, B, C, and D

- Guidance: A direct rebuttal/attack could be: “I do disagree with the argument of ...”, “I think the point of ... cannot be true”, etc.
- Number of direct rebuttals/attacks received per person A, B, C, and D
  - Guidance: A direct rebuttal/attack could be: “I do disagree with the argument of ...”, “I think the point of ... cannot be true”, etc.
- Please rate the state of agreement on the final group estimate. (5-point Likert scale, strong agreement to strong disagreement)

## **E.2 Coding scheme extension post data-collection**

**Characteristics of information sharing (coded for each of the 10 estimation rounds separately in Delphi and FTF treatments)**

- Did person A, B, C and D state whether their movement path reached the target? (no, yes truthfully, yes but not truthfully)
- Did person A, B, C, and D reveal the final level of their movement path? (no, yes truthfully, yes but not truthfully)
- Did person A, B, C, and D reveal information on one or more values (-1,0,1) of individual steps of their movement path? (no, yes truthfully, yes but not truthfully)
  - Guidance: The answer is yes e.g. if person A states “The ladybird goes down in the first step ...” or “For me the last step is 0...”
- Did person A, B, C, and D reveal information on all 10 values (-1,0,1) of individual steps of their movement path truthfully? (no, yes truthfully, yes but not truthfully)
  - Guidance: The answer is yes e.g. if person B states “I have 4 ups, 3 downs and 3 straights...” or person B states “My ladybird goes -1,1,0,0,1,1,-1,0,-1,1 ...” and this information matches the movement path seen by person in B in the given round

In cases of doubt, the following rules were applied. If there was doubt about whether a piece of information has or has not been revealed, it was considered as revealed. If there was doubt whether the revealed information was truthful or not, it was considered truthful. If the revealed information allowed to infer other information, the other information was considered revealed accordingly, e.g., a stated final level of 2 implies stating that the target has been reached.

## F Experimental instructions

### F.1 Estimation experiment

In the following, I provide screenshots of the estimation experiment and instructions provided to the participants. The screenshots follow the chronological order of the experiment. Where applicable, the screenshots and accompanying notes highlight differences across treatments.

#### F.1.1 Welcome information

Figure 13: Opening screen of the estimation experiment

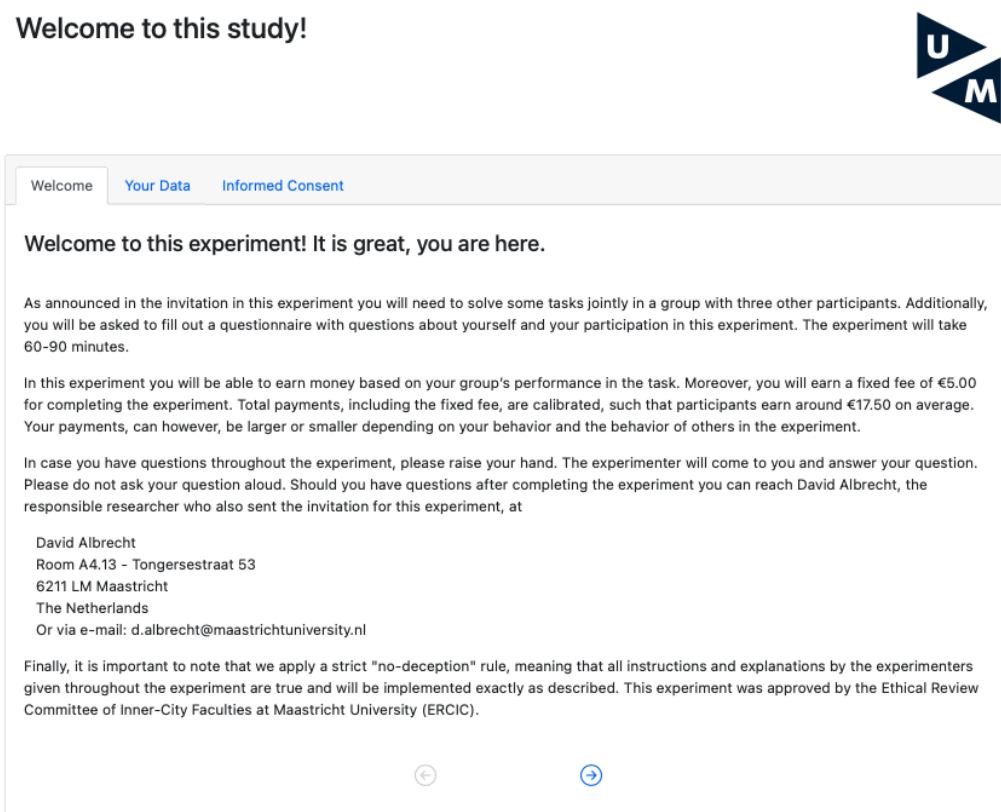


Figure 14: Information on data handling in the estimation experiment

## Welcome to this study!



[Welcome](#) [Your Data](#) [Informed Consent](#)

### Here you can find the details on our data protection policy

Upon your consent, the responses to the experiment you provide will be collected. Additionally, the experiment will be video recorded.

Until completion of the project all data, including video recordings, is accessible to the research team comprising the following employees of SBE: Alexander Brüggen, Martin Strobel, Thomas Meissner and David Albrecht. Furthermore, the research team may grant data access to research assistants sourced from researchers and students at UM upon signing a confidentiality agreement. The videos will be stored for the time span of the underlying study in order to extract anonymous information. Your video recordings will be deleted upon completion of the transcription and extraction of anonymous information.

After completion of the project, anonymized results and anonymized data may be published in academic papers, and data- as well as research repositories. These materials will only comprise anonymous information. It is not possible to link this material to an individual person.

### What is the legal basis for holding these data?

The lawful basis for processing this information is your consent which you will be asked to give at the next page.

Your data will not be used for other purposes. Only fully anonymized data will be made available outside the research team. This happens for the sole purpose of replicating the analysis if requested e.g. by scientific journals. You have the right to request access to your personal data and/or deletion by sending an email to [d.albrecht@maastrichtuniversity.nl](mailto:d.albrecht@maastrichtuniversity.nl).

