Unpacking responsibility

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- list of things that still need to be done ...

2 Research question

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3.1 Methods

3.1.1 Participants

3.1.2 Design

(a)	(b)	(c)	(d)
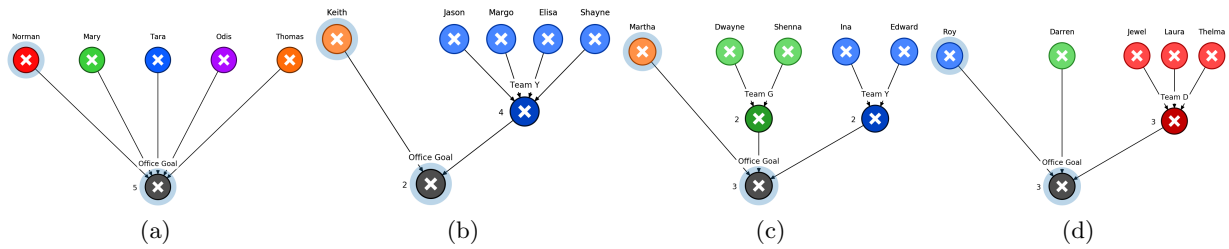
3.1.3 Procedure

Instructions

In this task you will look at employees' productivity.

You will have to determine how important each employee was for the the overall productivity.

Continue
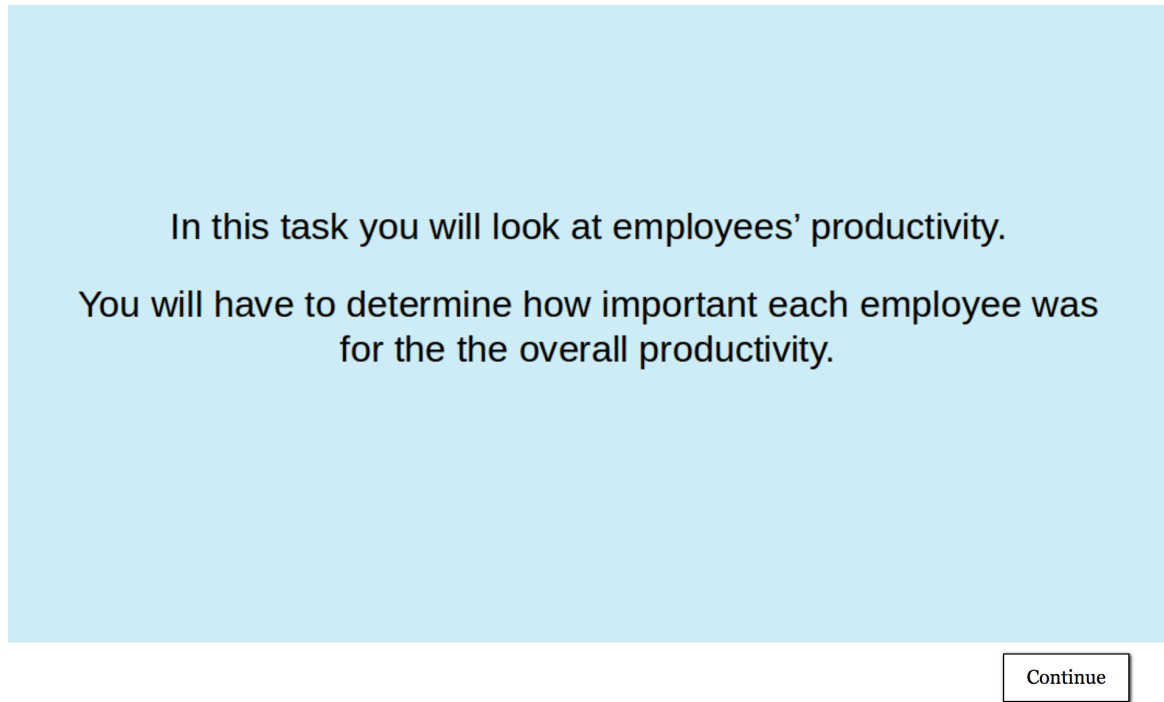
Figure 1: Instruction screenshot 1.

Instructions

The office has a goal to meet.

