

# Study 5

## 2x2 Pool (Women vs Men) × Feedback (Control vs Treatment)

December 03, 2025

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## Variable Names

Variable	Description
treatment	Binary indicator of whether a participant was randomly assigned to treatment condition (1 = treat, 0 = control).
men_pool	Binary indicator of pool condition where women are underrepresented (1 = men pool/25% women, 0 = women pool/75% women).
female_pick	Binary indicator of whether the 7th (final) selection is a woman (PRIMARY DV).
base_gender	Count of women selected in the initial 6 choices (0-6).
tech_pick	Binary indicator of whether the 7th selection is a technologist.
choice-1 to choice-7	The selected CEOs/Founders (choices 1-6 are initial, choice-7 is final DV)
gender	Self-selected gender.
race	Self-selected race.
age	Self-entered age.

## Demographics

```
## Excluded Participants: 68

## Total N: 496

##           Percentage gender
## 1 Another gender not listed here: 0.60
## 2                               Man 43.15
## 3                           Non-binary 1.21
## 4                           Woman 55.04

##           Percentage Race
## 1 American Indian or Alaskan Native 1.41
## 2      Asian / Pacific Islander 9.88
## 3    Black or African American 8.47
## 4      Hispanic / Latinx 6.45
## 5      White / Caucasian 73.79

## # A tibble: 1 x 2
##   mean_age sd_age
##       <dbl>  <dbl>
## 1     41.4    12.8

##
##
## Cell Sizes by Condition:

## # A tibble: 4 x 3
##   pool cond     n
##   <chr> <chr> <int>
## 1 men  control 126
## 2 men  treat   124
## 3 women control 123
## 4 women treat   123

##
##
## Mean number of women in initial 6 selections: 2.39

## SD of women in initial 6 selections: 1.69

## # A tibble: 4 x 5
##   cond   pool   mean   sd     n
##   <chr> <chr> <dbl> <dbl> <int>
## 1 control men    1.26  1.27   126
## 2 control women  3.70  1.11   123
## 3 treat   men    1.13  1.10   124
## 4 treat   women  3.51  1.22   123

##
##
## Proportion who selected a woman for final choice: 0.587
```

```
## SD: 0.493

## # A tibble: 4 x 5
##   cond    pool   mean    sd     n
##   <chr>   <chr>  <dbl>  <dbl> <int>
## 1 control men    0.294  0.457   126
## 2 control women  0.756  0.431   123
## 3 treat   men    0.621  0.487   124
## 4 treat   women  0.683  0.467   123
```

## Primary Analysis: 2x2 Interaction

```
## === 2x2 Interaction: Treatment × Women Underrepresented Pool ===

## Model: female_pick ~ treatment * men_pool

## (men_pool: 1 = women underrepresented, 0 = women overrepresented)

##
## Call:
## lm(formula = female_pick ~ treatment * men_pool, data = d0)
##
## Residuals:
##      Min       1Q   Median       3Q      Max 
## -0.7561 -0.2937  0.2439  0.3171  0.7064 
##
## Coefficients:
##             Estimate Std. Error t value Pr(>|t|)    
## (Intercept)  0.75610   0.03904 19.368 < 2e-16 ***
## treatment    -0.07317   0.05756 -1.271   0.204    
## men_pool     -0.46245   0.05654 -8.179 2.45e-15 ***
## treatment:men_pool  0.40049   0.08316  4.816 1.95e-06 ***
## ---      
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1 
##
## Residual standard error: 0.4612 on 492 degrees of freedom
## Multiple R-squared:  0.13, Adjusted R-squared:  0.1247 
## F-statistic: 24.5 on 3 and 492 DF, p-value: 8.585e-15

##                  2.5 %     97.5 %
## (Intercept)  0.6793954  0.8327997
## treatment    -0.1862692  0.0399277
## men_pool     -0.5735337 -0.3513598
## treatment:men_pool  0.2371000  0.5638753

##
##
## Cell Means:

## # A tibble: 4 x 5
##   cond   pool     n mean_female_pick     se
##   <chr> <chr> <int>            <dbl> <dbl>
## 1 control men     126        29.4  4.07
## 2 control women   123        75.6  3.89
## 3 treat   men     124        62.1  4.37
## 4 treat   women   123        68.3  4.21
```

