

## intro

We invite you to take part in this study, which is part of a larger program of research being carried out under the supervision of Professor Leif Nelson, who is a faculty member in the Haas School of Business at UC Berkeley.

As a participant in this research, you will be asked to complete the attached online survey, which contains a short questionnaire.

You will complete this survey at home, on your own computer

Although this research has no direct benefits for you, the findings from it may benefit scientific knowledge.

This study presents minimal risk to you. In the event of an unanticipated breach of confidentiality, you would be exposed to a loss of privacy; however, we are taking measures to minimize such a risk. Your responses will be kept as confidential as possible and all data will be stored on password protected computers and on encrypted hard drives.

Your responses will be retained indefinitely. Your name and other identifying information will not be used in any publications of this research.

If you have any questions about your rights or treatment as a participant in this research project, please contact the University of California at Berkeley's Committee for the Protection of Human Subjects at 510-642-7461 or email subjects@berkeley.edu.

If you agree to participate in this study, select yes below to enter the survey.

Do you conse	nt to participate in	n this study?	
) Yes			

## better

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Imagine yo	u are a m	nanager	at a large	e techno	ology firm. Y	ou are o	overseeir	ng an imp	oortant	new
project and	need to	choose a	a team to	assign	to this proje	ect.				
Your assist	ant has c	compiled	a list of a	all teams	s at the con	npany.				
Only two te	ams cou	ld start s	oon enou	ugh to ke	eep the pro	ject on s	schedule	: Team A	and <b>T</b> e	∍am B.
Looking at	your assi	istant's p	rofiles of	each of	these two	teams, y	you see t	hat <b>your</b>	<sup>r</sup> assist	ant has
rated Team	n A as si	gnifican	tly more	qualifie	ed than Te	am B.				
				•						
Based on the	nis, how	qualified	do you th	hink <b>Tea</b>	ım A is?					
Extremely unqualified (-5)	(-4)	(-3)	(-2)	(-1)	Middle of the	(1)	(2)	(3)	(4)	Extremel qualified (5)

pack (a)

Based on th	nis, how	qualified	do you th	nink <b>Tea</b>	m B is?					
Extremely unqualified (-5)	(-4)	(-3)	(-2)	(-1)	Middle of the pack					Extremely qualified (5)
0	0	0	0	0	( <del>6)</del>					0
Based on th	nis, how	qualified	do you th	nink the	worst tean	n at the	compan	y is?		
Extremely unqualified (-5)					Middle of the pack			(3)	(4)	Extremely qualified (5)
0		0	0	0	( <del>6)</del>	0	0	0	0	
Based on th	nis, how	qualified	do you th	nink the	<b>best</b> team	at the c	ompany	is?		
Extremely unqualified (-5)	(-4)	(-3)	(-2)	(-1)	Middle of the pack	(1)	(2)	(3)	(4)	Extremely qualified (5)
	0	0	0	0	( <del>6</del> )	0	0	0	0	
Based on th	nis, how	qualified	do you th	nink the	<b>average</b> te	am at tl	he compa	any is?		
Extremely	(-4)	(-3)	(-2)	(-1)	Middle	(1)	(2)	(3)	(4)	Extremely

of the

qualified

unqualified



## worse

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Imagine you are a manager at a large technology firm. You are overseeing an important new project and need to choose a team to assign to this project.

Your assistant has compiled a list of all teams at the company.

Only two teams could start soon enough to keep the project on schedule: Team A and Team B.

Looking at your assistant's profiles of each of these two teams, you see that **your assistant has** rated Team B as significantly less qualified than Team A.

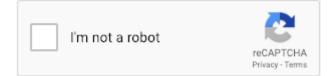
Based on this, how qualified do you think Team A is?

unqualified (-5)					of the pack					qualified (5)
0	0	0	0	0	( <del>0</del> )	0	0	0	0	
Based on th	nis, how	qualified	do you th	nink <b>Tea</b>	m B is?					
Extremely unqualified (-5)	(-4)	(-3)	(-2)	(-l)	of the pack	(1)	(2)	(3)	(4)	Extremely qualified (5)
0	0	0	0	0	(b)	0	0	0	0	
Based on th	nis, how	qualified	do you th	nink the	worst tean	n at the	company	is?		
Extremely unqualified (-5)	(-4)	(-3)	(-2)	(-1)	Middle of the pack	(1)	(2)	(3)	(4)	Extremely qualified (5)
	0	0	0	0	( <del>6)</del>	0	0	0	0	
Based on th	nis, how	qualified	do you th	nink the	best team	at the co	ompany i	s?		
Extremely unqualified (-5)	(-4)	(-3)	(-2)	(-1)	of the pack	(1)	(2)	(3)	(4)	Extremely qualified (5)
$\circ$	$\bigcirc$	$\bigcirc$	$\bigcirc$	0	( <del>6)</del>	0	$\bigcirc$	0	0	0

Based on the	his, how	qualified	do you th	nink the	average te	am at tl	ne compa	any is?		
Extremely unqualified (-5)		(-3)	(-2)	(-1)	Middle of the pack		(2)	(3)	(4)	Extremel qualified (5)
0	0	0	0	0	( <del>6)</del>		0	0		0
demos	6									
Finally, pl	ease an	swer the	ese que	stions:						
Which tean	n was rat	ed as mo	ore qualif	ied by y	our assista	nt?				
O Team A			·							
O Team B										
O The tea	ms wer	e ratec	l as equ	ually q	ualified					
O Don't re	membe	er								
My gender	is:									
Male										
Female  Non-bind	7K) /									
NIGHTON INC	1[ \/									

My age is:				
If you have any comme	ents, please leave	e them below:		
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To prove that you are a human, please complete the captcha below.



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