

# Please enter your personal code

- Please make sure that you enter the personal code located at the top of the piece of paper provided to you.
- Your personal code has 5 characters.
- **Caution:** entering the wrong code may imply that we cannot trace your remuneration.

Personal code:

Next

These are the experimental materials of the experiment conducted for Asymmetric Adjustment of Control. Few remarks:

- The principal is Player 1 and the agent is player 2.
- The experimental materials only show the instructions from the perspective of Player 1
- The experimental materials only show the interaction between a principal and an agent for two out of twelve periods.

# Important information

- Please read all information carefully and be aware that you cannot go back to previous screens.
- There are three stages in this study: an instruction stage, a decision stage, and lastly a questionnaire.
- Your decisions during the decision stage influence how many points you earn.
- Every 10 points is worth 0.60 EUR, and you will be paid within 3 weeks after this study.
- Students enrolled in Management Accounting (for IBA) also receive a bonus grade conform the syllabus.
- We expect no psychological discomfort nor physical injury. Also, there is no deception and your participation is voluntary.
- Your personal information will not be shared with anyone outside of our research team.

☐ I have read and accept the conditions above.

Next

# Instructions

- You and the other participants in this session will interact with each other for **12** periods.
- Half of the participants will fulfill the role of **Player 1** and the other half **Player 2**.
- You will be **Player 1**, and every period you will be randomly matched to another participant who plays **Player 2**.
- In each period, **you** and **Player 2** may make a decision that influences how many points both of you earn.

Please evaluate the following statements.

You fulfill the role of **Player 1**.

- ☒ True
- ☐ False

You will be matched to the same participant who plays **Player 2** for **12** periods.

- ☐ True
- ☒ False

In each period, only **you** make a decision that influences how many points you and **Player 2** earn.

- ☐ True
- ☒ False

Next

# Instructions

## Payoffs

You (Player 1):  $a \times (15 - c) + (1 - a) \times b1$

Player 2:  $a \times 5 + (1 - a) \times b2$

- 
- The payoffs above display how **your** and **Player 2**'s points are determined in each period.
  - The next few screens will explain the payoffs in detail.

Next

# Instructions

## Payoffs

You (Player 1):  $a \times (15 - c) + (1 - a) \times b1$

Player 2:  $a \times 5 + (1 - a) \times b2$

- The value for **c** cannot be lower than **1** point and cannot be higher than **9** points.
- **c** can only influence how much points **you** earn, and not how much points **Player 2** earns.
- **You** and **Player 2** observe the value of **c** when you make a decision.

Please evaluate the following statements.

**c** can have a value of **10** points.

- ☐ True
- ☒ False

Only you know what the value of **c** is in each period.

- ☐ True
- ☒ False

Next

# Instructions

## Payoffs

You (Player 1):  $a \times (15 - c) + (1 - a) \times b1$

Player 2:  $a \times 5 + (1 - a) \times b2$

- At the start of each period, **you** first choose a value for **a** ranging from **0.00** to **1.00**.
- When **you** increase **a**, your payoff depends more strongly on **15 - c** and less strongly on **b1**.
- However, increasing **a** also means that **Player 2**'s payoff depends more strongly on **5** and less strongly on **b2**.
- The next instruction screen will explain how **Player 2** can choose **b1** and **b2** after **you** have chosen **a**.

Please drag the slider (or use the left and right arrow keys) to test how **a** influences the payoffs.

Please evaluate the following statements (use the slider if necessary).

**Player 2** chooses the value for **a**.

- ☐ True
- ☒ False

If **you** set **a** to **1.00**, then **you** receive **15 - c** points and **Player 2** receives **5** points.

- ☒ True
- ☐ False

If **you** set **a** to **0.00**, then both **you** and **Player 2** receive zero points.

- ☐ True
- ☒ False

Next

# Instructions

## Payoffs

You (Player 1):  $a \times (15 - c) + (1 - a) \times b1$

Player 2:  $a \times 5 + (1 - a) \times b2$

- After **you** have chosen a value for **a**, **Player 2** observes the value for **a** that **you** have chosen.
- Next, **Player 2** chooses values for **b1** and **b2** ranging from **5** to **15** points, only if **a** is lower than **1.00**.
- As **Player 2** increases **b1** from **5** to **15** points, the value of **b2** drops from **15** to **5** points, and vice versa.
- The sum of **b1** and **b2** must always be **20** points.

Please drag the slider (or use the left and right arrow keys) to test how **b1** and **b2** influence the payoffs.



Please evaluate the following statements (use the slider if necessary).

If **Player 2** sets **b1** to **9** points, then **b2** must be **11** points.