## Simple Effects by Pool

### Women Underrepresented Pool (Men Pool, 25% Women)

```
## === WOMEN UNDERREPRESENTED POOL (MEN POOL, 25% WOMEN) ===

## Model: female_pick ~ treatment

##
## Call:
## lm(formula = female_pick ~ treatment, data = d0 %>% filter(men_pool ==
##      1))
##
## Residuals:
##     Min      1Q  Median      3Q     Max 
## -0.6210 -0.2937 -0.2937  0.3790  0.7064 
##
## Coefficients:
##             Estimate Std. Error t value Pr(>|t|)    
## (Intercept)  0.29365   0.04090  7.180 8.08e-12 ***
## treatment    0.32732   0.06001  5.454 1.19e-07 ***
## ---      
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4723 on 248 degrees of freedom
## Multiple R-squared:  0.108, Adjusted R-squared:  0.1044 
## F-statistic: 30.02 on 1 and 248 DF,  p-value: 1.051e-07

##           2.5 %    97.5 %
## (Intercept) 0.2130994 0.3742022
## treatment    0.2091138 0.4455201

##
## Cell Means - Women Underrepresented Pool:

## # A tibble: 2 x 4
##   cond      n mean_female_pick     se
##   <chr>    <int>          <dbl>  <dbl>
## 1 control    126          29.4   4.07
## 2 treat      124          62.1   4.37
```

## Women Overrepresented Pool (Women Pool, 75% Women)

```
## === WOMEN OVERREPRESENTED POOL (WOMEN POOL, 75% WOMEN) ===

## --- MAIN EFFECT MODEL ---

## Model: female_pick ~ treatment

##
## Call:
## lm(formula = female_pick ~ treatment, data = d0 %>% filter(men_pool ==
##      0))
##
## Residuals:
##     Min      1Q  Median      3Q     Max
## -0.7561 -0.6829  0.2439  0.3171  0.3171
##
## Coefficients:
##             Estimate Std. Error t value Pr(>|t|)
## (Intercept)  0.75610   0.03904 19.368 <2e-16 ***
## treatment    -0.07317   0.05756 -1.271   0.205
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Residual standard error: 0.4496 on 244 degrees of freedom
## Multiple R-squared:  0.006632, Adjusted R-squared:  0.002561
## F-statistic: 1.629 on 1 and 244 DF, p-value: 0.203

##          2.5 %    97.5 %
## (Intercept) 0.6792027 0.83299242
## treatment   -0.1865533 0.04021186

##
##
## Cell Means by Treatment:

## # A tibble: 2 x 4
##   cond      n mean_female_pick     se
##   <chr>  <int>           <dbl>  <dbl>
## 1 control    123            75.6  3.89
## 2 treat      123            68.3  4.21
```

## Wald Test: Comparing Treatment Effects Across Pools

```
## === WALD TEST: DIFFERENCE IN TREATMENT EFFECTS BETWEEN POOLS ===

## Treatment Effect (Men Pool 25%): 0.3273 (SE = 0.0600)

## Treatment Effect (Women Pool 75%): -0.0732 (SE = 0.0576)

## Difference in Treatment Effects: 0.4005

## Standard Error of Difference: 0.0832

## Wald Statistic (z): 4.8160

## P-value (two-tailed): 0.0000

## 95% CI for Difference: [0.2375, 0.5635]
```

