Experimental protocol

E.1. Spectators – Main experiment

General information

Thank you for your interest in our academic study! Please read the instructions on the following pages carefully.

Participation in this study is entirely voluntary. Should you wish to stop your participation at any time, you can simply close your browser window. Your information and survey responses collected in this study are for research purposes only. We will only use your Worker ID to assign payments and check that you have not participated in this experiment before. Any identifying information associated with your responses will remain anonymous and confidential in the reporting of the study's results.

Note that we can only offer rewards to participants who successfully complete the task by providing their MTurk ID at the end of the questionnaire. You will be paid a fixed participation fee of $3 USD for completing the entire assignment.

The assignment is expected to take about 10 minutes of your time, however you will have up to 20 minutes to finish it.

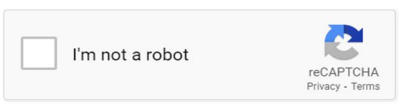
Should any question or concern arise, you can contact the investigators at espel.mturk@gmail.com Further instructions will be provided on the next page. If you agree to participate, please select 'I agree'.

I have read and understood the above and I consent to participate in this study:

- ○ I agree
- ○ I do not agree

Captcha verification

Before proceeding to the task, please complete the Captcha below to help ensure you are a real participant.



[Protocol for spectators in the Luck treatment]

*Please read the following information carefully. There will be a comprehension quiz on the next page, and **only participants who answer the quiz correctly can proceed to complete this task**.*

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make a choice that has actual consequences for a real-life situation. Out of the participants in our study who are doing the same task as you are now, 1 out of every 3 will be randomly selected to have their decision actually implemented. What this means is that you may very well be one of those selected, and so you should make your choice carefully, as though it will actually be implemented.

Two individuals, let us call them worker A and worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of 2 USD regardless of their performance on the assignment.

In the assignment, worker A and worker B were each given 5 minutes to read the exact same learning materials. After that, they each worked on the same set of multiple-choice questions related to the learning materials.

After completing the assignment, they were told that **their earnings from the assignment would be determined by a random lottery drawing**.

The worker winning this lottery drawing would earn 6 USD for the assignment and the other worker would earn nothing for the assignment. **They were not informed about the outcome of the lottery.**

However, worker A and worker B were told that a third person would be informed about the assignment and the outcome of the lottery, and that the third person would be given the opportunity to redistribute the earnings and thus determine how much they were paid for the assignment.

You are the third person and we now want you to choose whether to redistribute the earnings for the assignment between worker A and worker B. Your decision is completely anonymous. The workers will receive the payment that you choose for the assignment within a few days.

Now, you learn that **worker A won the lottery procedure and earned 6 USD. Thus, worker B earned nothing for the assignment.**

○ I am ready for the comprehension quiz.

Next page:

Worker A and worker B each read the same learning materials and worked on the same multiple-choice questions.

- ○ True
- ○ False

A lottery randomly determines which worker receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ○ False
- ○ True

The workers do not know the lottery result.

- ○ True
- ○ False

Next page:

You have passed the comprehension quiz. *For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.*

{Same copy of the instructions. Omitted here.}

Now, you learn that **worker A won the lottery procedure and earned 6 USD. Thus, worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid 6 USD and worker B is paid 0 USD.

I do redistribute

- ○ Worker A is paid 5 USD and worker B is paid 1 USD.
- ○ Worker A is paid 4 USD and worker B is paid 2 USD.
- ○ Worker A is paid 3 USD and worker B is paid 3 USD.
- ○ Worker A is paid 2 USD and worker B is paid 4 USD.
- ○ Worker A is paid 1 USD and worker B is paid 5 USD.
- ○ Worker A is paid 0 USD and worker B is paid 6 USD.

[Protocol for spectators in the Merit treatment]

Please read the following information carefully. There will be a comprehension quiz on the next page, and ***only participants who answer the quiz correctly can proceed to complete this task.***

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make a choice that has actual consequences for a real-life situation. Out of the participants in our study who are doing the same task as you are now, 1 out of every 3 will be randomly selected to have their decision actually implemented. What this means is that you may very well be one of those selected, and so you should make your choice carefully, as though it will actually be implemented.

Two individuals, let us call them worker A and worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of 2 USD regardless of their performance on the assignment.

In the assignment, worker A and worker B were given 5 minutes to read the exact same learning materials. After that, they each worked on the same set of multiple-choice questions related to the learning materials.

After completing the assignment, they were told that **their earnings from the assignment would be determined by the number of questions they answered correctly**. Specifically, the worker that answered more questions correctly would earn 6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers were not informed about which of them answered more questions correctly.**

However, worker A and worker B were told that a third person would be informed about the assignment and which worker answered more questions correctly, and that the third person would be given the opportunity to redistribute the earnings and thus determine how much they were paid for the assignment.

You are the third person and we now want you to choose whether to redistribute the earnings for the assignment between worker A and worker B. Your decision is completely anonymous. The workers will receive the payment that you choose for the assignment within a few days.

Now, you learn that **worker A answered more questions correctly than worker B and earned 6 USD. Thus, worker B earned nothing for the assignment**.

◯ I am ready for the comprehension quiz.

Next page:

Worker A and worker B each read the same learning materials and worked on the same multiple-choice questions.

- ◯ True
- ◯ False

The worker who answers more multiple-choice questions correctly receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ◯ True
- ◯ False

The workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ◯ True
- ◯ False

Next page:

You have passed the comprehension quiz. *For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.*

{Same copy of the instructions. Omitted here.}

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ◯ Worker A is paid 6 USD and worker B is paid 0 USD.

I do redistribute

- ◯ Worker A is paid 5 USD and worker B is paid 1 USD.
- ◯ Worker A is paid 4 USD and worker B is paid 2 USD.
- ◯ Worker A is paid 3 USD and worker B is paid 3 USD.
- ◯ Worker A is paid 2 USD and worker B is paid 4 USD.
- ◯ Worker A is paid 1 USD and worker B is paid 5 USD.
- ◯ Worker A is paid 0 USD and worker B is paid 6 USD.

[Protocol for spectators in the Random-Education treatment]

Please read the following information carefully. There will be a comprehension quiz on the next page, and ***only participants who answer the quiz correctly can proceed to complete this task****.*

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make a choice that has actual consequences for a real-life situation. Out of the participants in our study who are doing the same task as you are now, 1 out of every 3 will be randomly selected to have their decision actually implemented. What this means is that you may very well be one of those selected, and so you should make your choice carefully, as though it will actually be implemented.

Two individuals, let us call them worker A and worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of 2 USD regardless of their performance on the assignment.

In the assignment, worker A and worker B were given 5 minutes to read some learning materials. After that, they each worked on the same set of multiple-choice questions related to the learning materials. **The learning materials that worker A and worker B had read were randomly assigned and their contents were different**.

The learning materials that **worker A had read were highly relevant** to the multiple-choice questions that he/she later worked on, while the learning materials that **worker B had read had low relevance** to the multiple-choice questions. Worker A and B were not informed specifically about whether or not the learning materials were different for the other worker.

After completing the assignment, they were told that **their earnings from the assignment would be determined by the number of questions they answered correctly**. Specifically, the worker that answered more questions correctly would earn 6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers were not informed about which of them answered more questions correctly.**

However, worker A and worker B were told that a third person would be informed about the assignment and which worker answered more questions correctly, and that the third person would be given the opportunity to redistribute the earnings and thus determine how much they were paid for the assignment.

You are the third person and we now want you to choose whether to redistribute the earnings for the assignment between worker A and worker B. Your decision is completely anonymous. The workers will receive the payment that you choose for the assignment within a few days.

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

◯ I am ready for the comprehension quiz.

Next page:

One worker receives the highly relevant learning materials, while the other worker receives the less relevant learning materials. The assignment of the learning materials is random between the two workers.