- ☒ True
- ☐ False

If **Player 2** sets **b1** to **5** points, then **b2** also equals **5** points.

- ☐ True
- ☒ False

If **you** set **a** to **1.00**, then **Player 2** cannot choose values for **b1** and **b2**.

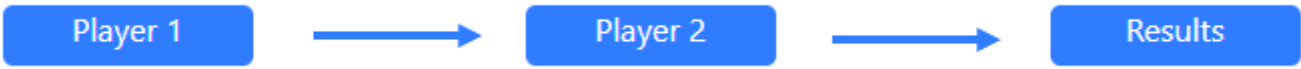
- ☒ True
- ☐ False

If **you** set **a** to **0.00**, then **your** payoff equals **b1** and the payoff of **Player 2** equals **b2**.

- ☒ True
- ☐ False

Next

# Overview



## Payoffs

**You (Player 1):**  $a \times (15 - c) + (1 - a) \times b1$

**Player 2:**  $a \times 5 + (1 - a) \times b2$

- 
- Both players observe **c** which cannot be lower than **1** point nor higher than **9** points.
  - In each period, **you** first choose a value for **a** ranging from **0.00** to **1.00**, which **Player 2** will observe.
  - Next, **Player 2** chooses values for **b1** and **b2** ranging from **5** to **15** points if **you** have chosen a value for **a** below **1.00**.
  - At the end of each period, **you** and **Player 2** will observe the results of what happened in the period.

**Please be aware that the first period is about to start.**

☐ I have read the information above and would like to start.

Next



# Your decision

Period 1 of 12

**You (Player 1)** have been randomly matched to another participant in this session playing **Player 2**.  
The value for **c** equals **1** point.

Now, you can choose a value for **a** ranging from **0.00** to **1.00** which impacts the payoffs below.  
If **you** choose a value for **a** lower than **1.00**, then **Player 2** will choose values for **b1** and **b2** ranging from **5** to **15** points.

**You (Player 1):**  $a \times (15 - 1) + (1 - a) \times b1$   
**Player 2:**  $a \times 5 + (1 - a) \times b2$

Please drag the slider (or use the left and right arrow keys) to make your choice.

Next

# Your decision

Period 1 of 12

**You (Player 2)** are randomly matched to another participant in this session playing **Player 1**.  
The value for **c** equals **1** point.

**Player 1** has chosen to set **a** to **0.82**.  
Now, you can choose values for **b1** and **b2** ranging from **5** to **15** points which impacts the payoffs below.

**Player 1:**             $0.82 \times (15 - 1) + 0.18 \times b1$   
**You (Player 2):**  $0.82 \times 5 + 0.18 \times b2$

Please drag the slider (or use the left and right arrow keys) to make your choice.

Next

# Results

Period 1 of 12

The value for **c** was **1** point.  
**You (Player 1)** chose to set **a** to **0.82**.  
**Player 2** chose to set **b1** to **5.14**, and **b2** to **14.86**.

Payoffs in this period:

**You:** **12.41** points  
**Player 2:** **6.77** points

Next

# Results

Period 1 of 12

The value for **c** was **1** point.  
**Player 1** chose to set **a** to **0.82**.  
**You (Player 2)** chose to set **b1** to **5.14**, and **b2** to **14.86**.

Payoffs in this period:

**Player 1:** 12.41 points  
**You:** 6.77 points

Next

# Your decision

Period 2 of 12

**You (Player 1)** have been randomly matched to another participant in this session playing **Player 2**.  
The value for **c** equals **1** point.

Now, you can choose a value for **a** ranging from **0.00** to **1.00** which impacts the payoffs below.  
If **you** choose a value for **a** lower than **1.00**, then **Player 2** will choose values for **b1** and **b2** ranging from **5** to **15** points.

**You (Player 1):**  $a \times (15 - 1) + (1 - a) \times b1$   
**Player 2:**  $a \times 5 + (1 - a) \times b2$

Please drag the slider (or use the left and right arrow keys) to make your choice.

Next

Click to view history

Period	Results	Payoffs
1	<b>c</b> = 1 <b>a</b> = 0.82 <b>b1</b> = 5.14 <b>b2</b> = 14.86	<b>You:</b> 12.41 points <b>Player 2:</b> 6.77 points

# Your decision

Period 2 of 12

**You (Player 2)** are randomly matched to another participant in this session playing **Player 1**.  
The value for **c** equals **1** point.

**Player 1** has chosen to set **a** to **0.75**.  
Now, you can choose values for **b1** and **b2** ranging from **5** to **15** points which impacts the payoffs below.