## Visualization

Interaction Plot: Treatment × Pool

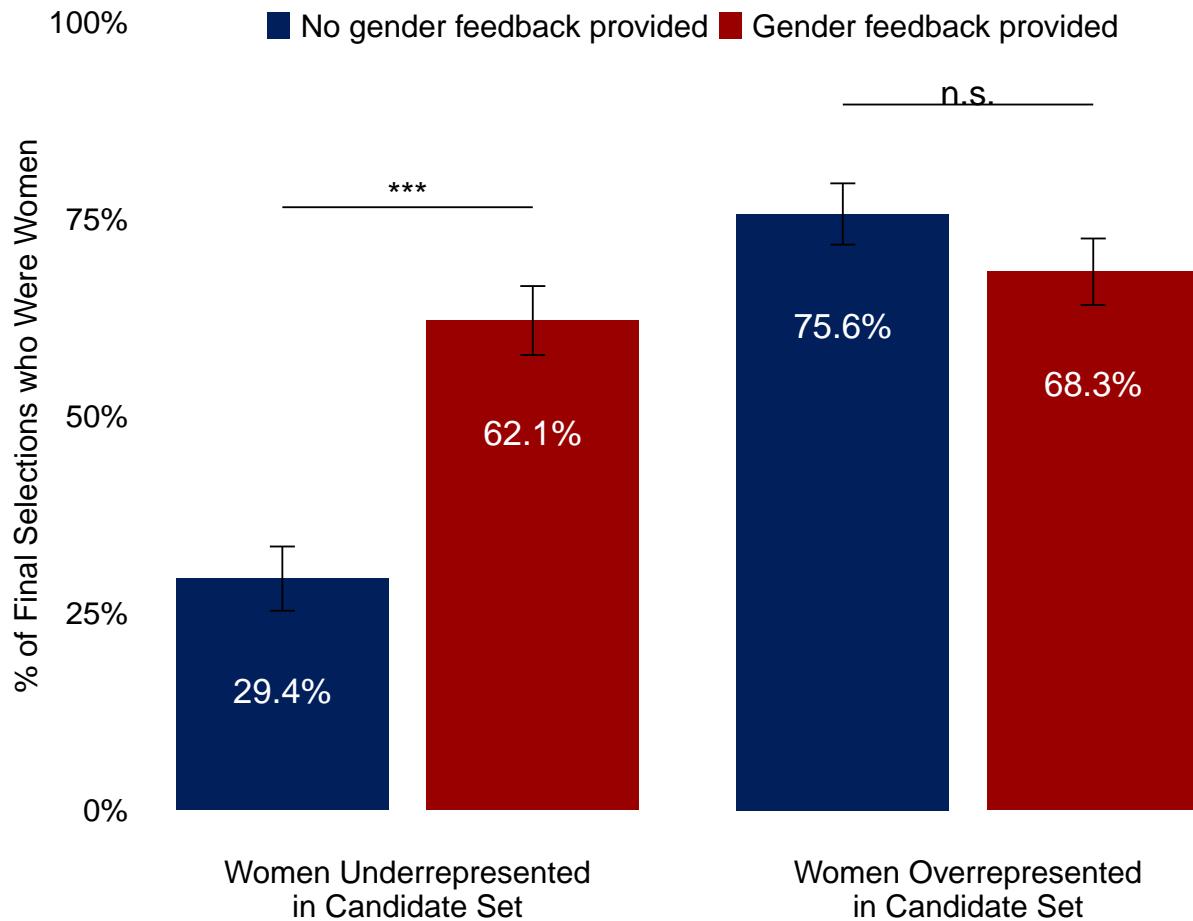


Figure 1: Effect of Gender Feedback by Pool Condition

# Mechanism Analysis

## Scale Descriptives

```
## =====  
## MECHANISM SCALE DESCRIPTIVES  
## =====  
  
## === OVERALL SCALE DESCRIPTIVES ===  
##  
## Fairness Scale (fair1, fair2, fair3):  
##   Mean: 3.322  
##   SD: 1.824  
##   N (non-missing): 496  
##   Alpha: 0.935  
##  
## Internal Motivation Scale (I1, I2, I3, I4):  
##   Mean: 3.537  
##   SD: 1.777  
##   N (non-missing): 496  
##   Alpha: 0.923  
##  
## External Motivation Scale (E1, E2, E3):  
##   Mean: 2.931  
##   SD: 1.644  
##   N (non-missing): 496  
##   Alpha: 0.908  
##  
## === SCALE MEANS BY CONDITION ===  
##  
## # A tibble: 4 x 9  
##   pool cond     n fairness_m fairness_sd internal_m internal_sd external_m  
##   <chr> <chr> <int>      <dbl>       <dbl>       <dbl>       <dbl>       <dbl>  
## 1 men  control    126      3.25       1.82       3.39       1.79       2.76  
## 2 men  treat      124      3.97       1.88       4.21       1.74       3.59  
## 3 women control    123      2.82       1.61       3.14       1.73       2.46  
## 4 women treat      123      3.24       1.8        3.41       1.69       2.91  
## # i 1 more variable: external_sd <dbl>
```