Office Goal

To evaluate whether the Office goal has been met, we must evaluate employee productivity.
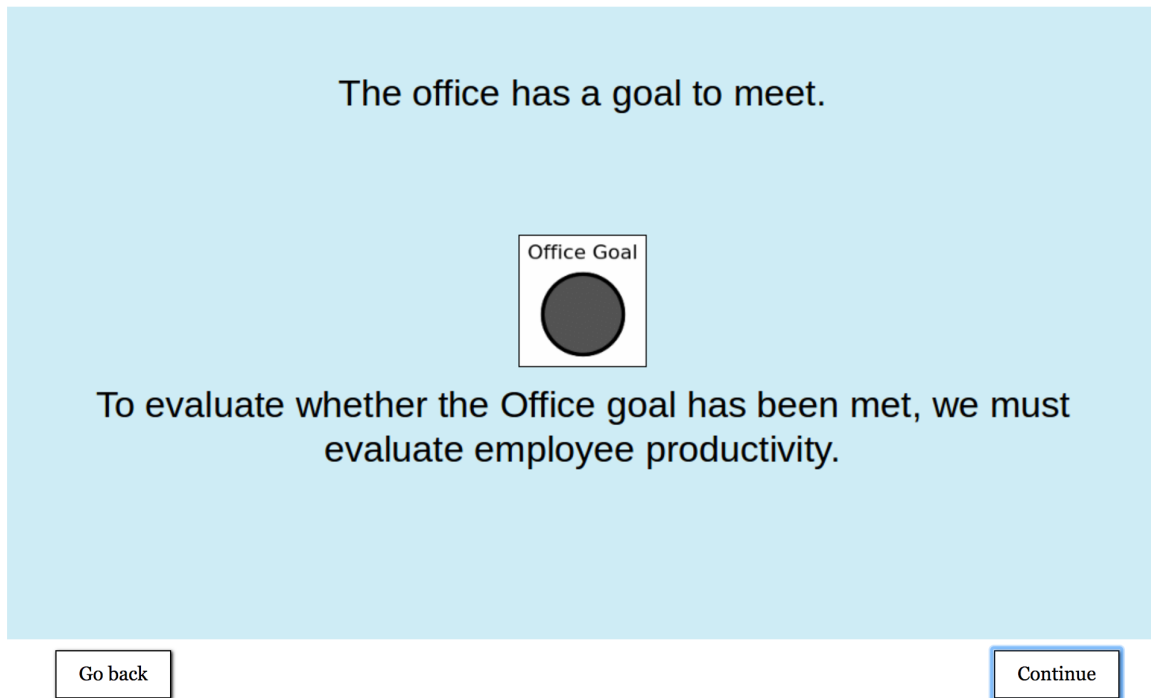
Go back   Continue

Figure 2: Instruction screenshot 2.

Instructions

Every employee has a goal to meet.

At the end of the week, they report their success or failure in meeting their goal.

Claude   Barry   Jacob

An X means failure. A check mark means success.
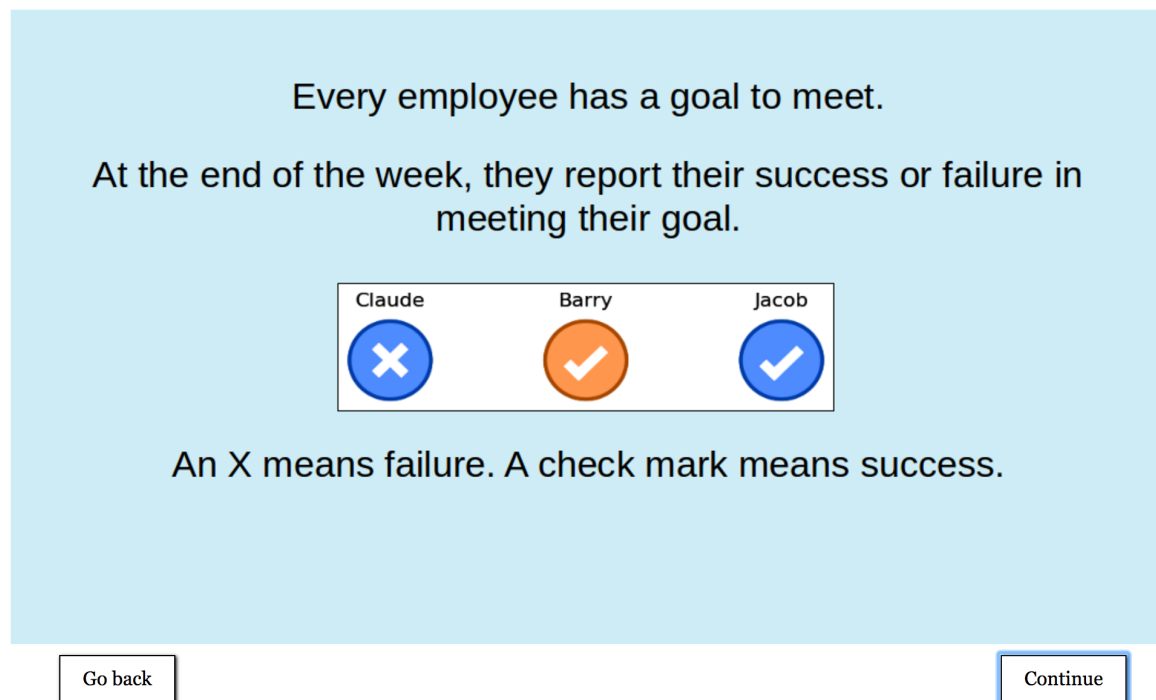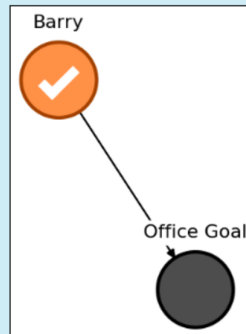
Go back   Continue