### How do we store the data?

This experiment uses the app oTree, which is hosted on a local server here at Maastricht University. All raw data collected in the experiments is stored securely on servers at Maastricht University. Personal data, including your video recordings will be encrypted and deleted after completion of transcription and extraction of anonymized information. Maastricht University stores all anonymous research data for at least 10 years. After that, the data is destroyed or transferred to other media for longer storage if needed.

If you have questions, comments or concerns about the data handling of this research project, you can contact the responsible researcher David Albrecht at [d.albrecht@maastrichtuniversity.nl](mailto:d.albrecht@maastrichtuniversity.nl).

If you have any specific questions regarding the handling of personal data, you can also submit these to the Data Protection Officer by sending an email to [fg@maastrichtuniversity.nl](mailto:fg@maastrichtuniversity.nl). You also have the right to lodge a complaint with the Dutch Data Protection Authority.

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*Notes:* This screen is part of a face-to-face treatment, and participants are informed that the experiment will be video recorded. There is no video recording in the Delphi treatments, and the respective information is not displayed to participants.

Figure 15: Informed consent in the estimation experiment

Welcome to this study!



[Welcome](#) [Your Data](#) [Informed Consent](#)

### Your consent to participate

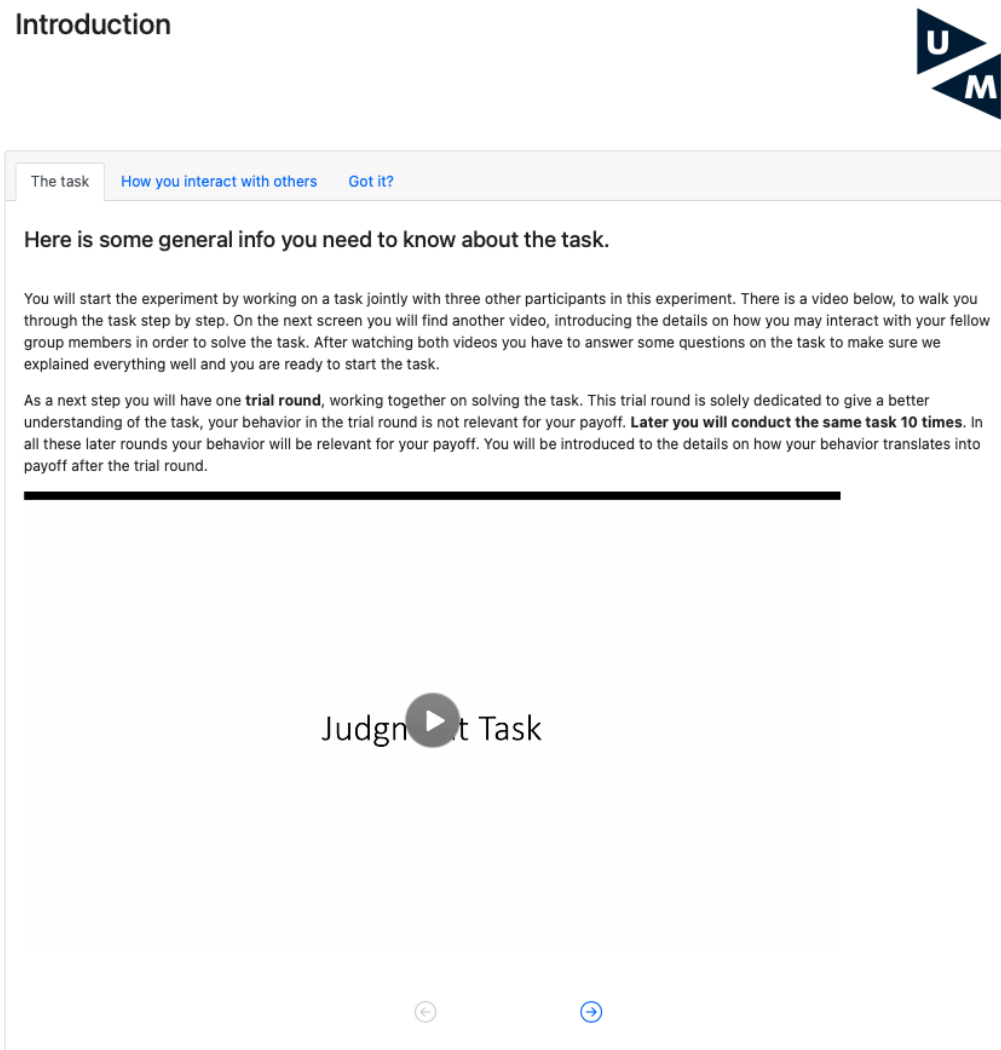
*I hereby give permission for my personal data to be used for this research project. I have had enough time to decide whether I want to participate in the experiment. I know that participation is voluntary, and I know that I can decide to withdraw from the experiment at any time. I do not have to justify such a decision to withdraw. If I withdraw, I will forfeit any payments.*

*I understand that personal data collected throughout the experiment will be stored on secure servers of Maastricht University and only be available to the research team as outlined before. Only fully anonymized data may be made available outside the research team. Moreover, I give permission for the researcher to use my anonymised responses in subsequent experiments.*

[←](#) [Participate in this experiment](#)

## F.1.2 Introduction to the experiment

Figure 16: Introduction to the group judgment task



*Notes:* The introduction video on the judgment task can be found in the replication package.



Figure 17: Introduction to the group interaction format

## Introduction




[The task](#) [How you interact with others](#) [Got it?](#)

### How can you interact with your group?

In the video below you learn how you can communicate and interact with your fellow group members in order to solve the task.

---

Inte  tion

[←](#) [→](#)

*Notes:* Depending on the treatment the video introduced FTF or Delphi interaction. Both respective introduction videos on the interaction format can be found in the replication package.

Figure 18: Check of understanding in FTF treatments

## Introduction



[The task](#) [How you interact with others](#) [Got it?](#)

**Let's make sure everything was explained well.**

Please answer the following questions. Feel free to go back to the instructions if needed.