## Mediation Analysis: Women Overrepresented Pool

```
# Set seed for reproducibility
set.seed(123)

# Filter to women overrepresented pool only
d_women_pool <- d0 |> filter(men_pool == 0, !is.na(fairness))

cat("=====\\n")

## =====

cat("MEDIATION ANALYSIS: WOMEN OVERREPRESENTED POOL\\n")

## MEDIATION ANALYSIS: WOMEN OVERREPRESENTED POOL

cat("=====\\n\\n")

## =====

cat("Sample size for mediation analysis:", nrow(d_women_pool), "\\n\\n")

## Sample size for mediation analysis: 246

# Define function for Sobel Test
sobel_test <- function(med.fit, out.fit, mediator) {
  med.se <- sqrt(diag(vcovHC(med.fit)))[mediator]
  out.se <- sqrt(diag(vcovHC(out.fit)))[mediator]
  sobel_test_statistic <- coef(out.fit)[mediator] / sqrt(vcovHC(out.fit))[mediator,
  ~ mediator]
  sobel_p_value <- 2 * (1 - pnorm(abs(sobel_test_statistic)))
  list(statistic = sobel_test_statistic, p_value = sobel_p_value, se = out.se)
}

# -----
# Fairness Analysis
# -----


# Direct effect model
dir.fit.fairness <- lm(female_pick ~ treatment, data = d_women_pool)

# Mediator model (a path)
med.fit.fairness <- lm(fairness ~ treatment, data = d_women_pool)

# Outcome model including mediator (b path)
out.fit.fairness <- lm(female_pick ~ treatment + fairness, data = d_women_pool)

# Mediation analysis using Imai's mediation package
med.out.fairness <- mediate(med.fit.fairness, out.fit.fairness, boot = TRUE,
```

```

        treat = "treatment", boot.ci.type = "perc", mediator =
        ↵   "fairness", sims = 10000)

# Sensitivity analysis
sens.out.fairness <- med sens(med.out.fairness, rho.by = 0.01, eps = .01, effect.type =
        ↵   "indirect", sims = 10000)

# Sobel test for fairness
sobel.fairness <- sobel_test(med.fit.fairness, out.fit.fairness, "fairness")

# Print and visualize results for fairness
cat("\n--- FAIRNESS MEDIATION ---\n\n")

## --- FAIRNESS MEDIATION ---

cat("Sobel test for Fairness\n")

## Sobel test for Fairness

print(sobel.fairness)

## $statistic
## fairness
## -2.19311
##
## $p_value
##   fairness
## 0.02829948
##
## $se
##   fairness
## 0.01722242

summary(med.out.fairness)

## 
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##           Estimate 95% CI Lower 95% CI Upper p-value
## ACME      -0.0156610 -0.0432790  0.0012443  0.0792 .
## ADE       -0.0575097 -0.1692750  0.0567120  0.3252
## Total Effect -0.0731707 -0.1849237  0.0386413  0.2022
## Prop. Mediated  0.2140337 -1.6419808  2.2349895  0.2590
## ---
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
##
## Sample Size Used: 246

```

```

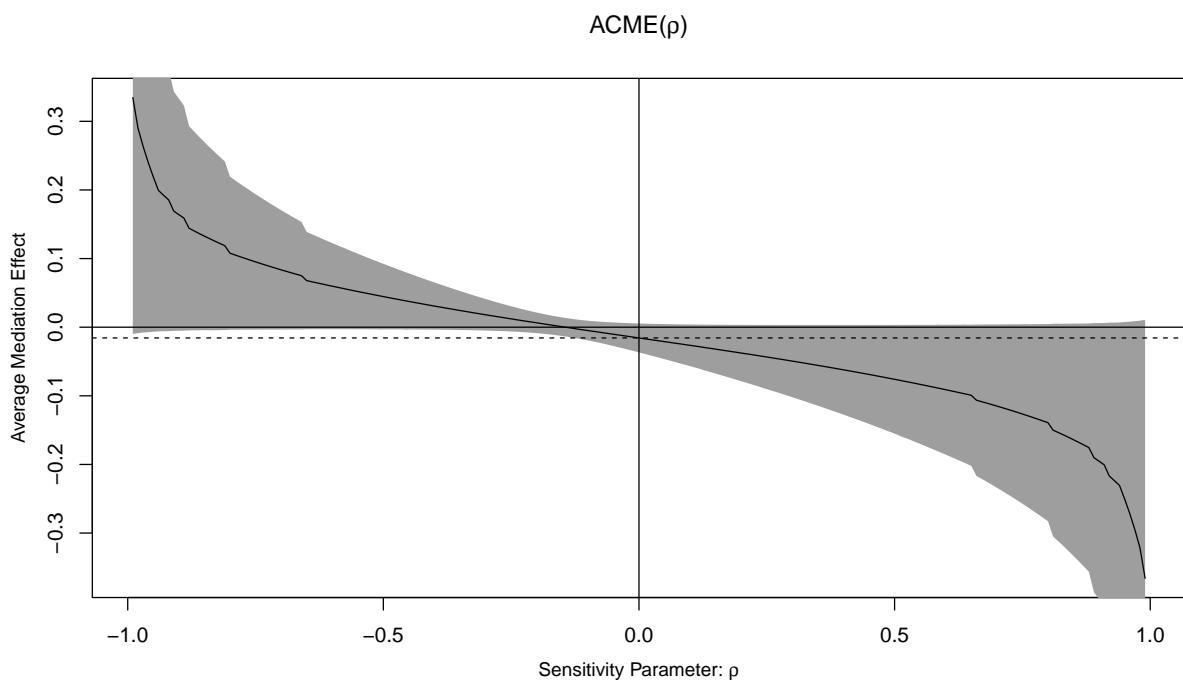
##  

##  

## Simulations: 10000  
  

plot(sens.out.fairness)