- ◯ True
- ◯ False

The worker who answers more multiple-choice questions correctly receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ◯ False
- ◯ True

The workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ◯ True
- ◯ False

Next page:

You have passed the comprehension quiz. *For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.*

{Same copy of the instructions. Omitted here.}

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ◯ Worker A is paid 6 USD and worker B is paid 0 USD.

I do redistribute

- ◯ Worker A is paid 5 USD and worker B is paid 1 USD.
- ◯ Worker A is paid 4 USD and worker B is paid 2 USD.
- ◯ Worker A is paid 3 USD and worker B is paid 3 USD.
- ◯ Worker A is paid 2 USD and worker B is paid 4 USD.
- ◯ Worker A is paid 1 USD and worker B is paid 5 USD.
- ◯ Worker A is paid 0 USD and worker B is paid 6 USD.

[Protocol for spectators in the Random- Employment treatment]

*Please read the following information carefully. There will be a comprehension quiz on the next page, and **only participants who answer the quiz correctly can proceed to complete this task**.*

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make a choice that has actual consequences for a real-life situation. Out of the participants in our study who are doing the same task as you are now, 1 out of every 3 will be randomly selected to have their decision actually implemented. What this means is that you may very well be one of those selected, and so you should make your choice carefully, as though it will actually be implemented.

Two individuals, let us call them worker A and worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of 2 USD regardless of their performance on the assignment.

In the assignment, worker A and worker B were given 5 minutes to read the exact same learning materials. After that, they each worked on multiple-choice questions related to the learning materials.

The **sets of multiple-choice questions that worker A and worker B worked on were different and randomly assigned**. Under this situation, **worker A had the opportunity to work on all the multiple-choice questions worker B had access to, plus additional multiple-choice questions**. Worker A and B were not specifically informed that their set of multiple-choice questions were different.

After completing the assignment, they were told that **their earnings from the assignment would be determined by the number of questions they answered correctly**. Specifically, the worker that answered more questions correctly would earn 6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers were not informed about which of them answered more questions correctly.**

However, worker A and worker B were told that a third person would be informed about the assignment and which worker answered more questions correctly, and that the third person would be given the opportunity to redistribute the earnings and thus determine how much they were paid for the assignment.

You are the third person and we now want you to choose whether to redistribute the earnings for the assignment between worker A and worker B. Your decision is completely anonymous. The workers will receive the payment that you choose for the assignment within a few days.

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

○ I am ready for the comprehension quiz.

Next page:

One worker has the opportunity to work on all the multiple-choice questions that the other worker has access to, plus additional multiple-choice questions. The assignment of the sets of multiple-choice questions is random between the two workers.

- ◯ True
- ◯ False

The worker who answers more multiple-choice questions correctly receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ◯ False
- ◯ True

The workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ◯ False
- ◯ True

Next page:

You have passed the comprehension quiz. *For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.*

{Same copy of the instructions. Omitted here.}

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ◯ Worker A is paid 6 USD and worker B is paid 0 USD.

I do redistribute

- ◯ Worker A is paid 5 USD and worker B is paid 1 USD.
- ◯ Worker A is paid 4 USD and worker B is paid 2 USD.
- ◯ Worker A is paid 3 USD and worker B is paid 3 USD.
- ◯ Worker A is paid 2 USD and worker B is paid 4 USD.
- ◯ Worker A is paid 1 USD and worker B is paid 5 USD.
- ◯ Worker A is paid 0 USD and worker B is paid 6 USD.

[Protocol for spectators in the Info-Education treatment]

*Please read the following information carefully. There will be a comprehension quiz on the next page, and **only participants who answer the quiz correctly can proceed to complete this task.***

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make a choice that has actual consequences for a real-life situation. Out of the participants in our study who are doing the same task as you are now, 1 out of every 3 will be randomly selected to have their decision actually implemented. What this means is that you may very well be one of those selected, and so you should make your choice carefully, as though it will actually be implemented.

Two individuals, let us call them worker A and worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of 2 USD regardless of their performance on the assignment.

In the assignment, worker A and worker B were given 5 minutes to read some learning materials. After that, they each worked on the same set of multiple-choice questions related to the learning materials.

The learning materials that worker A and worker B were given to read could have been different. With **some chance**, the learning materials were exactly the same for the two workers.

However, with **some chance**, their contents were different and randomly assigned. Under this situation, the learning materials that **worker A had read were highly relevant** to the multiple-choice questions that he/she later worked on, while the learning materials that **worker B had read had low relevance** to the multiple-choice questions. Worker A and B were not informed specifically about whether or not the learning materials were different for the other worker.

After completing the assignment, they were told that **their earnings from the assignment would be determined by the number of questions they answered correctly**. Specifically, the worker that answered more questions correctly would earn 6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers were not informed about which of them answered more questions correctly.**

However, worker A and worker B were told that a third person would be informed about the assignment and which worker answered more questions correctly, and that the third person would be given the opportunity to redistribute the earnings and thus determine how much they were paid for the assignment.

You are the third person and we now want you to choose whether to redistribute the earnings for the assignment between worker A and worker B. Your decision is completely anonymous. The workers will receive the payment that you choose for the assignment within a few days.

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

○ I am ready for the comprehension quiz.

Next page:

The learning materials that worker A and worker B received may or may not be the same. If they are different, one worker receives the highly relevant learning material, while the other worker receives the less relevant learning material. The assignment of the learning materials is random between the two workers.

- ◯ False
- ◯ True

The worker who answers more multiple-choice questions correctly receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ◯ True
- ◯ False

The workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ◯ False
- ◯ True

Next page:

You have passed the comprehension quiz.

Before making your decision, you have the chance to learn whether the learning materials were different for the two workers. But you have to work on another assignment in order to obtain this information.

If you decide to work on that assignment, on the next page your task will be to find a 3-digit code correctly among a matrix (of a total of 289 numbers) of 3-digit codes in random order. The assigned code will appear multiple times in the same matrix and you will score 1 point for each correct marking. You will lose 1 point if you check off a wrong code. **If your accumulated points are 20 or higher (the maximum possible score is 33), you will learn whether the learning materials were different for the two workers.**

On the other hand, you can skip this 3-digit code task and go straight to making your redistribution decision. Now please choose one option:

- ◯ Go directly to the page about the redistribution decision
- ◯ Go to the 3-digit code task to try to learn the information

Next page (if they choose to do the number-checking task; skip this page if not):

The code you must check off is: 241. Tick the box to the left of the number.

