



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 consent to participate in this study?

☐ Yes

☐ No

better

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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 A as significantly more qualified than Team B.**

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

Extremely
unqualified
(-5)

(-4)

(-3)

(-2)

(-1)

Middle
of the
pack
(0)

(1)

(2)

(3)

(4)

Extremely
qualified
(5)

☐

☐

☐

☐

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

Extremely unqualified (-5) (-4) (-3) (-2) (-1) Middle of the pack (0) (1) (2) (3) (4) Extremely qualified (5)

Based on this, how qualified do you think the **worst** team at the company is?

Extremely unqualified (-5) (-4) (-3) (-2) (-1) Middle of the pack (0) (1) (2) (3) (4) Extremely qualified (5)

Based on this, how qualified do you think the **best** team at the company is?

Extremely unqualified (-5) (-4) (-3) (-2) (-1) Middle of the pack (0) (1) (2) (3) (4) Extremely qualified (5)

Based on this, how qualified do you think the **average** team at the company is?

Extremely unqualified (-4) (-3) (-2) (-1) Middle of the (1) (2) (3) (4) Extremely qualified

(-5)



pack

(0)



(5)



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?

Extremely (-4) (-3) (-2) (-1) Middle (1) (2) (3) (4) Extremely



○

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



○

○



Based on this, how qualified do you think the **worst** team at the company is?



Based on this, how qualified do you think the **best** team at the company is?



○

Based on this, how qualified do you think the **average** team at the company is?

Extremely unqualified (-5)	(-4)	(-3)	(-2)	(-1)	Middle of the pack (0)	(1)	(2)	(3)	(4)	Extremely qualified (5)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

emos

Finally, please answer these questions:

Which team was rated as more qualified by your assistant?

- ☐ Team A
- ☐ Team B
- ☐ The teams were rated as equally qualified
- ☐ Don't remember

My gender is:

- ☐ Male
- ☐ Female
- ☐ Non-binary

My age is:

If you have any comments, please leave them below:

To prove that you are
a human, please
complete the
captcha below.

☐

I'm not a robot



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