```



```

# -----  

# Internal Motivation Analysis  

# -----  
  

# Mediator model (a path)  

med.fit.internal <- lm(internal_motivation ~ treatment, data = d_women_pool)  
  

# Outcome model including mediator (b path)  

out.fit.internal <- lm(female_pick ~ treatment + internal_motivation, data =  

  ↪ d_women_pool)  
  

# Mediation analysis  

med.out.internal <- mediate(med.fit.internal, out.fit.internal, boot = TRUE,  

  ↪ treat = "treatment", boot.ci.type = "perc", mediator =  

  ↪ "internal_motivation", sims = 10000)  
  

# Sensitivity analysis  

sens.out.internal <- medsens(med.out.internal, rho.by = 0.01, eps = .01, effect.type =  

  ↪ "indirect", sims = 10000)  
  

# Sobel test for internal motivation  

sobel.internal <- sobel_test(med.fit.internal, out.fit.internal, "internal_motivation")

```

```

# Print and visualize results for internal motivation
cat("\n--- INTERNAL MOTIVATION MEDIACTION ---\n\n")

## 
## --- INTERNAL MOTIVATION MEDIACTION ---

cat("Sobel test for Internal Motivation\n")

## Sobel test for Internal Motivation

print(sobel.internal)

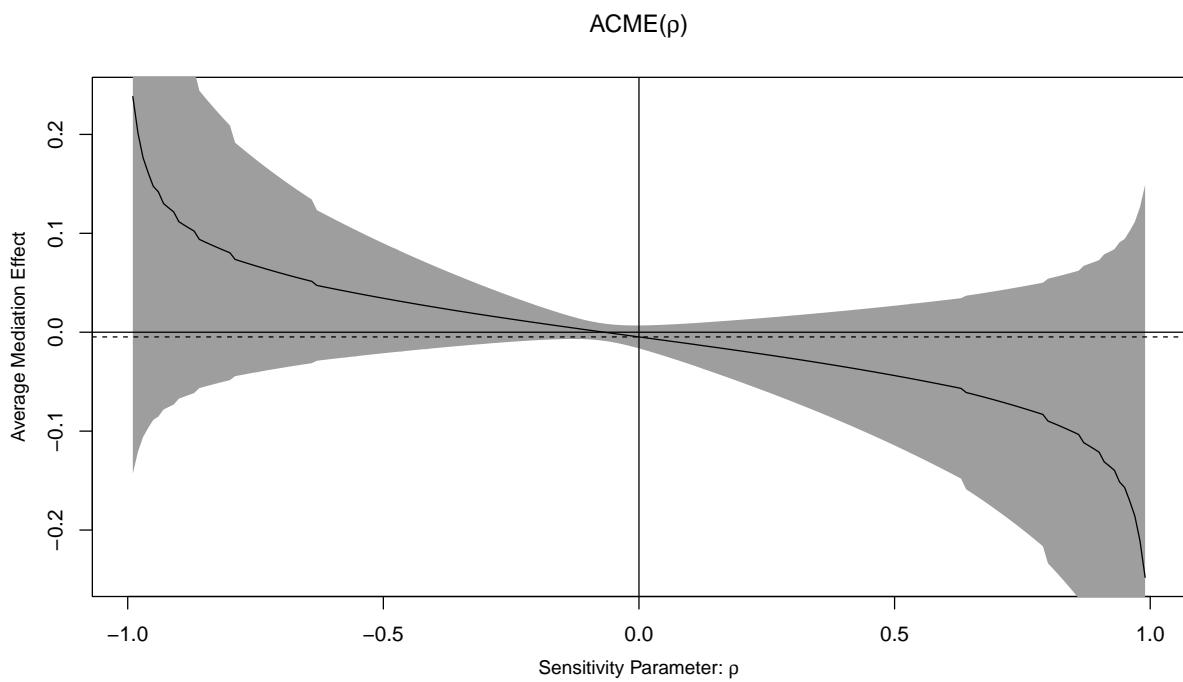
## $statistic
## internal_motivation
##             -1.04561
##
## $p_value
## internal_motivation
##             0.2957412
##
## $se
## internal_motivation
##             0.01704564

summary(med.out.internal)

## 
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##           Estimate 95% CI Lower 95% CI Upper p-value
## ACME      -0.0047456  -0.0228841   0.0051184  0.4360
## ADE       -0.0684252  -0.1810500   0.0438078  0.2274
## Total Effect -0.0731707 -0.1848670   0.0385953  0.1950
## Prop. Mediated  0.0648562 -0.5083185   0.8035046  0.5390
##
## Sample Size Used: 246
##
##
## Simulations: 10000

plot(sens.out.internal)