☐ 407 ☐ 221 ☐ 622 ☐ 314 ☐ 883 ☐ 603 ☐ 574 ☐ 989 ☐ 205 ☐ 234
☐ 743 ☐ 365 ☐ 891 ☐ 410 ☐ 879 ☐ 241 ☐ 340 ☐ 954 ☐ 641 ☐ 241
☐ 602 ☐ 882 ☐ 180 ☐ 873 ☐ 965 ☐ 446 ☐ 876 ☐ 308 ☐ 172 ☐ 241
☐ 537 ☐ 347 ☐ 833 ☐ 674 ☐ 241 ☐ 566 ☐ 701 ☐ 354 ☐ 661 ☐ 268
☐ 144 ☐ 375 ☐ 173 ☐ 241 ☐ 678 ☐ 241 ☐ 966 ☐ 606 ☐ 527 ☐ 170
☐ 435 ☐ 917 ☐ 938 ☐ 508 ☐ 850 ☐ 241 ☐ 405 ☐ 695 ☐ 840 ☐ 654
☐ 265 ☐ 330 ☐ 926 ☐ 634 ☐ 674 ☐ 358 ☐ 843 ☐ 784 ☐ 637 ☐ 431
☐ 689 ☐ 602 ☐ 108 ☐ 187 ☐ 474 ☐ 540 ☐ 280 ☐ 882 ☐ 464 ☐ 884
☐ 617 ☐ 241 ☐ 537 ☐ 205 ☐ 749 ☐ 388 ☐ 495 ☐ 160 ☐ 258 ☐ 317
☐ 809 ☐ 723 ☐ 801 ☐ 273 ☐ 218 ☐ 241 ☐ 191 ☐ 372 ☐ 783 ☐ 702
☐ 350 ☐ 618 ☐ 459 ☐ 241 ☐ 602 ☐ 518 ☐ 545 ☐ 730 ☐ 241 ☐ 809
☐ 948 ☐ 943 ☐ 816 ☐ 395 ☐ 975 ☐ 711 ☐ 121 ☐ 389 ☐ 912 ☐ 583
☐ 408 ☐ 416 ☐ 241 ☐ 919 ☐ 891 ☐ 241 ☐ 477 ☐ 546 ☐ 925 ☐ 495
☐ 764 ☐ 572 ☐ 241 ☐ 809 ☐ 567 ☐ 380 ☐ 234 ☐ 334 ☐ 124 ☐ 777
☐ 220 ☐ 874 ☐ 241 ☐ 241 ☐ 533 ☐ 604 ☐ 241 ☐ 360 ☐ 900 ☐ 674
☐ 881 ☐ 806 ☐ 980 ☐ 743 ☐ 554 ☐ 589 ☐ 494 ☐ 527 ☐ 130 ☐ 926
☐ 149 ☐ 274 ☐ 843 ☐ 998 ☐ 674 ☐ 241 ☐ 290 ☐ 241 ☐ 796 ☐ 707
☐ 559 ☐ 818 ☐ 233 ☐ 241 ☐ 354 ☐ 881 ☐ 615 ☐ 596 ☐ 307 ☐ 235
☐ 538 ☐ 241 ☐ 524 ☐ 274 ☐ 334 ☐ 341 ☐ 859 ☐ 807 ☐ 543 ☐ 377
☐ 241 ☐ 979 ☐ 241 ☐ 337 ☐ 628 ☐ 590 ☐ 757 ☐ 233 ☐ 140 ☐ 241
☐ 914 ☐ 609 ☐ 585 ☐ 391 ☐ 778 ☐ 300 ☐ 393 ☐ 247 ☐ 968 ☐ 739
☐ 942 ☐ 858 ☐ 361 ☐ 924 ☐ 269 ☐ 197 ☐ 729 ☐ 265 ☐ 241 ☐ 842
☐ 146 ☐ 522 ☐ 997 ☐ 648 ☐ 144 ☐ 744 ☐ 241 ☐ 388 ☐ 494 ☐ 447
☐ 241 ☐ 265 ☐ 542 ☐ 456 ☐ 751 ☐ 213 ☐ 560 ☐ 210 ☐ 454 ☐ 549
☐ 795 ☐ 121 ☐ 932 ☐ 241 ☐ 630 ☐ 163 ☐ 759 ☐ 427 ☐ 749 ☐ 225
☐ 705 ☐ 340 ☐ 241 ☐ 623 ☐ 795 ☐ 303 ☐ 472 ☐ 942 ☐ 957 ☐ 355
☐ 763 ☐ 922 ☐ 550 ☐ 241 ☐ 241 ☐ 578 ☐ 653 ☐ 216 ☐ 775 ☐ 906
☐ 241 ☐ 219 ☐ 293 ☐ 216 ☐ 223 ☐ 241 ☐ 809 ☐ 510 ☐ 174 ☐ 605
☐ 303 ☐ 723 ☐ 661 ☐ 355 ☐ 874 ☐ 971 ☐ 555 ☐ 810 ☐ 703

Next page (if they succeed in passing the number-checking task, they will see the information):

Your score is 23, which is no less than 20.

Now you learn the learning materials that worker A and worker B had read ***were indeed different.***

The learning materials that ***worker A had read were highly relevant*** *to the multiple-choice questions that he/she later worked on, while the learning materials that* ***worker B had read has low relevance*** *to the multiple-choice questions. Worker A and B were not informed specifically about whether or not the learning materials were different for the other worker.*

For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.

{Same copy of the instructions. Omitted here.}

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ◯ Worker A is paid 6 USD and worker B is paid 0 USD.

I do redistribute

- ◯ Worker A is paid 5 USD and worker B is paid 1 USD.
- ◯ Worker A is paid 4 USD and worker B is paid 2 USD.
- ◯ Worker A is paid 3 USD and worker B is paid 3 USD.
- ◯ Worker A is paid 2 USD and worker B is paid 4 USD.
- ◯ Worker A is paid 1 USD and worker B is paid 5 USD.
- ◯ Worker A is paid 0 USD and worker B is paid 6 USD.

[Protocol for spectators in the Info-Employment treatment]

*Please read the following information carefully. There will be a comprehension quiz on the next page, and **only participants who answer the quiz correctly can proceed to complete this task.***

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make a choice that has actual consequences for a real-life situation. Out of the participants in our study who are doing the same task as you are now, 1 out of every 3 will be randomly selected to have their decision actually implemented. What this means is that you may very well be one of those selected, and so you should make your choice carefully, as though it will actually be implemented.

Two individuals, let us call them worker A and worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of 2 USD regardless of their performance on the assignment.

In the assignment, worker A and worker B were given 5 minutes to read the exact same learning materials. After that, they each worked on multiple-choice questions related to the learning materials.

The **sets of multiple-choice questions that worker A and worker B worked on could have been different**. With **some chance**, the set of multiple-choice questions was exactly the same for the two workers.

However, with **some chance,** the sets of multiple-choice questions were different and randomly assigned. Under this situation, worker A had the opportunity to work on all the multiple-choice questions worker B had access to, **plus additional multiple-choice questions**. Worker A and B were not specifically informed that their sets of multiple-choice questions were different.

After completing the assignment, they were told that **their earnings from the assignment would be determined by the number of questions they answered correctly**. Specifically, the worker that answered more questions correctly would earn 6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers were not informed about which of them answered more questions correctly.**

However, worker A and worker B were told that a third person would be informed about the assignment and which worker answered more questions correctly, and that the third person would be given the opportunity to redistribute the earnings and thus determine how much they were paid for the assignment.

You are the third person and we now want you to choose whether to redistribute the earnings for the assignment between worker A and worker B. Your decision is completely anonymous. The workers will receive the payment that you choose for the assignment within a few days.

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

◯ I am ready for the comprehension quiz.

Next page:

The sets of multiple-choice questions that worker A and worker B received may or may not be the same. If they are different, one worker has the opportunity to work on all the multiple-choice questions that the other worker has access to, plus additional multiple-choice questions. The assignment of the sets of multiple-choice questions is random between the two workers.

- ◯ False
- ◯ True

The worker who answers more multiple-choice questions correctly receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ◯ False
- ◯ True

The workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ◯ False
- ◯ True

Next page:

You have passed the comprehension quiz.

Before making your decision, **you have the chance to learn whether the sets of multiple-choice questions were different for the two workers.** But you have to work on another assignment in order to obtain this information.

If you decide to work on that assignment, on the next page your task will be to find a 3-digit code correctly among a matrix (of a total of 289 numbers) of 3-digit codes in random order. The assigned code will appear multiple times in the same matrix and you will score 1 point for each correct marking. You will lose 1 point if you check off a wrong code. **If your accumulated points are 20 or higher (the maximum possible score is 33), you will learn whether the number of available multiple-choice questions were different for the two workers**.

On the other hand, you can skip this 3-digit code task and go straight to making your redistribution decision. Now please choose one option.