Figure 3: Instruction screenshot 3.

Instructions

Some employees will contribute to the Office Goal.

Barry

Office Goal

Here, the arrow means that Barry contributes to the Office Goal.

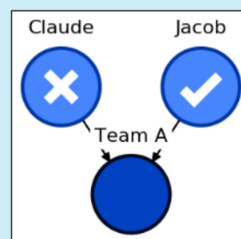Go back   Continue

Figure 4: Instruction screenshot 4.

Instructions

Others will contribute to teams. Teams and their employees share the same color.

Claude   Jacob

Team A

Claude and Jacob are in Team A.

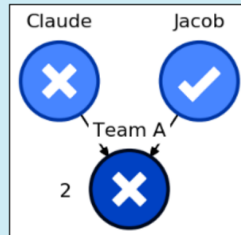Go back   Continue

Figure 5: Instruction screenshot 5.

In order for Team A to meet its goal, both Claude and Jacob have to succeed in their task.

The team failed because Claude did not succeed.

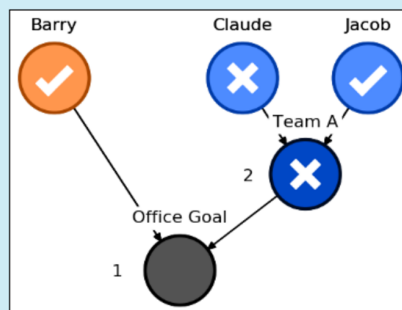Go back   Continue

Figure 6: Instruction screenshot 6.

Similar to employees, a team may contribute to the Office Goal.
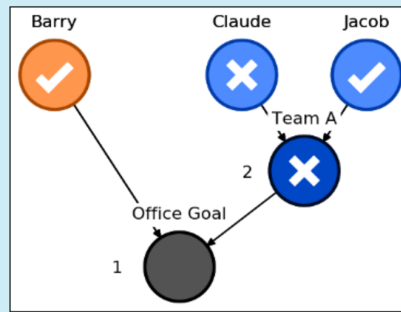

Go back   Continue

Figure 7: Instruction screenshot 7.

Instructions

The number 1 next to the Office Goal, indicates that at least 1 employee/team has to succeed in order to meet the Office Goal.
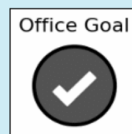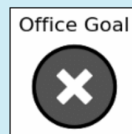

Go back   Continue

Figure 8: Instruction screenshot 8.

Instructions

A check mark means the office met their goal.

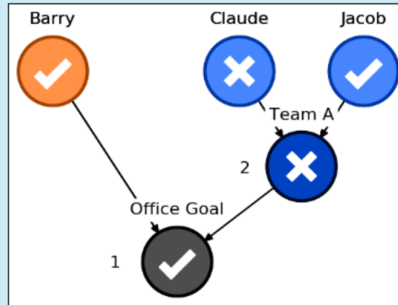An X means the office did not meet their goal.

Go back   Continue

Figure 9: Instruction screenshot 9.

To win the reward, Barry or Team A or both must succeed.

The Office Goal was met because Barry succeeded.

Go back   Continue

Figure 10: Instruction screenshot 10.

This concludes the introduction.