**Player 1:**             $0.75 \times (15 - 1) + 0.25 \times \text{b1}$   
**You (Player 2):**  $0.75 \times 5 + 0.25 \times \text{b2}$

Please drag the slider (or use the left and right arrow keys) to make your choice.

Next

Click to view history

Period	Results	Payoffs
1	<b>c</b> = 1 <b>a</b> = 0.82 <b>b1</b> = 5.14 <b>b2</b> = 14.86	<b>Player 1:</b> 12.41 points <b>You:</b> 6.77 points

# Results

Period 2 of 12

The value for **c** was **1** point.  
**You (Player 1)** chose to set **a** to **0.75**.  
**Player 2** chose to set **b1** to **5.00**, and **b2** to **15.00**.

Payoffs in this period:

**You:** 11.75 points  
**Player 2:** 7.50 points

Next

Click to view history

Period	Results	Payoffs
1	<b>c</b> = 1 <b>a</b> = 0.82 <b>b1</b> = 5.14 <b>b2</b> = 14.86	<b>You:</b> 12.41 points <b>Player 2:</b> 6.77 points

# Results

Period 2 of 12

The value for **c** was **1** point.  
**Player 1** chose to set **a** to **0.75**.  
**You (Player 2)** chose to set **b1** to **5.00**, and **b2** to **15.00**.

Payoffs in this period:

**Player 1:** 11.75 points  
**You:** 7.50 points

Next

Click to view history

Period	Results	Payoffs
1	<b>c</b> = 1 <b>a</b> = 0.82 <b>b1</b> = 5.14 <b>b2</b> = 14.86	<b>Player 1:</b> 12.41 points <b>You:</b> 6.77 points



# Instructions

- In this next activity of the decision stage, you will see a field with 100 boxes.
- Each box you collect gives you **0.70** points.
- However, behind one of the boxes hides **one bomb** that destroys everything that has been collected.
- While you do not know where the bomb is located, it can be in any place with equal probability.
- Your task is to choose how many boxes to randomly collect by filling in a number between **0** and **100**.
- After you have filled in your number, press '**Stop**' and '**Solve**' to finalize your decision.
- If your random selection of boxes does not contain the bomb, you earn **0.70** points for every collected box.
- If you collect the box where the bomb is located, the bomb will explode and you will earn **0** points.

☐ I understand and I would like to make my decision.

Next

# Your decision


No. of boxes to collect:

Stop

Solve

# Your decision

✓				✓	✓	✓	✓	✓	
		✓				✓	✓	✓	✓
		✓		✓		✓		✓	✓
			✓	✓		✓	✓	✓	✓
	✓	✓		✓					
			✓			✓		✓	
	✓	✓		✓	✓	✓		✓	
	✓		✓	✓	✓	✓			✓
✓			✓			✓		✓	
✓	✓		✓		✓	✓			✓

No. of boxes to collect:

Stop

Solve

# Your decision

\$				\$	\$	\$	\$	\$	
		\$				\$	\$	\$	\$
		\$		\$		\$		\$	\$
			\$	\$		\$	\$	\$	\$
	\$	\$		\$					
			\$			\$		\$	
	\$	\$		\$	\$	\$		\$	
	\$		\$	\$	\$	\$			\$
\$			\$			\$		\$	
\$	\$		\$		\$	\$			\$

No. of boxes to collect:

Next

# Results

You chose to collect 50 out of 100 boxes.  
The bomb was hidden behind the box in row 8, column 8.

Your collected boxes did not contain the bomb.  
You thus receive **0.70 points** for each of the 50 boxes you collected.  
Your payoff from this second activity amounts to **35.00 points**.

Next



# Questionnaire

- In this last stage, you cannot earn additional points.
- Instead, we ask you to evaluate some statements and answer a few questions.
- We ask you to respond truthfully and to the best of your ability.
- Please do not overthink statements and questions too much, and try to respond what naturally comes to your mind.

☐ I have read this information and would like to continue.

Next

# Questionnaire

Please rate the following statements and questions about the first activity you just completed.

This study did not hold my attention.

The other participants' decisions influenced the decisions I made.

I enjoyed participating in this study.

In each period, I chose the value for a.

Consistency in my decisions across periods was important to me.

The value of c influenced my decisions.

In each period, I chose the values for b1 and b2.

I was motivated to participate in this experiment.

The information presented to me in this study was clear.

This study was difficult for me to understand.

It was not easy to understand the context described to me.

What best describes the value of c across the periods?

In a period, I considered how the other participant would interpret my decision.

I was Player 2.

Next

# Questionnaire

Please rate the following statements reflecting general feelings and experiences that may or may not apply to you.