- ◯ Go directly to the page about the redistribution decision
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Next page (if they choose to do the number-checking task; skip this page if not):

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☐ 617 ☐ 241 ☐ 537 ☐ 205 ☐ 749 ☐ 388 ☐ 495 ☐ 160 ☐ 258 ☐ 317
☐ 809 ☐ 723 ☐ 801 ☐ 273 ☐ 218 ☐ 241 ☐ 191 ☐ 372 ☐ 783 ☐ 702
☐ 350 ☐ 618 ☐ 459 ☐ 241 ☐ 602 ☐ 518 ☐ 545 ☐ 730 ☐ 241 ☐ 809
☐ 948 ☐ 943 ☐ 816 ☐ 395 ☐ 975 ☐ 711 ☐ 121 ☐ 389 ☐ 912 ☐ 583
☐ 408 ☐ 416 ☐ 241 ☐ 919 ☐ 891 ☐ 241 ☐ 477 ☐ 546 ☐ 925 ☐ 495
☐ 764 ☐ 572 ☐ 241 ☐ 809 ☐ 567 ☐ 380 ☐ 234 ☐ 334 ☐ 124 ☐ 777
☐ 220 ☐ 874 ☐ 241 ☐ 241 ☐ 533 ☐ 604 ☐ 241 ☐ 360 ☐ 900 ☐ 674
☐ 881 ☐ 806 ☐ 980 ☐ 743 ☐ 554 ☐ 589 ☐ 494 ☐ 527 ☐ 130 ☐ 926
☐ 149 ☐ 274 ☐ 843 ☐ 998 ☐ 674 ☐ 241 ☐ 290 ☐ 241 ☐ 796 ☐ 707
☐ 559 ☐ 818 ☐ 233 ☐ 241 ☐ 354 ☐ 881 ☐ 615 ☐ 596 ☐ 307 ☐ 235
☐ 538 ☐ 241 ☐ 524 ☐ 274 ☐ 334 ☐ 341 ☐ 859 ☐ 807 ☐ 543 ☐ 377
☐ 241 ☐ 979 ☐ 241 ☐ 337 ☐ 628 ☐ 590 ☐ 757 ☐ 233 ☐ 140 ☐ 241
☐ 914 ☐ 609 ☐ 585 ☐ 391 ☐ 778 ☐ 300 ☐ 393 ☐ 247 ☐ 968 ☐ 739
☐ 942 ☐ 858 ☐ 361 ☐ 924 ☐ 269 ☐ 197 ☐ 729 ☐ 265 ☐ 241 ☐ 842
☐ 146 ☐ 522 ☐ 997 ☐ 648 ☐ 144 ☐ 744 ☐ 241 ☐ 388 ☐ 494 ☐ 447
☐ 241 ☐ 265 ☐ 542 ☐ 456 ☐ 751 ☐ 213 ☐ 560 ☐ 210 ☐ 454 ☐ 549
☐ 795 ☐ 121 ☐ 932 ☐ 241 ☐ 630 ☐ 163 ☐ 759 ☐ 427 ☐ 749 ☐ 225
☐ 705 ☐ 340 ☐ 241 ☐ 623 ☐ 795 ☐ 303 ☐ 472 ☐ 942 ☐ 957 ☐ 355
☐ 763 ☐ 922 ☐ 550 ☐ 241 ☐ 241 ☐ 578 ☐ 653 ☐ 216 ☐ 775 ☐ 906
☐ 241 ☐ 219 ☐ 293 ☐ 216 ☐ 223 ☐ 241 ☐ 809 ☐ 510 ☐ 174 ☐ 605
☐ 303 ☐ 723 ☐ 661 ☐ 355 ☐ 874 ☐ 971 ☐ 555 ☐ 810 ☐ 703

Next page (if they succeed in passing the number-checking task, they will see the information):

Your score is 21, which is no less than 20.

Now you learn the sets of multiple-choice questions that worker A and worker B worked on ***were indeed different.***

Worker A had the opportunity to work on all the multiple-choice questions worker B had access to, plus additional multiple-choice questions*. Worker A and B were not specifically informed that their sets of multiple-choice questions were different.*

For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.

{Same copy of the instructions. Omitted here.}

Now, you learn that **worker A answered more questions correctly and earned 6 USD. Thus, worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ◯ Worker A is paid 6 USD and worker B is paid 0 USD.

I do redistribute

- ◯ Worker A is paid 5 USD and worker B is paid 1 USD.
- ◯ Worker A is paid 4 USD and worker B is paid 2 USD.
- ◯ Worker A is paid 3 USD and worker B is paid 3 USD.
- ◯ Worker A is paid 2 USD and worker B is paid 4 USD.
- ◯ Worker A is paid 1 USD and worker B is paid 5 USD.
- ◯ Worker A is paid 0 USD and worker B is paid 6 USD.

E.2. Workers – Main experiment

General information

Thank you for your interest in our academic study! Please read the instructions on the following pages carefully.

Participation in this study is entirely voluntary. Should you wish to stop your participation at any time, you can simply close your browser window. Your information and survey responses collected in this study are for research purposes only. We will only use your Worker ID to assign payments and check that you have not participated in this experiment before. Any identifying information associated with your responses will remain anonymous and confidential in the reporting of the study's results.

Note that we can only offer rewards to participants who successfully complete the task by providing their MTurk ID at the end of the questionnaire. You will be paid a fixed participation fee of 2 USD, and depending on the choices made by you and other participants, you might earn additional money. You will be given detailed instructions on the screen before each part of the experiment.

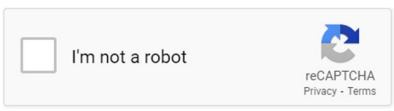
The assignment is expected to take a little over 10 minutes of your time, however you will have up to 20 minutes to complete it and enter your completion code in the MTurk window. Should any question or concern arise, you can contact the investigators at espel.mturk@gmail.com

Further instructions will be provided on the next page. If you agree to participate, please select 'I agree'. I have read and understood the above and I consent to participate in this study:

- ◯ I agree
- ◯ I do not agree

Captcha verification

Before proceeding to the task, please complete the Captcha below to help ensure you are a real participant.



Next page:

Before we begin our main task, on the next page you will be asked to read a short story about a potential real world scenario, and select the option which best represents your opinion about it.

Next page (each worker sees one of the following six scenarios):

{Merit-Training Scenario}

Two workers named Jim and Bill, at a company called Generic Inc., participate in the exact same training program prior to taking their certification test.

Jim obtained a high score on the test, while Bill obtained a moderately passing score. Note that both workers passed the certification test.

Generic Inc. awards a bonus of $600 USD to Jim for his high score obtained on the certification test, while Bill does not receive any bonus.

Suppose you were in a position to potentially reallocate the $600 bonus between the two workers.

Would you reallocate, and if so, how?

I would not reallocate:

- ○ Jim is awarded a bonus of $600 and Bill is awarded a bonus of $0

I would reallocate, and my preferred reallocation can be best approximated as:

- ○ Jim is awarded a bonus of $500 and Bill is awarded a bonus of $100
- ○ Jim is awarded a bonus of $400 and Bill is awarded a bonus of $200
- ○ Jim is awarded a bonus of $300 and Bill is awarded a bonus of $300
- ○ Jim is awarded a bonus of $200 and Bill is awarded a bonus of $400
- ○ Jim is awarded a bonus of $100 and Bill is awarded a bonus of $500
- ○ Jim is awarded a bonus of $0 and Bill is awarded a bonus of $600

{Merit-Department Scenario}

Two workers named Jim and Bill, are of identical skill and training levels, at the same company, Generic Inc. They work in the same department, and have the exact same working conditions and client base.

Jim completed a high number of reports, while Bill completed a moderate number of reports.

Due to Jim' s high number of reports completed, Generic Inc. awarded a bonus of $600 to Jim, while Bill did not receive any bonus.

Suppose you were in a position to potentially reallocate the $600 bonus between the two workers.

Would you reallocate, and if so, how?