In the following page we will present you a set of questions to check your understanding of the task.
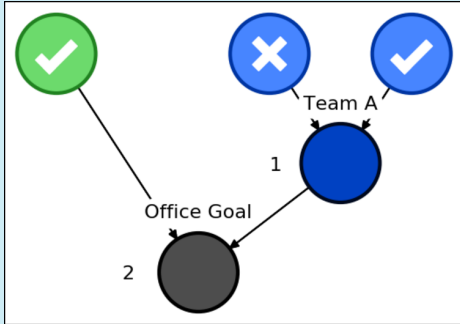
Then, you may begin the task.

Go back   Continue

Figure 11: Instruction screenshot 11.

Check questions

1. Based on the example below, evaluate the following.
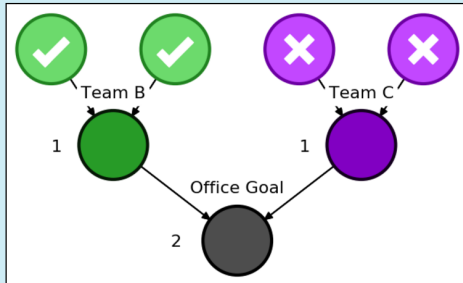

Team A: ○ succeeded   ○ failed

Office Goal: ○ was met   ○ wasn't met

Figure 12: Instruction screenshot 12.

2. Based on the example below, evaluate the following.
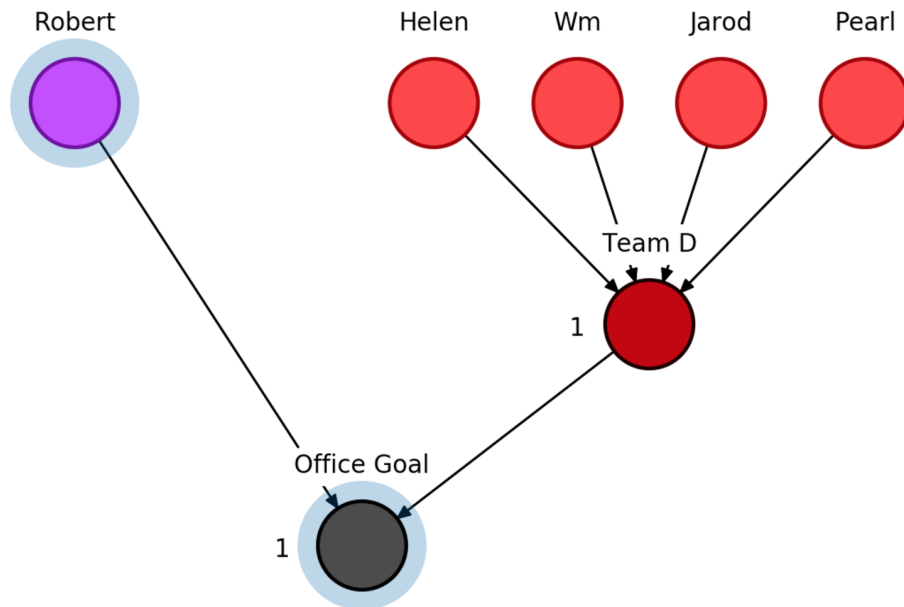

Team B: ● succeeded   ○ failed

Team C: ○ succeeded   ● failed

Office Goal: ○ was met   ● wasn't met

Figure 13: Instruction screenshot 13.

Task

You will see several situations. To the left of the Teams and Office Goal, is the minimum number of employees or teams that need to succeed for the team to succeed or the Office Goal to be met.

How important is **Robert** for meeting the Office Goal?

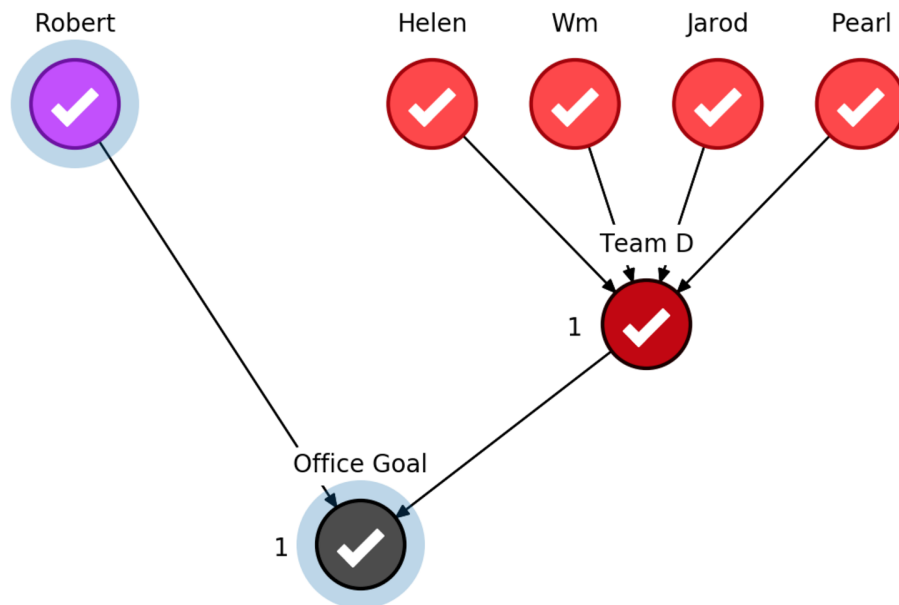**not** important at all   **very** important