```



```

# -----
# External Motivation Analysis
# -----

# Mediator model (a path)
med.fit.external <- lm(external_motivation ~ treatment, data = d_women_pool)

# Outcome model including mediator (b path)
out.fit.external <- lm(female_pick ~ treatment + external_motivation, data =
  ↪ d_women_pool)

# Mediation analysis
med.out.external <- mediate(med.fit.external, out.fit.external, boot = TRUE,
  ↪ treat = "treatment", boot.ci.type = "perc", mediator =
  ↪ "external_motivation", sims = 10000)

# Sensitivity analysis
sens.out.external <- medsens(med.out.external, rho.by = 0.01, eps = .01, effect.type =
  ↪ "indirect", sims = 10000)

# Sobel test for external motivation
sobel.external <- sobel_test(med.fit.external, out.fit.external, "external_motivation")

# Print and visualize results for external motivation
cat("\n--- EXTERNAL MOTIVATION MEDIATION ---\n\n")

```

```

## 
## --- EXTERNAL MOTIVATION MEDIATION ---

```

```

cat("Sobel test for External Motivation\n")

## Sobel test for External Motivation

print(sobel.external)

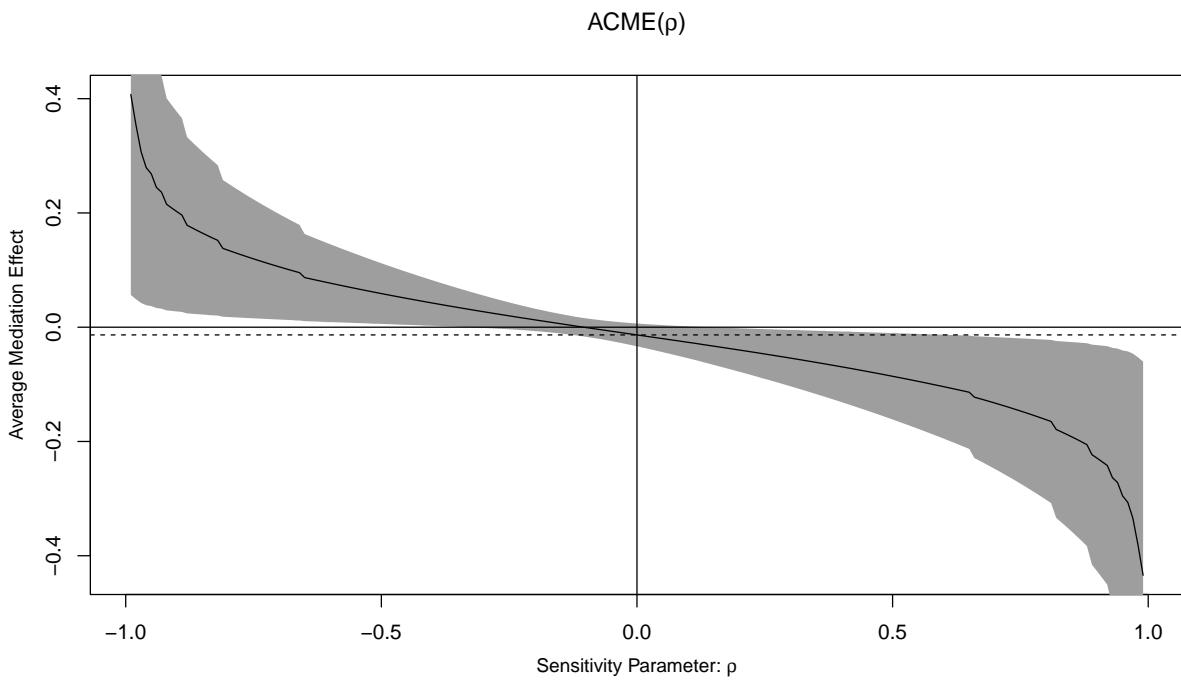
## $statistic
## external_motivation
##             -1.562245
##
## $p_value
## external_motivation
##             0.1182303
##
## $se
## external_motivation
##             0.01920608

summary(med.out.external)

## 
## Causal Mediation Analysis
##
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method
##
##           Estimate 95% CI Lower 95% CI Upper p-value
## ACME      -0.0134980 -0.0394099  0.0031389  0.1318
## ADE       -0.0596727 -0.1740215  0.0518315  0.2966
## Total Effect -0.0731707 -0.1860789  0.0373695  0.1944
## Prop. Mediated  0.1844727 -1.3080030  1.8050025  0.2950
##
## Sample Size Used: 246
##
## 
## Simulations: 10000

plot(sens.out.external)

