|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Rewards** | | **Intrinsic motivation** | | | | |
| **Q01** | **Q02** | **Q03** | **Q04** | **Q05** |
| **Supporting others** | **Q06** | 0.244 (< 0.001) | 0.289 (< 0.001) | 0.181 (0.008) | 0.235 (0.001) | 0.301 (< 0.001) |
| **Q07** | 0.221 (0.001) | 0.189 (0.006) | 0.207 (0.002) | 0.201 (0.003) | 0.273 (< 0.001) |
| **Q08** | 0.112 (0.104) | 0.134 (0.051) | 0.134 (0.05) | 0.194 (0.004) | 0.21 (0.002) |
| **Q09** | 0.221 (0.001) | 0.205 (0.003) | 0.106 (0.124) | 0.167 (0.014) | 0.187 (0.006) |
| **Q10** | 0.173 (0.012) | 0.346 (< 0.001) | 0.159 (0.021) | 0.219 (0.001) | 0.235 (0.001) |
| **Self-Improvement** | **Q11** | 0.141 (0.04) | 0.216 (0.001) | 0.256 (< 0.001) | 0.111 (0.107) | 0.115 (0.094) |
| **Q12** | 0.111 (0.108) | 0.239 (< 0.001) | 0.092 (0.179) | 0.127 (0.063) | 0.206 (0.002) |
| **Q13** | 0.22 (0.001) | 0.249 (< 0.001) | 0.089 (0.194) | 0.208 (0.002) | 0.197 (0.004) |
| **Q14** | 0.17 (0.013) | 0.195 (0.004) | 0.35 (< 0.001) | 0.247 (< 0.001) | 0.163 (0.017) |
| **Q15** | 0.053 (0.443) | 0.074 (0.281) | 0.029 (0.671) | 0.146 (0.033) | 0.133 (0.053) |
| **Q16** | 0.264 (< 0.001) | 0.198 (0.004) | 0.414 (< 0.001) | 0.438 (< 0.001) | 0.305 (< 0.001) |
| **Q17** | 0.116 (0.092) | 0.179 (0.009) | 0.015 (0.826) | 0.161 (0.019) | 0.135 (0.048) |
| **Q18** | 0.083 (0.227) | 0.141 (0.04) | 0.143 (0.037) | 0.151 (0.028) | 0.132 (0.055) |
| **Q19** | 0.16 (0.019) | -0.009 (0.899) | 0.15 (0.028) | 0.182 (0.008) | 0.14 (0.042) |
| **Q20** | 0.143 (0.038) | 0.117 (0.088) | 0.231 (0.001) | 0.128 (0.063) | 0.054 (0.429) |
| **Q21** | 0.165 (0.016) | 0.162 (0.018) | 0.123 (0.074) | 0.158 (0.021) | 0.145 (0.034) |
| **Financial** | **Q22** | 0.024 (0.726) | -0.039 (0.569) | 0.035 (0.607) | -0.196 (0.004) | -0.204 (0.003) |
| **Feedback** | **Q23** | 0.072 (0.298) | 0.182 (0.008) | -0.019 (0.781) | 0.128 (0.061) | 0.087 (0.205) |
| **Q24** | 0.065 (0.347) | 0.109 (0.112) | -0.076 (0.272) | 0.098 (0.153) | 0.026 (0.707) |
| **Q25** | 0.316 (< 0.001) | 0.202 (0.003) | 0.214 (0.002) | 0.306 (< 0.001) | 0.201 (0.003) |
| **Q26** | 0.097 (0.157) | 0.171 (0.013) | 0.101 (0.14) | 0.195 (0.004) | 0.065 (0.345) |
| **Q27** | 0.143 (0.038) | 0.184 (0.007) | 0.114 (0.096) | 0.072 (0.294) | 0.196 (0.004) |
| **Q28** | 0.191 (0.005) | 0.227 (0.001) | 0.073 (0.289) | 0.123 (0.074) | 0.093 (0.175) |
| **Q29** | 0.179 (0.009) | 0.33 (< 0.001) | 0.114 (0.098) | 0.269 (< 0.001) | 0.182 (0.008) |
| **Negative** | **Q30** | -0.169 (0.013) | -0.076 (0.271) | -0.296 (< 0.001) | -0.244 (< 0.001) | -0.196 (0.004) |
| **Q31** | 0.058 (0.396) | 0.067 (0.331) | -0.044 (0.521) | 0.019 (0.784) | 0.05 (0.468) |
| **Q32** | 0.075 (0.275) | 0.069 (0.318) | 0.089 (0.196) | 0.117 (0.088) | 0.184 (0.007) |
| **Q33** | -0.078 (0.255) | -0.015 (0.827) | -0.031 (0.658) | 0.031 (0.658) | -0.046 (0.504) |

**Supplement Table 2: Correlation matrix (intrinsic motivation and rewards).** Spearman’s and the respective p-value (for H0:  = in brackets) are depicted.