**Q1: How many rounds of the task will you need to solve after the trial round?**

☐ 5 ☒ 10 ☐ 15

**Q2: Which rounds will contribute to your personal payoff?**

☐ One randomly selected round ☐ Only the last round ☒ All rounds after the trial round

**Q3: What precisely do you need to estimate?**

☒ The chance that the ladybird reaches the target area  
☐ The chance that the ladybird does not reach the target area  
☐ The chance that the ladybird ends up at level 0 after ten steps

**Q4: How do you interact with your fellow group members?**

☒ Via video-conference  
☐ Through a chat function which opens whenever we need to interact  
☐ By approaching my group members physically at their cubicle in the lab

**Q5: What do you know about the ladybird?**

☐ The precise chance of reaching the target area  
☐ The precise chance that it moves one level up in the first step  
☒ That the chance that it moves one level up is the same in each step in a given round

**Q6: How does your behavior influence your earnings?**

☐ I will earn a flat fee for the experiment, that does not depend on my behavior.  
☒ I will learn how my behavior translates into payoffs at the beginning of each round of the task."  
☐ My earnings do not depend on my behavior but only on the time I need to complete the experiment.

[Check answers](#)

*Notes:* Upon hitting the “Check answers” button, participants are informed which questions still contain incorrect answers. They can revisit the introduction videos and try to re-answer the questions. Only, after all questions are answered correctly participants may continue in the experiment. The number of attempts is recorded.

Figure 19: Check of understanding in Delphi treatments

## Introduction



The task
How you interact with others
Got it?

**Let's make sure everything was explained well.**

Please answer the following questions. Feel free to go back to the instructions if needed.

**Q1: How many rounds of the task will you need to solve after the trial round?**

☐ 5
☒ 10
☐ 15

**Q2: Which rounds will contribute to your personal payoff?**

☐ One randomly selected round
☐ Only the last round
☒ All rounds after the trial round

**Q3: What precisely do you need to estimate?**

☒ The chance that the ladybird reaches the target area
☐ The chance that the ladybird does not reach the target area
☐ The chance that the ladybird ends up at level 0 after ten steps

**Q4: What kind of information do you receive from your fellow group members during interaction?**

☒ Estimates and corresponding reasoning of all group members, i.e. person A, B and C as well as myself, without knowing their real identity.
☐ Only numerical estimates made by my fellow group members.
☐ Only the reasoning of my fellow group members.

**Q5: What do you know about the ladybird?**

☐ The precise chance of reaching the target area
☐ The precise chance that it moves one level up in the first step
☒ That the chance that it moves one level up is the same in each step in a given round

**Q6: How does your behavior influence your earnings?**

☐ I will earn a flat fee for the experiment, that does not depend on my behavior.
☒ I will learn how my behavior translates into payoffs at the beginning of each round of the task.
☐ My earnings do not depend on my behavior but only on the time I need to complete the experiment.

[Check answers](#)


⏮

*Notes:* Upon hitting the “Check answers” button, participants are informed which questions still contain incorrect answers. They can revisit the introduction videos and try to re-answer the questions. Only, after all questions are answered correctly participants may continue in the experiment. The number of attempts is recorded.

### F.1.3 Judgment task

Figure 20: Introduction / repetition of payment information in FTF treatment without hidden agendas

**Round 1 out of 10**



Time left to complete this page: 9:39

Your payoffYour infoSolving the task



**This is how your behavior in the task translates into your payoff.**

Your group may earn a bonus of €6.00 for this round. The bonus will be split equally among group members, in other words you may earn €1.50 for yourself.

The chance of earning the group bonus depends on the accuracy of your group's estimate to the judgment task. The more accurate the larger the chance. In this way, **it will always be best for your group to generate an estimate, which you believe is the most accurate given the information you have.**

Bonuses

[If you want to know all details about how the chance of earning the group bonus is calculated you can click here.](#)



*Notes:* The corresponding introduction video on the bonus payments can be found in the replication package.

Figure 21: Introduction / repetition of payment information to participants without hidden agenda in FTF treatment with hidden agenda agendas

## Round 1 out of 10



Time left to complete this page: 9:36

Your payoff

Your info

Solving the task

**This is how your behavior in the task translates into your payoff.**

**Your only objective is to reach a group estimate that is as accurate as possible.**

In particular, your group may earn a bonus of €6.00 for this round. The bonus will be split equally among group members, in other words you may earn €1.50 for yourself.

The chance of earning the group bonus depends on the accuracy of your group's estimate to the judgment task. The more accurate the larger the chance. In this way, **it will always be best for you to strive for a group estimate, which you believe is the most accurate given the available information.**

Be wary: **two of your fellow group members have a hidden agenda.** They do not only receive their share of the group bonus but also earn money for driving the estimate as close to 0 in 100 or 100 in 100 as possible. The hidden agenda for both of them goes in the same direction in a given round. Whether it is 0 in 100 or 100 in 100 is decided randomly in each round.

Bonuses

[If you want to know all details about how the group bonus and the hidden agenda bonus are calculated you can click here.](#)

*Notes:* The corresponding introduction video on the bonus payments can be found in the replication package.

Figure 22: Introduction / repetition of payment information to participants with hidden agenda in FTF treatment with hidden agenda agendas

**Round 1 out of 10**



Time left to complete this page: 9:14

Your payoffYour infoSolving the task

**This is how your behavior in the task translates into your payoff.**

**You have a hidden agenda.** Consequently, you have two objectives. Your first aim is to work on your hidden agenda as outlined below.

**Your hidden agenda in this round is to drive the estimate as close to 100 in 100 as possible.** You may earn a hidden agenda bonus of €1.50 for yourself. The chance of winning this hidden agenda bonus increases the closer you drive the estimate in the prescribed direction.

Second, you are still part of a group, which collectively follows the aim to reach a group estimate that is as accurate as possible. In particular, your group may earn a bonus of €6.00 for this round. The bonus will be split equally among group members, in other words you may earn €1.50 for yourself.

The chance of earning the group bonus depends on the accuracy of your group's estimate to the judgment task. The more accurate the larger the chance. In this way, from the group's perspective it will always be best to generate an estimate, which the group believes is the most accurate given the available information. **For yourself, it will always be best to follow your hidden agenda as much as possible.** Your bonus based on the hidden agenda outweighs your share of the group accuracy bonus.