I would not reallocate:

- ◯ Jim is awarded a bonus of $600 and Bill is awarded a bonus of $0

I would reallocate, and my preferred reallocation can be best approximated as:

- ◯ Jim is awarded a bonus of $500 and Bill is awarded a bonus of $100
- ◯ Jim is awarded a bonus of $400 and Bill is awarded a bonus of $200
- ◯ Jim is awarded a bonus of $300 and Bill is awarded a bonus of $300
- ◯ Jim is awarded a bonus of $200 and Bill is awarded a bonus of $400
- ◯ Jim is awarded a bonus of $100 and Bill is awarded a bonus of $500
- ◯ Jim is awarded a bonus of $0 and Bill is awarded a bonus of $600

{Random-Training Scenario}

Two workers named Jim and Bill at a company called Generic Inc., participate in training programs prior to taking their certification test.

An external training company offered a small number of slots for their *new and improved* training program to several local companies, including Generic Inc.

Generic Inc. decided to give out their limited slots for the new and improved program to their own employees randomly, based on employees' birthdates.

Jim was randomly selected to attend the new and improved training program, and thus obtained a high score on the certification test. Bill was not randomly selected for the improved training program, and only attended the ordinary training program. He obtained a moderately passing score on the certification test.

Note that both workers worked equally hard in their respective training programs and both workers did pass the certification test.

Generic Inc. awards a bonus of $600 USD to Jim for his high score obtained on the certification test, while Bill does not receive any bonus.

Suppose you were in a position to potentially reallocate the $600 bonus between the two workers.

Would you reallocate, and if so, how?

I would not reallocate:

- ◯ Jim is awarded a bonus of $600 and Bill is awarded a bonus of $0

I would reallocate, and my preferred reallocation can be best approximated as:

- ◯ Jim is awarded a bonus of $500 and Bill is awarded a bonus of $100
- ◯ Jim is awarded a bonus of $400 and Bill is awarded a bonus of $200
- ◯ Jim is awarded a bonus of $300 and Bill is awarded a bonus of $300
- ◯ Jim is awarded a bonus of $200 and Bill is awarded a bonus of $400
- ◯ Jim is awarded a bonus of $100 and Bill is awarded a bonus of $500
- ◯ Jim is awarded a bonus of $0 and Bill is awarded a bonus of $600

{Random-Department Scenario}

Two workers, Jim and Bill, are of identical skill and training levels at the same company, Generic Inc.

In their employment assignments, Jim and Bill have been randomly placed into different departments based on their employee ID numbers. Jim was placed into the Acquisitions Department, which serves an especially large client base. Jim was placed into the Regional Department, which serves only a moderate-sized client base.

Due to the large client base in his department, Jim was able to complete a high number of reports. Given the moderate-sized client base in his department, Bill was able to complete a moderate number of reports. However, both Jim and Bill were equally willing to do the work of completing reports.

Due to Jim' s high number of reports completed, the company awarded a bonus of $600 to Jim, while Bill did not receive any bonus.

Suppose you were in a position to potentially reallocate the $600 bonus between the two workers.

Would you reallocate, and if so, how?

I would not reallocate:

- ○ Jim is awarded a bonus of $600 and Bill is awarded a bonus of $0

I would reallocate, and my preferred reallocation can be best approximated as:

- ○ Jim is awarded a bonus of $500 and Bill is awarded a bonus of $100
- ○ Jim is awarded a bonus of $400 and Bill is awarded a bonus of $200
- ○ Jim is awarded a bonus of $300 and Bill is awarded a bonus of $300
- ○ Jim is awarded a bonus of $200 and Bill is awarded a bonus of $400
- ○ Jim is awarded a bonus of $100 and Bill is awarded a bonus of $500
- ○ Jim is awarded a bonus of $0 and Bill is awarded a bonus of $600

{Info-Training Scenario}

Two workers named Jim and Bill, at a company Generic Inc., participate in a training program prior to taking their certification test.

An external training company offered a small number of slots for their *new and improved* training program to several local companies, including Generic Inc.

Generic Inc. decided to give out their limited slots for the new and improved program to their own employees randomly, based on employees' birthdates.

There is a possibility that Jim and Bill attended different training programs. In particular, it is possible that one of them attended the new and improved training program, while the other could only attend the ordinary training program.

It turns out that Jim obtained a high score on the test, while Bill obtained a moderately passing score. Note that both workers did pass the certification test.

However, their manager does not actually know whether one of the workers in fact attended the new and improved training program.

The company has a fund available to award a bonus of $600 USD to workers who score high on the certification test, such as Jim. However, the decision about whether and how much bonus to award to workers is up to the manager.

When you think about this scenario as applied to most workplaces, what percent of managers do you think will check the training program history of the workers before deciding about how to award the bonus?

- ◯ 0 percent of managers
- ◯ Above 0 percent but below 20% of managers
- ◯ At least 20% but below 40% of managers
- ◯ At least 40% but below 60% of managers
- ◯ At least 60% but below 80% of managers
- ◯ At least 80% of managers

{Info-Department Scenario}

Two workers named Jim and Bill, at a company Generic Inc., are of identical skill and training levels at the same company.

In their employment assignment, they have been randomly placed into departments within the company based on their employee ID numbers. It turns out that Jim has completed a large number of reports, while Bill has completed a moderate number of reports.

There is a possibility that Jim and Bill were assigned to different departments, which have different sized client bases.

The size of a department's client base has the potential to affect each worker's number of reports that they have the opportunity to complete, even if Jim and Bill are both equally willing to do the work.

The company has a fund available to award a bonus of $600 USD to workers who complete a high number of reports, such as Jim. However, the decision about whether and how much bonus to award to workers is up to the manager.

When you think about this scenario as applied to most workplaces, what percent of managers do you think will check the department assignments of the workers before deciding about how to award the bonus?

- ◯ 0 percent of managers
- ◯ Above 0 percent but below 20% of managers
- ◯ At least 20% but below 40% of managers
- ◯ At least 40% but below 60% of managers
- ◯ At least 60% but below 80% of managers
- ◯ At least 80% of managers

Next page:

Instructions - Part 1

On the next page, you will be asked to read a short passage about earthworms, for up to 5 minutes.

You will then be asked to answer a series of multiple-choice questions, followed by a short survey. You will be informed about the number of questions you answered correctly before the end of the task.

[Protocol for workers in the Luck treatment]

Next page (all workers received highly-relevant learning materials):

Please read the following passage carefully. You have up to 5 minutes.

Earthworms are night creatures that eat dirt and build tunnels in the soil. In one night, an earthworm can eat up to 1/3 of its own body weight. Earthworms deposit nutrients to the soil from their waste, called castings, which are effective fertilizer.

Earthworms are invertebrates and can live up to 6 years. An earthworm's body is made up of more than 100 ring shaped parts that bend and stretch as they move. Their bodies have small bristles to help them grip the ground. As earthworms move or dig, they leave a mucus trail behind them which hardens, serving as the walls of the tunnels they dig.

Earthworms breathe directly through their skin. They cannot survive fully underwater, or in overly dry conditions. Earthworms do not have ears or eyes, but can sense movements in the ground and light via their skin.

Baby worms stay in their cocoon for weeks to months, and come out when the soil is warm and wet enough for survival. Moles, rats, fish and toads are among the animals that eat earthworms.

Next page (all workers received the full set of test questions):

QUIZ: Please choose the answer to each multiple choice question to the best of your ability based on the earlier passage you have read. You will have 5 minutes to complete the multiple choice questions.

