**Coding scheme for intervention open-ended response**

**Intervention measure**

“Now, remember how all Blues in Smorgsville clean bakeries? (yes?) That’s right, the Blues in Smorgsville clean bakeries! Now I think decorating cakes is a much better job than cleaning bakeries – you get lots of coins, it’s very fun, and you get to taste the cakes! Let’s see if we can help the Blues out and have more of them decorate cakes! **If you could make \*anything\* happen, what would you do to have more Blues decorate cakes?**”

**Intervention coding procedure**

Interventions will be coded using the following coding scheme by 2 coders blind to the condition of the participant.

Responses will be coded based on the first, very initial thing they target. For example, change the job’s wages initially targets the job, perhaps with the subsequent aim of making the group value the job more, but would be coded as “change job’s wages or value” based on the first thing it targets.

**Intervention codes**

**Group-based interventions -** interventions that something about the group themselves

"change group beliefs/values" - interventions that target a shared belief, value, or practice among the group. eg ask the group to work the high-status job, persuade the group that they should work the high-status job, get the group to express their desire to work the high-status job, align the group’s values with the high-status job, have the group learn about what it is like to work the high-status job, teach the group about the value of the high-status job, encourage them to take on the high-status job

**Structural interventions -** interventions that target the group’s structural context: ie the lack of job choices/opportunities.

"create more jobs or access to jobs" – eg change city laws that limit the group’s economic opportunity, put target group into power to change laws, contact city authority to change laws, tell the bakery to have the groups switch off jobs, expand the number of jobs available, ask bakery to hire that group for the high-status job, make a new rule/declare that anyone can now work any job, implement affirmative action policies to hire that group for the high-status job

"provide job training/tools to group" - interventions that provide job training or equipment to the group, so that they are able to access the high-status job. eg teaching the group skills needed for the high-status job, providing the group with relevant tools to do the high-status job

**Other**

"change job wages, value, hours, work" - interventions that target the property itself, rather than something about the group or something about the group’s lack of access to jobs. Eg increasing wages or increasing the value of the job, hours, type of work etc.

"ambiguous" - interventions that could be interpreted as one or more of the above categories

"other" - interventions that could not be coded as any of the above, including idiosyncratic or irrelevant responses

"don't know" - non-answers, non-responses