Bonuses



*Notes:* The corresponding introduction video on the bonus payments can be found in the replication package.

Figure 23: Introduction / repetition of payment information to participants without hidden agenda in Delphi treatment with hidden agenda agendas

Round 1 out of 10



Your payoff   **Your Info**   Solving the task


### Your objectives and how they translate into your payoff

**Your only objective is to reach a group estimate that is as accurate as possible.**

In particular, your group may earn a bonus of €6.00 for this round. The bonus will be split equally among group members, in other words you may earn €1.50 for yourself.

The chance of earning the group bonus depends on the accuracy of your group's estimate to the judgment task. The more accurate the larger the chance. In this way, **it will always be best for you to strive for a group estimate, which you believe is the most accurate given the available information.**

Be wary: **two of your fellow group members have a hidden agenda.** They do not only receive their share of the group bonus but also earn money for driving the estimate as close to 0 in 100 or 100 in 100 as possible. The hidden agenda for both of them goes in the same direction in a given round. Whether it is 0 in 100 or 100 in 100 is decided randomly in each round.

Bo  ses

[If you want to know all details about how the group bonus and the hidden agenda bonus are calculated you can click here.](#)

*Notes:* The corresponding introduction video on the bonus payments can be found in the replication package.

Figure 24: Introduction / repetition of payment information to participants with hidden agenda in Delphi treatment with hidden agenda agendas

## Round 1 out of 10



Your payoff
Your Info
Solving the task

### Your objectives and how they translate into your payoff

**You have a hidden agenda.** Consequently, you have two objectives. Your first aim is to work on your hidden agenda as outlined below.

**Your hidden agenda in this round is to drive the estimate as close to 0 in 100 as possible.** You may earn a hidden agenda bonus of €1.50 for yourself. The chance of winning this hidden agenda bonus increases the closer you drive the estimate in the prescribed direction.

Second, you are still part of a group, which collectively follows the aim to reach a group estimate that is as accurate as possible. In particular, your group may earn a bonus of €6.00 for this round. The bonus will be split equally among group members, in other words you may earn €1.50 for yourself.

The chance of earning the group bonus depends on the accuracy of your group's estimate to the judgment task. The more accurate the larger the chance. In this way, from the group's perspective it will always be best to generate an estimate, which the group believes is the most accurate given the available information. **For yourself, it will always be best to follow your hidden agenda as much as possible.** Your bonus based on the hidden agenda outweighs your share of the group accuracy bonus.

Bonuses

[If you want to know all details about how the group bonus and the hidden agenda bonus are calculated you can click here.](#)

*Notes:* The corresponding introduction video on the bonus payments can be found in the replication package.



Figure 25: Individual information on the judgment task in FTF treatments

## Round 1 out of 10



Time left to complete this page: 9:23

[Your payoff](#) [Your Info](#) [Solving the task](#)

### Your Info

Below you can see your own private information. You see the path Kara took when the program was executed once in the past.

Everybody in your group receives a path from a distinct past execution of the program. Consequently, the path you see is in all likelihood different from what others in your group see.