Often, I feel a bit uncomfortable even about changes that may potentially improve my life.	<div>-----▼</div>
I sometimes find myself avoiding changes that I know will be good for me.	<div>-----▼</div>
I generally consider changes to be a negative thing.	<div>-----▼</div>
Once I have come to a conclusion, I am not likely to change my mind.	<div>-----▼</div>
I do not change my mind easily.	<div>-----▼</div>
I often change my mind.	<div>-----▼</div>
Changing plans seems like a real hassle to me.	<div>-----▼</div>
When things do not go according to plans, it stresses me out.	<div>-----▼</div>
My views are very consistent over time.	<div>-----▼</div>
When someone pressures me to change something, I tend to resist it even if I think the change may ultimately benefit me.	<div>-----▼</div>
If one of my professors changed the grading criteria, it would probably make me feel uncomfortable even if I thought I would do just as well without having to do extra work.	<div>-----▼</div>
I like to do the same old things rather than try new and different ones.	<div>-----▼</div>
I will take a routine day over a day full of unexpected events any time.	<div>-----▼</div>
If I were to be informed that there is going to be a significant change regarding the way things are done at university, I would probably feel stressed.	<div>-----▼</div>
Whenever my life forms a stable routine, I look for ways to change it.	<div>-----▼</div>
I would rather be bored than surprised.	<div>-----▼</div>
When I am informed of a change of plans, I tense up a bit.	<div>-----▼</div>

Next



# Questionnaire

Please rate the following statements reflecting general feelings and experiences that may or may not apply to you.

Once I make a decision, I stop worrying about it.	<div><div>-----</div><div>▼</div></div>
I often worry about making the wrong choice.	<div><div>-----</div><div>▼</div></div>
After I have chosen or decided something, I often believe I have made the wrong choice or decision.	<div><div>-----</div><div>▼</div></div>
I like to be in a position to make decisions.	<div><div>-----</div><div>▼</div></div>
I try to put off making decisions	<div><div>-----</div><div>▼</div></div>
It seems that deciding on the most trivial thing takes me a long time.	<div><div>-----</div><div>▼</div></div>
I always know exactly what I want.	<div><div>-----</div><div>▼</div></div>
I have trouble completing assignments because I cannot prioritize what is most important.	<div><div>-----</div><div>▼</div></div>
I become anxious when making a decision.	<div><div>-----</div><div>▼</div></div>
I usually make decisions quickly.	<div><div>-----</div><div>▼</div></div>
When ordering from a menu, I usually find it difficult to decide what to get.	<div><div>-----</div><div>▼</div></div>
I have a hard time planning my free time.	<div><div>-----</div><div>▼</div></div>
Once I make a decision, I feel fairly confident that it is a good one.	<div><div>-----</div><div>▼</div></div>
I do not get assignments done on time because I cannot decide what to do first.	<div><div>-----</div><div>▼</div></div>
I find it easy to make decisions.	<div><div>-----</div><div>▼</div></div>

Next

# Questionnaire

Here are several personality traits that may or may not apply to you.

Please rate the extent to which each pair of traits applies to you, even if one trait applies more strongly than the other.

I see myself as conventional, uncreative.	<div>-----▼</div>
I see myself as calm, emotionally stable.	<div>-----▼</div>
I see myself as critical, quarrelsome.	<div>-----▼</div>
I see myself as dependable, self-disciplined.	<div>-----▼</div>
I see myself as open to new experiences, complex.	<div>-----▼</div>
I see myself as extraverted, enthusiastic.	<div>-----▼</div>
I see myself as anxious, easily upset.	<div>-----▼</div>
I see myself as sympathetic, warm.	<div>-----▼</div>
I see myself as disorganized, careless.	<div>-----▼</div>
I see myself as reserved, quiet.	<div>-----▼</div>

Next

44%

# Questionnaire

Please rate the following statements reflecting general feelings and experiences that may or may not apply to you.

In my personal relationships, the other person usually has more control than I do.	<div>-----▼</div>
I find it easy to play an important part in most group situations.	<div>-----▼</div>
I am not good at guiding the course of a conversation with several others.	<div>-----▼</div>
I often find it hard to get my point of view across to others.	<div>-----▼</div>
I have no trouble making and keeping friends.	<div>-----▼</div>
In attempting to smooth over a disagreement, I sometimes make it worse.	<div>-----▼</div>
I can usually steer a conversation toward the topics I want to talk about.	<div>-----▼</div>
When I need assistance with something, I often find it difficult to get others to help.	<div>-----▼</div>
If there is someone I want to meet, I can usually arrange it.	<div>-----▼</div>
I can usually develop a personal relationship with someone I find appealing.	<div>-----▼</div>

Next

56%

# Questionnaire

Please rate the following statements reflecting general feelings and experiences that may or may not apply to you.