1. Which of the following are activities of earthworms?

- ◯ Building tunnels in the soil
- ◯ Trapping their prey
- ◯ Slithering in the rain
- ◯ Underwater swimming

2. What purpose do the bristles attached to earthworms' bodies serve?

- ◯ Help them sense danger
- ◯ Help them grip the ground
- ◯ Help them seek mates
- ◯ Help them digest food

3. What can earthworm waste be used for?

- ◯ Birdfeed
- ◯ Insect repellent
- ◯ Fertilizer
- ◯ A type of traditional medicine

4. What are earthworms' bodies made of?

- ◯ Ring shaped parts that bend and stretch
- ◯ Tiny scales similar to those of a snake
- ◯ Elastic stripes
- ◯ A rubber-like substance

5. Earthworms mainly eat:

- ◯ Dirt
- ◯ Small insects
- ◯ Moss or other plants
- ◯ Micro-organisms

6. Approximately how many ring-shaped parts is an earthworm's body made of?

- ◯ More than 20
- ◯ More than 50
- ◯ More than 100
- ◯ More than 1000

7. An earthworm can live up to

- ◯ 60 days
- ◯ 9 months
- ◯ 2 years
- ◯ 6 years

8. The mucus trail that earthworms leave behind when they move serves which purpose?

- ◯ To mark their territory
- ◯ To attract a mate
- ◯ To create walls for the tunnels they dig
- ◯ To confuse their predators

9. How long do baby worms stay in their cocoons?

- ◯ A few days at most
- ◯ Weeks to months
- ◯ The better part of a year
- ◯ Over one year

10. How do earthworms breathe?

- ◯ Through their skin
- ◯ Through their nose
- ◯ Through their mouth
- ◯ Through their bristles

11. Which of the following are conditions in which earthworms can survive best?

- ◯ Warm and wet
- ◯ Cool and dry
- ◯ Underwater
- ◯ Warm and dry

12. How do earthworms typically sense light?

- ◯ Through their bristles
- ◯ Through their skin
- ◯ Via infrared
- ◯ Earthworms do not sense light but rely on sonar

13. What is earthworm waste typically called?

- ◯ Earthworm feces
- ◯ Castings
- ◯ Casings
- ◯ Pellets

14. Which of the following are earthworm predators?

- ◯ Moles, rats, fish and toads
- ◯ Rats, fish, hawks and spiders
- ◯ Rats, toads, humans and gophers
- ◯ Toads, gophers, spiders and humans

15. How much can an earthworm eat in one night?

- ◯ Twice its own body weight
- ◯ 1/3 its own body weight
- ◯ 1/10 its own body weight
- ◯ A quarter of a pound

Next page (instructions on a third party's role in redistribution):

Instructions - Part 2

We will now explain how you will get paid for your work completed in Part 1. We will pair you with another participant who has completed our task. The payment to you and your paired participant is determined by a two-stage procedure as follows:

First step:
Your temporary bonus earnings are determined by a lottery. One of you will be randomly selected to have temporary earnings of 6 USD while the other will have zero temporary earnings.

Second step:

- A randomly selected third person (also a participant in this study) will be given an opportunity to redistribute the temporary earnings between you and your paired participant. This third person will not know the identity of either you or the other participant, but they will be informed about the nature of the work and your **First step** temporary earnings for this work.
  - If the third person chooses not to redistribute, each of you will be paid your final earnings according to the **First step** temporary earnings.
  - If the third person chooses to redistribute, they can readjust your temporary earnings and that of your paired participant, with 1 USD as the smallest unit of adjustment. Your final earnings will be determined by their readjustment.

You will receive your fixed participation fee of 2 USD within three days, as well as any additional payment you gained based on the above described procedure within seven days.

[Protocol for workers in the Merit treatment]

Next page (all workers received highly-relevant learning materials):

Same one on page 48.

Next page (all workers received the full set of test questions):

Same one on pages 49-50.

Next page (instructions on a third party's role in redistribution):

Instructions - Part 2

We will now explain how you will get paid for your work completed in Part 1. We will pair you with another participant who has completed our task. The payment to you and your paired participant is determined by a two-stage procedure:

First step:
Your bonus earnings are determined by how many questions you answered correctly compared to your paired participant. The participant who has answered more questions correctly earns 6 USD while the other earns 0 USD. If both of you have answered the same number of questions correctly, you will be matched with another participant who has answered either a greater number or lesser number of questions.

Second step:

- A randomly selected third person (also a participant in this study) will be given an opportunity to redistribute the temporary earnings between you and your paired participant. This third person will not know the identity of either you or the other participant, but they will be informed about the nature of the work and your **First step** temporary earnings for this work.
  - If the third person chooses not to redistribute, each of you will be paid your final earnings according to the **First step** temporary earnings.
  - If the third person chooses to redistribute, they can readjust your temporary earnings and that of your paired participant, with 1 USD as the smallest unit of adjustment. Your final earnings will be determined by their readjustment.

You will receive your fixed participation fee of 2 USD within three days, as well as any additional payment you gained based on the above described procedure within seven days.

[Protocol for workers in the Random-Education treatment]

Next page (50% workers received highly-relevant learning materials):

Same one on page 48.

Next page (50% workers received lowly-relevant learning materials):

Please read the following passages carefully. You have up to 5 minutes.

Earthworms are creatures that build tunnels in the soil. These small creatures are a whole lot more interesting than they appear. Their bodies are made of ring shaped parts that bend and stretch as they move. This is why earthworms seem to be so flexible.

Earthworms are invertebrates, and have small bristles attached to their bodies that help them grip the ground. As they move, they leave a mucus trail behind them. This is why many people may have the impression that earthworms are slimy, as we watch them wriggle on the ground.

Earthworms cannot survive in overly dry conditions, or their bodies will tend to dry out. Although they do not have eyes or ears, they can sense movement in the ground, which is important for their survival. The waste of earthworms are effective fertilizer for soil. So we can give thanks to earthworms for helping farmers to grow the vegetables we eat each day.

Earthworms do have predators, which include rats and toads. These animals will consider earthworms to be a very satisfying and tasty meal.

Next page (all workers received the full set of test questions):

Same on pages 49-50.

Next page (instructions on a third party's role in redistribution):

Same one on page 52.

[Protocol for workers in the Random-Employment treatment]

Next page (all workers received highly-relevant learning materials):

Same one on page 48.

Next page (50% workers received the full set of test questions):

Same one on pages 49-50.

Next page (50% workers received the truncated set of test questions):

QUIZ: Please choose the answer to each multiple choice question to the best of your ability based on the earlier passage you have read. You will have 5 minutes to complete the multiple choice questions.

1. Which of the following are activities of earthworms?

- ○ Building tunnels in the soil
- ○ Trapping their prey
- ○ Slithering in the rain
- ○ Underwater swimming

2. What purpose do the bristles attached to earthworms' bodies serve?

- ○ Help them sense danger
- ○ Help them grip the ground
- ○ Help them seek mates
- ○ Help them digest food

3. What can earthworm waste be used for?

- ○ Birdfeed
- ○ Insect repellent
- ○ Fertilizer
- ○ A type of traditional medicine

4. What are earthworms' bodies made of?

- ○ Ring shaped parts that bend and stretch
- ○ Tiny scales similar to those of a snake
- ○ Elastic stripes
- ○ A rubber-like substance

Next page (instructions on a third party's role in redistribution):

Same one on page 52.

[Protocol for workers in the Info-Education treatment]

80% of workers followed the same protocol as the Random-Education treatment; 20% of workers followed the same protocol as the Merit treatment. So details are omitted here.

[Protocol for workers in the Info-Employment treatment]

80% of workers followed the same protocol as the Random-Employment treatment; 20% of workers followed the same protocol as the Merit treatment. So details are omitted here.

E.3. Spectators – Follow-up experiment

General information

Thank you for your interest in our academic study! Please read the instructions on the following pages carefully.

Participation in this study is entirely voluntary. Should you wish to stop your participation at any time, you can simply close your browser window. Your information and survey responses collected in this study are for research purposes only. We will only use your Connect ID to assign payments and check that you have not participated in this experiment before. Any identifying information associated with your responses will remain anonymous and confidential in the reporting of the study's results.

Note that we can only offer rewards to participants who successfully complete the task by providing their Connect ID at the end of the questionnaire. You will be paid a fixed participation fee of $3 USD for completing the entire assignment.

The assignment is expected to take about is expected to take between 10 to 15 minutes of your time, and due to technical reasons you must finish it in 30 minutes.