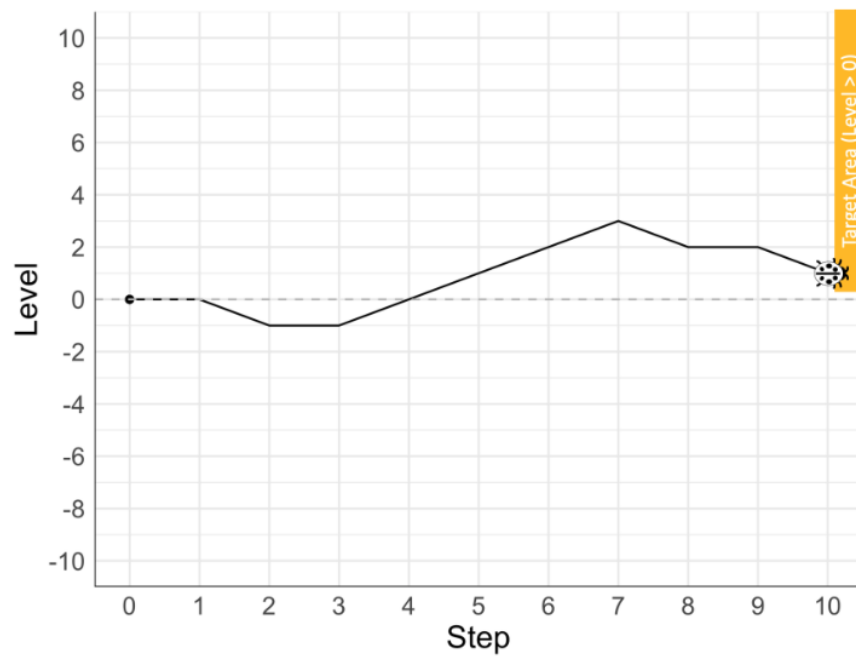


Figure 26: Individual information on the judgment task in Delphi treatments

## Round 1 out of 10

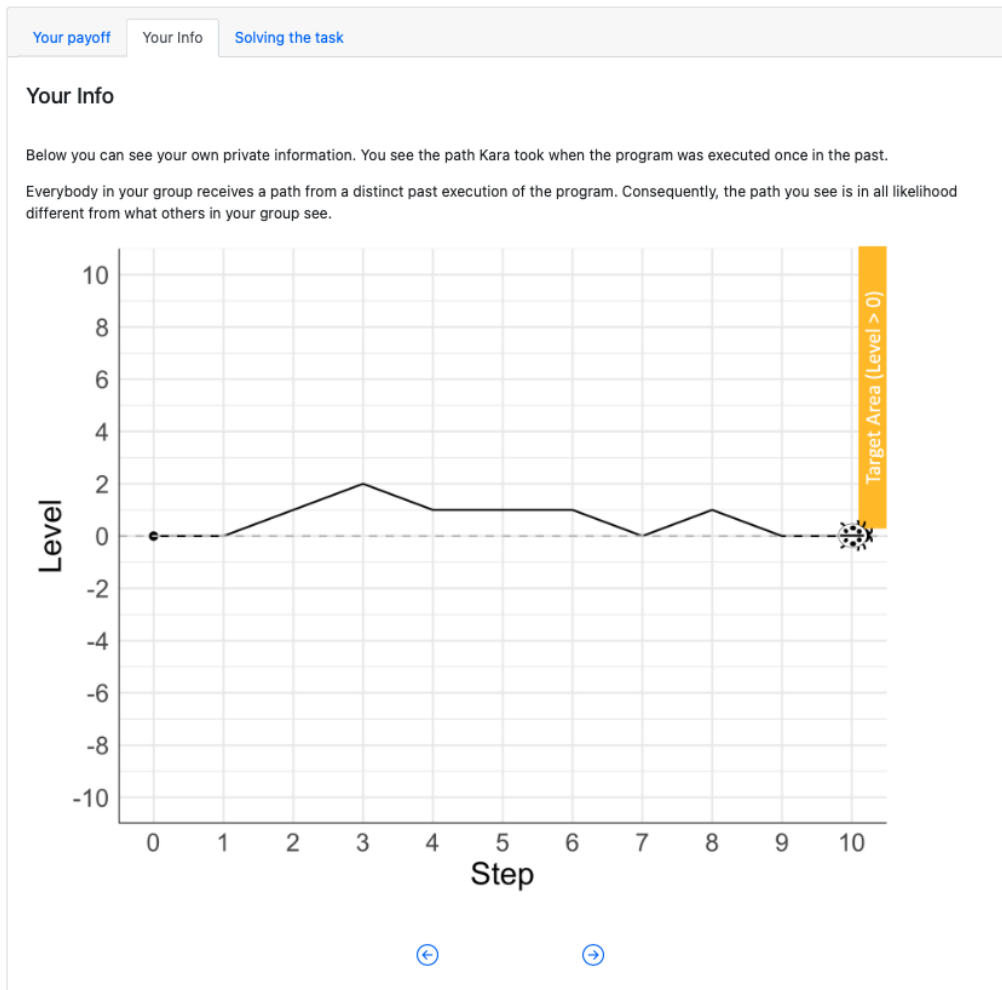



Figure 27: Input screen for group judgments in FTF treatments for participants without hidden agendas

Round 1 out of 10



Time left to complete this page: 9:00

Your payoff   Your Info   Solving the task

### Estimate

You can now **turn to your group in the video conference** on the right side of your screen in order to discuss your information and derive a group estimate.

Which estimate did you agree on during the group discussion?


in 100

**Send estimate**

⏪

Figure 28: Input screen for group judgments for participants with hidden agenda in FTF treatment with hidden agendas

Round 1 out of 10



Time left to complete this page: 8:43

Your payoff   Your Info   Solving the task

### Estimate

You can now **turn to your group in the video conference** on the right side of your screen in order to discuss your information and derive a group estimate.

**Remember, your hidden agenda in this round is to drive the estimate as close to 100 in 100 as possible.**

Which estimate did you agree on during the group discussion?


in 100

**Send estimate**

⏪

Figure 29: Input screen for first individual judgments for participants without hidden agenda in Delphi treatments

## Round 1 out of 10



Your payoffYour infoSolving the task

### First estimate

At first, all members of your group will give their individual estimate of the chance that Kara will reach the target area, when the program is executed for the next time. What is your estimate?

in 100

Along the estimate you may also outline your reasoning behind the estimate in a brief text. Both your estimate and the reasoning will be presented anonymously to your fellow group members in the next step. What is your reasoning?

My estimate is based on the following line of thought ...

Send estimate and reasoning

⏪

Figure 30: Input screen for first individual judgments for participants with hidden agenda in Delphi treatments with hidden agendas

## Round 1 out of 10



[Your payoff](#) [Your info](#) [Solving the task](#)

### First estimate

At first, all members of your group will give their individual estimate of the chance that Kara will reach the target area, when the program is executed for the next time. What is your estimate?

**Remember, your hidden agenda in this round is to drive the estimate as close to 0 in 100 as possible.**

in 100


Along the estimate you may also outline your reasoning behind the estimate in a brief text. Both your estimate and the reasoning will be presented anonymously to your fellow group members in the next step. What is your reasoning?

My estimate is based on the following line of thought ...

Send estimate and reasoning

Figure 31: Feedback screen after first individual judgments for participants without hidden agenda in Delphi treatments

Round 1 out of 10



Your payoff

Your Info

Solving the task

Feedback and second estimate

You and all your fellow group members completed their input. Below you can see all the estimates and corresponding reasoning.

Your own input

**Estimate:** 50 in 100.

**Reasoning:** Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

Input of your fellow group members

**Person A**

**Estimate:** 50 in 100.

**Reasoning:** Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

**Person B**

**Estimate:** 20 in 100.

**Reasoning:** Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

**Person C**


**Estimate:** 15 in 100.

**Reasoning:** Pharetra vel turpis nunc eget. Arcu non sodales neque sodales. Scelerisque varius morbi enim nunc. Sit amet porttitor eget dolor morbi.

Now that you have seen the estimates by the other group members, and their reasoning you have the chance to revise your own estimate. What is your new estimate?

in 100

Send estimate



78

Figure 32: Feedback screen after first individual judgments for participants with hidden agenda in Delphi treatments with hidden agendas

Round 1 out of 10

U

M

Your payoff

Your Info

Solving the task

Feedback and second estimate

You and all your fellow group members completed their input. Below you can see all the estimates and corresponding reasoning.

Your own input

**Estimate:** 15 in 100.

**Reasoning:** Pharetra vel turpis nunc eget. Arcu non sodales neque sodales. Scelerisque varius morbi enim nunc. Sit amet porttitor eget dolor morbi.

Input of your fellow group members

**Person**

**Estimate:** 50 in 100.

**Reasoning:** Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat.

**Person B**

**Estimate:** 50 in 100.

**Reasoning:** Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

**Person C**

**Estimate:** 20 in 100.

**Reasoning:** Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Now that you have seen the estimates by the other group members, and their reasoning you have the chance to revise your own estimate. What is your new estimate?