I hate to be with people who are unpredictable.	<div>-----▼</div>
I enjoy having a clear and structured mode of life.	<div>-----▼</div>
I find that a well-ordered life with regular hours makes my life tedious.	<div>-----▼</div>
I become uncomfortable when the rules in a situation are not clear.	<div>-----▼</div>
I do not like situations that are uncertain.	<div>-----▼</div>
I enjoy the exhilaration of being in unpredictable situations.	<div>-----▼</div>
I hate to change my plans at the last minute.	<div>-----▼</div>
It upsets me to go into a situation without knowing what I can expect from it.	<div>-----▼</div>
I find that a consistent routine enables me to enjoy life more.	<div>-----▼</div>
I like to have a place for everything and everything in its place.	<div>-----▼</div>
I am not bothered by things that interrupt my daily routine.	<div>-----▼</div>

Next

67%

# Questionnaire

Please rate the following statements reflecting general feelings and experiences that may or may not apply to you.

Generally speaking, you cannot be too careful in dealing with people.	<div>-----▼</div>
These days you cannot count on strangers.	<div>-----▼</div>
In dealing with strangers, one is better off to be cautious until they have provided evidence to be trustworthy.	<div>-----▼</div>
Most people would try to be fair.	<div>-----▼</div>
Most people would try to take advantage of you if they got the chance.	<div>-----▼</div>
Most of the time people are mostly just looking out for themselves.	<div>-----▼</div>
I am relatively cautious when I interact with other people.	<div>-----▼</div>
Most of the time people try to be helpful.	<div>-----▼</div>
I will trust a person until I have clear evidence that that person cannot be trusted.	<div>-----▼</div>
Generally speaking, most people can be trusted.	<div>-----▼</div>
Anyone who completely trusts anyone else is asking for trouble.	<div>-----▼</div>

Next

# Questionnaire

Please rate the following statements reflecting general feelings and experiences that may or may not apply to you.

I often think about how I will achieve academic success.	<div>-----▼</div>
My major goal in school right now is to avoid becoming an academic failure.	<div>-----▼</div>
I am anxious that I will fall short of my responsibilities and obligations.	<div>-----▼</div>
I often worry that I will fail to accomplish my academic goals.	<div>-----▼</div>
I often think about the person I would ideally like to be in the future.	<div>-----▼</div>
In general, I am focused on achieving positive outcomes in my life.	<div>-----▼</div>
I often imagine myself experiencing bad things that I fear might happen to me.	<div>-----▼</div>
I often think about the person I am afraid I might become in the future.	<div>-----▼</div>
I frequently imagine how I will achieve my hopes and aspirations.	<div>-----▼</div>
My major goal in school right now is to achieve my academic ambitions.	<div>-----▼</div>
I am more oriented toward preventing losses than I am toward achieving gains.	<div>-----▼</div>
I often imagine myself experiencing good things that I hope will happen to me.	<div>-----▼</div>
I typically focus on the success I hope to achieve in the future.	<div>-----▼</div>
I see myself as someone who is primarily striving to become the self I “ought” to be — to fulfill my duties, responsibilities, and obligations.	<div>-----▼</div>
I frequently think about how I can prevent failures in my life.	<div>-----▼</div>
In general, I am focused on preventing negative events in my life.	<div>-----▼</div>
Overall, I am more oriented toward achieving success than preventing failure.	<div>-----▼</div>
I see myself as someone who is primarily striving to reach my “ideal self ” — to fulfill my hopes, wishes, and aspirations.	<div>-----▼</div>

Next

# Questionnaire

Please rate your English on a percentage scale between 0 and 100.	<input type="text"/>
Please indicate which degree you are currently pursuing. If you are currently pursuing more than one degree, please select the highest degree.	<div>-----▼</div>
Please enter your age.	<input type="text"/>
Please indicate your work experience. All jobs count, including part-time and volunteer work.	<div>-----▼</div>
Please select your gender.	<div>-----▼</div>
Please select what best describes your nationality.	<div>-----▼</div>
Please estimate how many studies you have participated in since you started studying at this university (excluding this study)	<div>-----▼</div>

Next

# Thank you for participating

- Your total payoff based on your decisions equals **125.00** points which is worth **7.50** EUR.
- The organizer in the other room will manage your payment.
- **IMPORTANT:** please take the form with your personal code home with you.
- Also, please do not to discuss this study with other (potential) participants until Saturday 05-05-2018.
- Please leave your cubicle, and report in the other room.