```



```

# -----
# Combined Multiple Mediation Model
# -----


# Compute the correlation coefficient and p-value between mediators
cat("\n--- MEDIATOR CORRELATIONS ---\n\n")

## 
## --- MEDIATOR CORRELATIONS ---


cor_fair_int <- cor.test(d_women_pool$fairness, d_women_pool$internal_motivation)
cor_fair_ext <- cor.test(d_women_pool$fairness, d_women_pool$external_motivation)
cor_int_ext <- cor.test(d_women_pool$internal_motivation,
                        d_women_pool$external_motivation)

cat("Correlation (Fairness, Internal):", round(cor_fair_int$estimate, 3), "p =",
    round(cor_fair_int$p.value, 4), "\n")

## Correlation (Fairness, Internal): 0.89 p = 0

cat("Correlation (Fairness, External):", round(cor_fair_ext$estimate, 3), "p =",
    round(cor_fair_ext$p.value, 4), "\n")

## Correlation (Fairness, External): 0.823 p = 0

```

```

cat("Correlation (Internal, External):", round(cor_int_ext$estimate, 3), "p =",
  ↪ round(cor_int_ext$p.value, 4), "\n\n")

## Correlation (Internal, External): 0.792 p = 0

# Building combined outcome model with all mediators
out.fit.combined <- lm(female_pick ~ treatment + fairness + internal_motivation +
  ↪ external_motivation, data = d_women_pool)

# Run combined mediation analyses
med.out.combined.fairness <- mediate(med.fit.fairness, out.fit.combined, boot = TRUE,
  ↪ treat = "treatment", boot.ci.type = "perc", mediator
  ↪ = "fairness", sims = 10000)
med.out.combined.internal <- mediate(med.fit.internal, out.fit.combined, boot = TRUE,
  ↪ treat = "treatment", boot.ci.type = "perc", mediator
  ↪ = "internal_motivation", sims = 10000)
med.out.combined.external <- mediate(med.fit.external, out.fit.combined, boot = TRUE,
  ↪ treat = "treatment", boot.ci.type = "perc", mediator
  ↪ = "external_motivation", sims = 10000)

# Summarize and print the results for combined analysis
cat("\n--- COMBINED MULTIPLE MEDIATION MODEL RESULTS ---\n\n")

```

```

##  
## --- COMBINED MULTIPLE MEDIATION MODEL RESULTS ---

```

```
cat("Fairness (controlling for other mediators):\n")
```

```
## Fairness (controlling for other mediators):
```

```
summary(med.out.combined.fairness)
```

```

##  
## Causal Mediation Analysis  
##  
## Nonparametric Bootstrap Confidence Intervals with the Percentile Method  
##  
##           Estimate 95% CI Lower 95% CI Upper p-value  
## ACME      -0.0429475  -0.1077438   0.0023967  0.0710 .  
## ADE       -0.0492344  -0.1590227   0.0633270  0.3894  
## Total Effect -0.0921819 -0.2185249   0.0338343  0.1506  
## Prop. Mediated  0.4658994 -2.1289231   2.9253879  0.1892  
## ---  
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1  
##  
## Sample Size Used: 246  
##  
## Simulations: 10000