**Remember, your hidden agenda in this round is to drive the estimate as close to 0 in 100 as possible.**

in 100

Send estimate

79

Figure 33: Feedback screen after second individual judgments for participants in Delphi treatments

Round 1 out of 10

Your payoffYour infoSolving the task

Done!

You completed round 1.

Below you can see your aggregated group estimate, and the second estimates of yourself and your fellow group members.

Please click the blue button to continue.

Aggregate group estimate

21.25 in 100

Your own estimate

0 in 100

Estimates of your fellow group members

Person A: 45 in 100  
Person B: 35 in 100  
Person C: 5 in 100

⬅

Continue to next round



## F.1.4 Closing survey

Figure 34: Closing survey - personal characteristics

### Closing Survey



Closing Survey

#### Questionnaire

Please answer the following questions. This is today's last step. Afterwards you successfully completed this experiment.

Let's start with some question about yourself.

Which gender do you identify with?

----- ▾

If you think back to your time since starting primary school, how many years have you been following a formal education (school, vocational training, university, etc.) until today? Please choose the answer that comes closest to the exact time.

----- ▾

What describes your current/most recent field of study best?

----- ▾

Do you have professional working experience? If so, for how long?

----- ▾

Figure 35: Closing survey - honesty module

### Questionnaire

Now, please read the following statements and indicate how much you agree with each of them.

**If I want something from a person I dislike, I will act very nicely toward that person in order to get it.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

**If I knew that I could never get caught, I would be willing to steal a million euros.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

**I wouldn't use flattery to get a raise or promotion at work, even if I thought it would succeed.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

**I would be tempted to buy stolen property if I were financially tight.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

**If I want something from someone, I will laugh at that person's worst jokes.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

**I would never accept a bribe, even if it were very large.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

**I wouldn't pretend to like someone just to get that person to do favors for me.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

**I'd be tempted to use counterfeit money, if I were sure I could get away with it.**

strongly disagree   ☐   ☐   ☐   ☐   ☐   strongly agree

Figure 36: Closing survey - experience during experiment

**Questionnaire**

Finally, please answer some questions about the task you worked on throughout today's experiment.

**How would you rate your own understanding of the task?**

very weak ☐ ☐ ☐ ☐ ☐ very good

**How reliable, do you think, are the final estimates your group produced?**

very unreliable ☐ ☐ ☐ ☐ ☐ very reliable

**How satisfying did you perceive the overall process and the interaction with your fellow group members?**

very satisfying ☐ ☐ ☐ ☐ ☐ very unsatisfying

**Please, briefly describe how you tried to solve the task in the experiment:**  
*How did you evaluate your information and how did you transform it into an estimate?*

I used my information in the following way ...

**What was your strategy for communicating your information to others?**

I communicated in the following way ...

**How did you take the input of others into account?**

I considered the input of others in the following way ...

**Finally, which changes to format of interaction would have helped you to better interact with your fellow group members or to solve the task better in general?**

It would have been great if ...

## F.2 Decision experiment

In the following I provide screenshots of the decision experiment and instructions provided to the participants. The screenshots follow the chronological order of the experiment.

## F.2.1 Welcome information

Figure 37: Opening screen of the decision experiment

Welcome to this study!



[Welcome](#) [Your Data](#) [Informed Consent](#)

### Here you can find the details on our data protection policy

Upon your consent, the responses to the experiment you provide will be collected.

Until completion of the project all data is accessible to the research team comprising the following employees of SBE: Alexander Brüggem, Martin Strobel, Thomas Meissner and David Albrecht. Furthermore, the research team may grant data access to research assistants sourced from researchers and students at UM upon signing a confidentiality agreement.

After completion of the project, anonymized results and anonymized data may be published in academic papers, and data- as well as research repositories. These materials will only comprise anonymous information. It is not possible to link this material to an individual person.

### What is the legal basis for holding these data?

The lawful basis for processing this information is your consent which you will be asked to give at the next page.

Your data will not be used for other purposes. Only fully anonymized data will be made available outside the research team. This happens for the sole purpose of replicating the analysis if requested e.g. by scientific journals. You have the right to request access to your personal data and/or deletion by sending an email to [d.albrecht@maastrichtuniversity.nl](mailto:d.albrecht@maastrichtuniversity.nl).

### How do we store the data?

This experiment uses the app oTree, which is hosted on a local server here at Maastricht University. All raw data collected in the experiments is stored securely on servers at Maastricht University. Personal data, will be encrypted and deleted after completion of transformation into anonymized information. Maastricht University stores all anonymous research data for at least 10 years. After that, the data is destroyed or transferred to other media for longer storage if needed.

If you have questions, comments or concerns about the data handling of this research project, you can contact the responsible researcher David Albrecht at [d.albrecht@maastrichtuniversity.nl](mailto:d.albrecht@maastrichtuniversity.nl).

If you have any specific questions regarding the handling of personal data, you can also submit these to the Data Protection Officer by sending an email to [fg@maastrichtuniversity.nl](mailto:fg@maastrichtuniversity.nl). You also have the right to lodge a complaint with the Dutch Data Protection Authority.

[Read less](#)

[<](#) [>](#)