Next

Figure 14: Instruction screenshot 14.

You will see several situations. To the left of the Teams and Office Goal, is the minimum number of employees or teams that need to succeed for the team to succeed or the Office Goal to be met.

To what extent was **Robert** responsible for the Office Goal **being** met?

not at all   **very** much

Continue

Figure 15: Instruction screenshot 15.
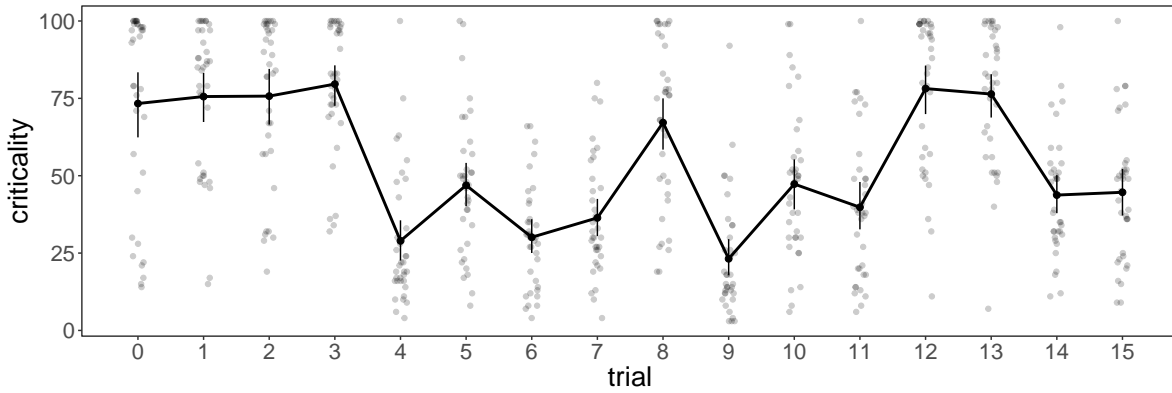
11

3.2 Results

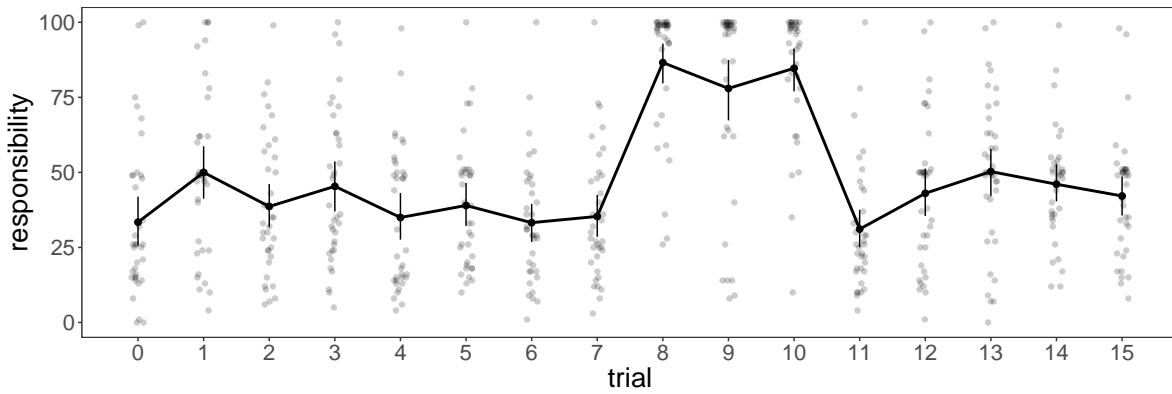Figure 16: Criticality judgments: "How important is X for meeting the Office Goal?"

Figure 17: Responsibility judgments: "To what extent was X responsible for the Office Goal [not] being met?"

3.3 Discussion