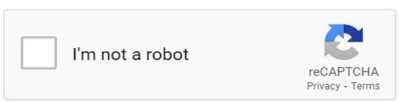
Should any question or concern arise, you can contact the investigators at sducreate@gmail.com Further instructions will be provided on the next page. If you agree to participate, please select 'I agree'.

I have read and understood the above and I consent to participate in this study:

- ○ I agree
- ○ I do not agree

Captcha verification

Before proceeding to the task, please complete the Captcha below to help ensure you are a real participant.



[Protocol for spectators in the Vary-Probability treatment]

Please read the following information carefully. There will be a comprehension quiz on the next page, and ***only participants who answer the quiz correctly can proceed to complete this task.***

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make choices that have actual consequences for real-life situations.

Two individuals, let us call them Worker A and Worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of $2 USD regardless of their performance on the assignment.

In the assignment, Worker A and Worker B were given 5 minutes to read the exact same learning materials of non-fictional facts about earthworms. After that, they each worked on the same set of multiple-choice questions related to the learning materials.

After completing the assignment, they were informed that **their initial assignment earnings would be determined by one of the following ways:**

1) By a computerized coin toss. The worker winning this coin toss would earn $6 USD for the assignment and the other worker would earn nothing for the assignment. **The workers would not be informed about which of them won the coin toss.**

2) By performance. The worker that answers more questions correctly would earn $6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers would not be informed about which of them answered more questions correctly.**

However, Worker A and Worker B were also informed that a third person would be told about their assignment as well as which worker answered more questions correctly. This third person would furthermore be given the opportunity to redistribute the earnings between the two workers, and thus determine how much they were finally paid for the assignment.

You are the third person and we now want you to choose whether and how to redistribute the earnings for the assignment between Worker A and Worker B.

You will make this decision for seven different pairs of workers (generically referred to as Worker A and Worker B) in seven different scenarios. One of the worker pairs described in the scenarios will be randomly selected to have your decision actually implemented. What this means is that one of your decisions will actually be implemented, and therefore you should make all of your choices carefully.

In each scenario, you may not know for sure whether it was luck or performance that caused a worker to earn $6 USD or nothing. However, **you will be told the probability (in other words, the chance or likelihood)** that it was workers' performances that determined the initial earnings.

Your decisions are completely anonymous. Within a few days, Worker A and Worker B will receive the payments that you decide upon in this task.

○ I am ready for the comprehension quiz.

Next page:

Worker A and Worker B each read the same learning materials and worked on the same multiple-choice questions.

- ○ True
- ○ False

Before a third person makes any redistribution decision, if the initial earnings assignment is determined by computerized coin toss, the worker who wins the coin toss receives $6 USD while the other worker receives $0 USD for the assignment, Likewise, if the initial earnings assignment is determined by performance, the worker who answers more multiple-choice questions correctly receives $6 USD while the other worker receives $0 USD for the assignment.

- ○ True
- ○ False

If the initial earnings assignment is determined by a computerized coin toss, the workers are not informed about the outcome of the coin toss. Likewise, if the initial earnings assignment is determined by performance, the workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ○ True
- ○ False

Next page:

You have passed the comprehension quiz. *For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.*

{Same copy of the instructions. Omitted here.}

Scenario 1:
The probability (ie. chance) that the initial earnings assignment was determined by luck was 10%. The probability that the initial earnings assignment was determined by performance was 90%.

In this scenario, the actual outcome for a pair of workers was: **Worker A earned $6 USD. Thus, Worker B earned nothing for the assignment**. This could happen (with 90% probability) because Worker A answered more questions correctly than Worker B, or (with 10% probability) due to the computerized coin toss.

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Next page:

On this page you will answer 6 more questions that are analogous to the one that you just answered on the previous page. However, in the following questions, the probabilities that the initial earnings assignment was determined by luck versus performance differ, compared to the question you answered on the previous page. Please read each scenario carefully and make your choice for each scenario.

Scenario 2:
The probability (ie. chance) that the initial earnings assignment was determined by luck was 0%. The probability that the initial earnings assignment was determined by performance was 100%.

In this scenario, the actual outcome for a pair of workers was: **Worker A earned $6 USD. Thus, Worker B earned nothing for the assignment**. This could happen (with 100% probability) because Worker A answered more questions correctly than Worker B.

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 3:
The probability (ie. chance) that the initial earnings assignment was determined by luck was 1%. The probability that the initial earnings assignment was determined by performance was 99%.

In this scenario, the actual outcome for a pair of workers was: **Worker A earned $6 USD. Thus, Worker B earned nothing for the assignment**. This could happen (with 99% probability) because Worker A answered more questions correctly than Worker B, or (with 1% probability) due to the computerized coin toss.

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 4:
The probability (ie. chance) that the initial earnings assignment was determined by luck was 50%. The probability that the initial earnings assignment was determined by performance was 50%.

In this scenario, the actual outcome for a pair of workers was: **Worker A earned $6 USD. Thus, Worker B earned nothing for the assignment**. This could happen (with 50% probability) because Worker A answered more questions correctly than Worker B, or (with 50% probability) due to the computerized coin toss.

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 5:
The probability (ie. chance) that the initial earnings assignment was determined by luck was 90%. The probability that the initial earnings assignment was determined by performance was 10%.

In this scenario, the actual outcome for a pair of workers was: **Worker A earned $6 USD. Thus, Worker B earned nothing for the assignment**. This could happen (with 10% probability) because Worker A answered more questions correctly than Worker B, or (with 90% probability) due to the computerized coin toss.

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 6:
The probability (ie. chance) that the initial earnings assignment was determined by luck was 99%. The probability that the initial earnings assignment was determined by performance was 1%.

In this scenario, the actual outcome for a pair of workers was: **Worker A earned $6 USD. Thus, Worker B earned nothing for the assignment**. This could happen (with 1% probability) because Worker A answered more questions correctly than Worker B, or (with 99% probability) due to the computerized coin toss.

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 7:
The probability (ie. chance) that the initial earnings assignment was determined by luck was 100%. The probability that the initial earnings assignment was determined by performance was 0%.

In this scenario, the actual outcome for a pair of workers was: **Worker A earned $6 USD. Thus, Worker B earned nothing for the assignment**. This could happen (with 100% probability) due to the computerized coin toss.

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

[Protocol for spectators in the Vary-Education treatment]

Please read the following information carefully. There will be a comprehension quiz on the next page, and ***only participants who answer the quiz correctly can proceed to complete this task****.*

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make choices that have actual consequences for real-life situations.

Two individuals, let us call them Worker A and Worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of $2 USD regardless of their performance on the assignment.

In the assignment, Worker A and Worker B were given 5 minutes to read some learning materials of non-fictional facts about earthworms. After that, they each worked on the same set of multiple-choice questions related to the learning materials. **The learning materials that Worker A and Worker B had read were randomly assigned and the contents of the learning materials might be different from one another (but with the same length).**

The learning materials that **Worker A had read contain all the relevant information** to answer all the multiple-choice questions correctly that he/she later worked on, while the learning materials that **Worker B had read may only contain a limited set of information relevant** to the multiple-choice questions. Worker A and B were not informed specifically about whether or not the learning materials were different for the other worker.

After completing the assignment, they were informed that **their initial earnings from the assignment would be determined by the number of questions they answered correctly**. Specifically, the worker that answered more questions correctly would earn $6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers were not informed about which of them answered more questions correctly.**

However, Worker A and Worker B were informed that a third person would be told about the assignment and which worker answered more questions correctly. This third person would furthermore be given the opportunity to redistribute the earnings and thus determine how much each of the two workers were finally paid for the assignment.

You are the third person and we now want you to choose whether and how to redistribute the earnings for the assignment between Worker A and Worker B.

You will make this decision for seven different pairs of workers (generically referred to as Worker A and Worker B) in seven different scenarios. One of the worker pairs described in the scenarios will be randomly selected to have your decision actually implemented. What this means is that one of your decisions will actually be implemented, and therefore you should make all of your choices carefully.