```

```

cat("\nInternal Motivation (controlling for other mediators):\n")

##  

## Internal Motivation (controlling for other mediators):  
  

summary(med.out.combined.internal)  
  

##  

## Causal Mediation Analysis  

##  

## Nonparametric Bootstrap Confidence Intervals with the Percentile Method  

##  

##           Estimate 95% CI Lower 95% CI Upper p-value  

## ACME      0.020440 -0.012570   0.070480  0.2460  

## ADE       -0.049234 -0.165662   0.062718  0.3842  

## Total Effect -0.028795 -0.150277   0.090458  0.6272  

## Prop. Mediated -0.709836 -5.425276   5.534802  0.7868  

##  

## Sample Size Used: 246  

##  

##  

## Simulations: 10000  
  

cat("\nExternal Motivation (controlling for other mediators):\n")  
  

##  

## External Motivation (controlling for other mediators):  
  

summary(med.out.combined.external)  
  

##  

## Causal Mediation Analysis  

##  

## Nonparametric Bootstrap Confidence Intervals with the Percentile Method  

##  

##           Estimate 95% CI Lower 95% CI Upper p-value  

## ACME      -0.0014284 -0.0339603   0.0301143  0.9042  

## ADE       -0.0492344 -0.1602937   0.0619437  0.3720  

## Total Effect -0.0506628 -0.1634816   0.0609770  0.3602  

## Prop. Mediated  0.0281944 -2.2512346   1.9777060  0.8820  

##  

## Sample Size Used: 246  

##  

##  

## Simulations: 10000

```

## Mediation Path Summary

```
## =====

## MEDIATION PATH SUMMARY: WOMEN OVERREPRESENTED POOL

## =====

## N = 246

## === TOTAL EFFECT (c path) ===

## Model: female_pick ~ treatment

## 
## Call:
## lm(formula = female_pick ~ treatment, data = d_women_pool)
## 
## Residuals:
##     Min      1Q  Median      3Q      Max 
## -0.7561 -0.6829  0.2439  0.3171  0.3171 
## 
## Coefficients:
##             Estimate Std. Error t value Pr(>|t|)    
## (Intercept)  0.75610   0.03904 19.368 <2e-16 ***
## treatment    -0.07317   0.05756 -1.271   0.205    
## ---      
## Signif. codes:  0 '***' 0.001 '**' 0.01 '*' 0.05 '.' 0.1 ' ' 1
## 
## Residual standard error: 0.4496 on 244 degrees of freedom
## Multiple R-squared:  0.006632, Adjusted R-squared:  0.002561 
## F-statistic: 1.629 on 1 and 244 DF, p-value: 0.203

##          2.5 %    97.5 %
## (Intercept) 0.6792027 0.83299242
## treatment   -0.1865533 0.04021186

## 
## === a PATHS (Treatment -> Mediators) ===

## --- Fairness ---

## Model: fairness ~ treatment

## a = 0.4146

## SE = 0.2191

## p = 0.0596
```

```

## --- Internal Motivation ---

## Model: internal_motivation ~ treatment

## a = 0.2663

## SE = 0.2187

## p = 0.2246

## --- External Motivation ---

## Model: external_motivation ~ treatment

## a = 0.4499

## SE = 0.1989

## p = 0.0246

## 
## 
## === b PATHS (Mediator -> DV) & c' PATHS (Direct Effects) ===

## --- Fairness ---

## Model: female_pick ~ treatment + fairness

## b (fairness) = -0.0378

## SE = 0.0172

## p = 0.0292

## c' (direct) = -0.0575

## SE = 0.0578

## p = 0.3208

## --- Internal Motivation ---

## Model: female_pick ~ treatment + internal_motivation

## b (internal) = -0.0178

## SE = 0.017

```

```

## p = 0.2968

## c' (direct) = -0.0684

## SE = 0.058

## p = 0.2392

## --- External Motivation ---

## Model: female_pick ~ treatment + external_motivation

## b (external) = -0.03

## SE = 0.0192

## p = 0.1195

## c' (direct) = -0.0597

## SE = 0.0584

## p = 0.3079

## 

## === BOOTSTRAP INDIRECT EFFECTS SUMMARY (10,000 simulations) ===

##          Mediator a_path b_path    ACME ACME_CI_lower
## fairness           Fairness  0.415 -0.038 -0.0157      -0.0433
## internal_motivation Internal Motivation  0.266 -0.018 -0.0047      -0.0229
## external_motivation External Motivation  0.450 -0.030 -0.0135      -0.0394
##          ACME_CI_upper ACME_p
## fairness           0.0012  0.0792
## internal_motivation 0.0051  0.4360
## external_motivation 0.0031  0.1318

## 
## ACME = Average Causal Mediation Effect (indirect effect)

## CI = 95% Percentile Bootstrap Confidence Interval

```