Figure 38: Information on data handling in the estimation experiment

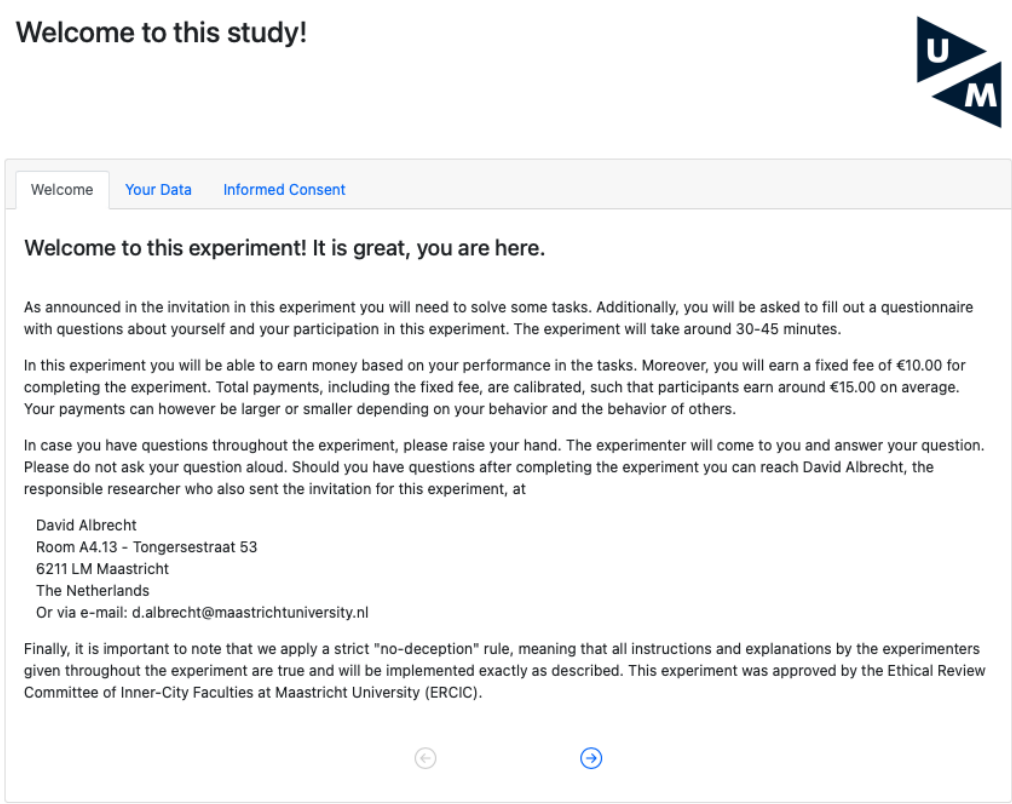
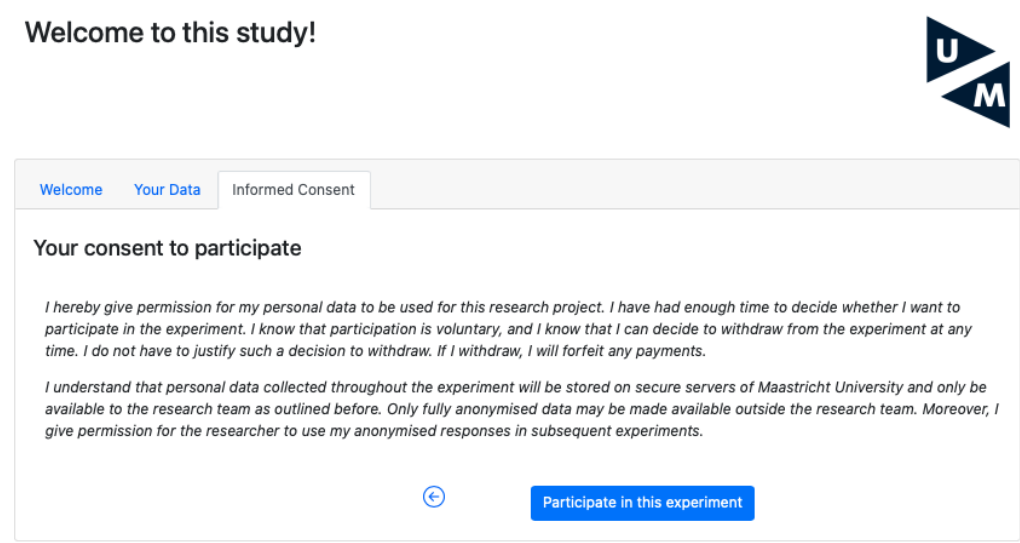


Figure 39: Informed consent in the estimation experiment



## F.2.2 Introduction to the experiment

Figure 40: Introduction to the decision task

### Introduction



Your task

Got it?

Please watch the video explaining all you need to know for this experiment

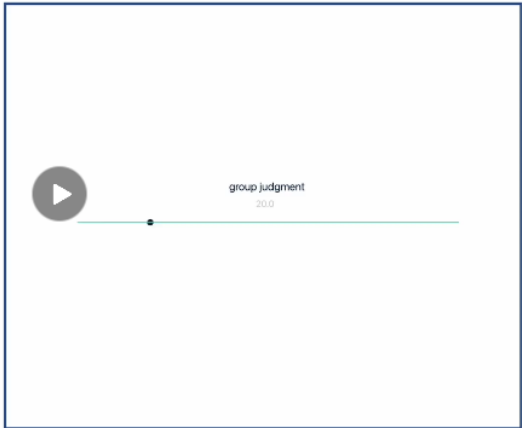
Your **main task is to evaluate judgments** made by groups of four people in a previous experiment. The video below, introduces you to what happened in that previous experiment. Additionally, you will be told how your evaluations contribute to the bonus you may earn through this experiment.

After watching you have to answer some questions on the task and the bonus to make sure we explained everything well, and you are ready to start the task.

As a next step you will have a **trial round**, working on a shortened version of the task. This trial round is solely dedicated to give a better understanding of the task. It will not contribute to your bonus. After this trial round you will have the chance to ask any question that might have remained unanswered.

You will evaluate judgments made by groups of four people in a previous experiment:

Your Task



←

→

*Notes:* The introduction video on the decision task can be found in the replication package.

Figure 41: Check of understanding

## Introduction



[Your task](#) [Got it?](#)

**Let's make sure everything was explained well.**

Please answer the following questions. Feel free to go back to the instructions if needed.

**Q1: What is your task in this experiment?**

- ☒ to state a range of probabilities that you think contains the true probability, estimated by groups in the previous experiment
- ☐ to redo the task that has been done by groups in the previous experiment
- ☐ to rate whether groups in the previous experiment did a good a job

**Q2: What is NOT true about the bonus you may earn based on your task?**

- ☐ the bonus depends on one of your choices which will be drawn randomly at the end of the experiment
- ☒ if you choose wider ranges you will always earn larger bonuses
- ☐ if the true value is not included in the range you choose, you will earn no bonus

**Q3: Which feature was NOT part of face-to-face interaction?**

- ☐ the group interacted in a zoom video call
- ☐ the final group judgment was reached by consensus of all group members
- ☒ the final group judgment was reached by averaging the final individual judgments of the group members

**Q4: Which feature was NOT part of Delphi interaction?**

- ☐ the group interacted through a pseudonymized, chat like computer interface
- ☒ the final group judgment was reached by consensus of all group members
- ☐ the final group judgment was reached by averaging the final individual judgments of the group members

**Q5: Which feature varied from one judgment task to the next solved by a particular group?**

- ☐ the interaction format
- ☐ the roles of group members: having or not having a hidden agenda
- ☒ the underlying true probability


**Q6: For groups with hidden agendas, the hidden agenda was... ?**

- ☐ always to drive the group judgment as close as possible to 100
- ☐ different for both group members with hidden agenda
- ☒ to drive the group judgment as close as possible to 0 for some, and 100 for other judgment tasks

*Notes:* Upon hitting the “Check answers” button, participants are informed which questions still contain incorrect answers. They can revisit the introduction video and try to re-answer the questions. Only, after all questions are answered correctly participants may continue in the experiment. The number of attempts is recorded.

Figure 42: Prompt to ask any question that may have remained unanswered after the introduction

## Questions



Got it?

**Let's wait for all participants and then answer any open questions**

Once we answered all questions you or the others may have, the experimenter will tell you the password, and you can continue the experiment.

Password


Continue



### F.2.3 Decision task

Figure 43: Decision task screen for evaluating group judgments from FTF groups without hidden agendas

**Evaluation Phase**



FTF groups

Please evaluate judgment 1 out of 10 from face-to-face groups

Remember: In face-to-face groups ...

- group members **discussed freely** in a **zoom video call**
- the final group judgment was a **reported consensus** of all group members
- the **more accurate** the group's judgment the higher their chance to receive a **bonus**

Please use the handles on the slider below to indicate the range you think the true value falls into.

group judgment  
(face-to-face)  
92.0

lower bound      upper bound

0      100

Figure 44: Decision task screen for evaluating group judgments from FTF groups with hidden agendas

## Evaluation Phase



FTF groups with hidden agendas

Please evaluate judgment 1 out of 10 from face-to-face groups with hidden agendas

Remember: In face-to-face groups with hidden agendas ...

Two out of four group members have a hidden agenda to **manipulate the judgment either towards 0 or towards 100**. Whether it was one or the other direction was determined randomly for each judgment task the group faced. Both group members had the same hidden agenda. The more they managed to achieve their hidden agenda the higher their chance to receive an **additional bonus**.

Apart from that group interaction is the same as in face-to-face groups without hidden agendas ...

- group members **discussed freely** in a **zoom video call**
- the final group judgment was a **reported consensus** of all group members
- the **more accurate** the group's judgment the higher their chance to receive a **bonus**

Please use the handles on the slider below to indicate the range you think the true value falls into.

group judgment  
(face-to-face + hidden agendas)

17.5

lower bound  
0

upper bound  
100

Figure 45: Decision task screen for evaluating group judgments from Delphi groups without hidden agendas

## Evaluation Phase



Delphi groups

Please evaluate judgment 1 out of 10 from Delphi groups

Remember: In Delphi groups ...

- group members gave a first **individual judgment and reasoning**
- then they **saw the reports of their pseudonymized group members** and gave a second individual judgment
- the final group judgment was the **average of second individual judgments**
- the **more accurate** the group's judgment the higher their chance to receive a **bonus**

Please use the handles on the slider below to indicate the range you think the true value falls into.

group judgment  
(Delphi)  
85.5

lower bound  
0

upper bound  
100

Figure 46: Decision task screen for evaluating group judgments from Delphi groups with hidden agendas

## Evaluation Phase



Delphi groups with hidden agendas

Please evaluate judgment 1 out of 10 from Delphi groups with hidden agendas

Remember: In Delphi groups with hidden agendas ...

Two out of four group members have a hidden agenda to **manipulate the judgment either towards 0 or towards 100**. Whether it was one or the other direction was determined randomly for judgment each task the group faced. Both group members had the same hidden agenda. The more they managed to achieve their hidden agenda the higher their chance to receive an **additional bonus**.

Apart from that group interaction is the same as in Delphi groups without hidden agendas ...

- group members gave a first **individual judgment and reasoning**
- then they **saw the reports of their pseudonymized group members** and gave a second individual judgment
- the final group judgment was the **average of second individual judgments**
- the **more accurate** the group's judgment the higher their chance to receive a **bonus**

Please use the handles on the slider below to indicate the range you think the true value falls into.

group judgment  
(Delphi + hidden agendas)

83.2

lower bound  
0

upper bound  
100

## F.2.4 Closing survey

Figure 47: Closing survey - personal characteristics

### Closing Survey



Closing Survey

#### Questionnaire

Please answer the following questions. This is today's last step. Afterwards you successfully completed this experiment.

Let's start with some question about yourself.

Which gender do you identify with?

----- ▾

If you think back to your time since starting primary school, how many years have you been following a formal education (school, vocational training, university, etc.) until today? Please choose the answer that comes closest to the exact time.

----- ▾

What describes your current/most recent field of study best?

----- ▾

Do you have professional working experience? If so, for how long?

----- ▾

Figure 48: Closing survey - experience during experiment

**Questionnaire**

Now, please read the following statement and state how well it describes you as a person.

**As long as I am not convinced otherwise, I assume that people have only the best intentions.**

does not describe me at all ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ describes me perfectly

Finally, please answer some questions about the task you worked on throughout today's experiment.

**How would you rate your own understanding of the task?**

very weak ☐ ☐ ☐ ☐ ☐ very good

**Please, briefly describe how you tried to solve the task in the experiment:**  
*How did you come up with a range around the group judgments, based on the information your were given?*

I used my information in the following way ...

*Did you evaluate group judgments from groups with hidden agendas differently? How?*

When hidden agendas were present ...

**Finally, if you wanted to get the judgment of a group of people, of which some have a hidden agenda, how would you like that group to interact?**

It would be great if ...

Once you answered all questions, please click the blue button in order to continue to the final page, where you will see your earnings from this experiment.

[Continue](#)