Your decision is completely anonymous. Within a few days, Worker A and Worker B will receive the payments that you decide upon in this task.

○ I am ready for the comprehension quiz.

Next page:

One worker receives the highly relevant learning materials, while the other worker may receive the less relevant learning materials. The assignment of the learning materials is random between the two workers.

- ○ False
- ○ True

Before a third person makes any redistribution decision, the worker who answers more multiple-choice questions correctly receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ○ True
- ○ False

The workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ○ True
- ○ False

Next page:

You have passed the comprehension quiz. *For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.*

{Same copy of the instructions. Omitted here.}

Scenario 1:
Worker A's reading materials contain all of the relevant information to answer the 15 questions correctly. Worker B's reading materials only contain information to answer 4 out of the 15 questions correctly.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Next page:

On this page you will answer 6 more questions that are analogous to the one that you just answered on the previous page. However, in the following questions, the number of questions that Worker A and Worker B can answer correctly based on the reading materials that they were assigned differ, compared to the question you answered on the previous page. Please read each scenario carefully and make your choice for each scenario.

Scenario 2:
Worker A's reading materials contain all of the relevant information to answer the 15 questions correctly. Worker B's reading materials do not contain any information to answer any of the 15 questions correctly.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 3:
Worker A's reading materials contain all of the relevant information to answer the 15 questions correctly. Worker B's reading materials only contain information to answer 1 out of the 15 questions correctly.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 4:
Worker A's reading materials contain all of the relevant information to answer the 15 questions correctly. Worker B's reading materials only contain information to answer 7 out of the 15 questions correctly.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 5:
Worker A's reading materials contain all of the relevant information to answer the 15 questions correctly. Worker B's reading materials only contain information to answer 11 out of the 15 questions correctly.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 6:
Worker A's reading materials contain all of the relevant information to answer the 15 questions correctly. Worker B's reading materials only contain information to answer 14 out of the 15 questions correctly.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 7:
Worker A's reading materials contain all of the relevant information to answer the 15 questions correctly. Worker B's reading materials also contain all of the relevant information to answer the 15 questions correctly.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

[Protocol for spectators in the Vary-Employment treatment]

*Please read the following information carefully. There will be a comprehension quiz on the next page, and **only participants who answer the quiz correctly can proceed to complete this task**.*

Unlike traditional survey questions that are about hypothetical situations, we now ask you to make choices that have actual consequences for a real-life situation.

Two individuals, let us call them Worker A and Worker B, were recruited via an online marketplace to complete an assignment. They were first each paid a participation compensation of $2 USD regardless of their performance on the assignment.

In the assignment, Worker A and Worker B were given 5 minutes to read the exact same learning materials of non-fictional facts about earthworms. After that, they each worked on multiple-choice questions related to the learning materials for up to another 5 minutes.

The **sets of multiple-choice questions that Worker A and Worker B worked on might be different and randomly assigned**. Under this situation, **Worker A had the opportunity to work on all the multiple-choice questions Worker B had access to, plus additional multiple-choice questions**. Worker A and B were not specifically informed that their set of multiple-choice questions were different.

After completing the assignment, they were told that **their earnings from the assignment would be determined by the number of questions they answered correctly**. Specifically, the worker that answered more questions correctly would earn $6 USD for the assignment, and the other worker would earn nothing for the assignment. **The workers were not informed about which of them answered more questions correctly.**

However, Worker A and Worker B were informed that a third person would be told about the assignment and which worker answered more questions correctly. This third person would be given the opportunity to redistribute the earnings and thus determine how much they were paid for the assignment.

You are the third person and we now want you to choose whether and how to redistribute the earnings for the assignment between Worker A and Worker B.

You will make this decision for seven different pairs of workers in seven different scenarios. One of the worker pairs described in the scenarios will be randomly selected to have your decision actually implemented. What this means is that one of your decisions will actually be implemented and therefore you should make all of your choices carefully.

Your decision is completely anonymous. Within a few days, Worker A and Worker B will receive the payments that you decide upon in this task.

○ I am ready for the comprehension quiz.

Next page:

One worker has the opportunity to work on all the multiple-choice questions that the other worker has access to, plus additional multiple-choice questions. The assignment of the sets of multiple-choice questions is random between the two workers.

- ○ True
- ○ False

Before a third person makes any redistribution decision, the worker who answers more multiple-choice questions correctly receives $6 USD for the assignment while the other worker receives $0 USD for the assignment.

- ○ True
- ○ False

The workers do not know whether they or the other worker answered more multiple-choice questions correctly.

- ○ False
- ○ True

Next page:

You have passed the comprehension quiz. *For your reference, below are the same exact information you read on the first page (before the comprehension quiz), along with the opportunity to make your decision.*

{Same copy of the instructions. Omitted here.}

Scenario 1:
Worker A has the opportunity to work on all 15 of the multiple-choice questions. Worker B only has the opportunity to work on 4 of the multiple-choice questions.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Next page:

On this page you will answer 6 more questions that are analogous to the one that you just answered on the previous page. However, in the following questions, the number of questions that Worker A and Worker B have the opportunity to work on differ, compared to the question you answered on the previous page. Please read each scenario carefully and make your choice for each scenario.

Scenario 2:
Worker A has the opportunity to work on all 15 of the multiple-choice questions. Worker B does not have the opportunity to work on any multiple-choice questions.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 3:
Worker A has the opportunity to work on all 15 of the multiple-choice questions. Worker B has the opportunity to work on only 1 multiple-choice question.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 4:
Worker A has the opportunity to work on all 15 of the multiple-choice questions. Worker B has the opportunity to work on only 7 of the multiple-choice questions.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 5:
Worker A has the opportunity to work on all 15 of the multiple-choice questions. Worker B has the opportunity to work on only 11 of the multiple-choice questions.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 6:
Worker A has the opportunity to work on all 15 of the multiple-choice questions. Worker B has the opportunity to work on only 14 of the multiple-choice questions.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

Continued on the same page:

Scenario 7:
Worker A has the opportunity to work on all 15 of the multiple-choice questions. Worker B also has the opportunity to work on all 15 of the multiple-choice questions.

Please use the slider to answer the following question: Suppose there are 100 such pairs of workers as described above. In how many pairs (out of the 100) do you think that Worker B actually performs better than Worker A?

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100

Your guess for the number of pairs (out of 100) in which Worker B outperforms Worker A

In this scenario, the actual outcome for a pair of workers was: **Worker A answered more questions correctly and earned $6 USD. Thus, Worker B earned nothing for the assignment.**

Please state which of the following alternatives you choose:

I do not redistribute

- ○ Worker A is paid $6 USD and Worker B is paid $0 USD.

I do redistribute

- ○ Worker A is paid $5 USD and Worker B is paid $1 USD.
- ○ Worker A is paid $4 USD and Worker B is paid $2 USD.
- ○ Worker A is paid $3 USD and Worker B is paid $3 USD.
- ○ Worker A is paid $2 USD and Worker B is paid $4 USD.
- ○ Worker A is paid $1 USD and Worker B is paid $5 USD.
- ○ Worker A is paid $0 USD and Worker B is paid $6 USD.

E.4. Workers – Follow-up experiment

The experimental protocol for workers in the follow-up experiment is similar to that in the main experiment. There are two main differences:

1) We create seven different versions of reading materials in which the number of pieces of information relevant to the multiple-choice questions is 0, 1, 4, 7, 11, 14 and 15 respectively. In particular, the version with 4 pieces of relevant information is the same one used in the Random-Education treatment of the main experiment.

2) We create seven different versions of multiple-choice questions in which the total number of questions is 0, 1, 4, 7, 11, 14 and 15, respectively. In particular, the version with 4 multiple-choice questions is the same one used in the Random-Employment treatment of the main experiment.

Each worker was randomly placed into one of the three treatments:

In the Vary-Probability treatments, both workers were first presented with the reading materials of maximum relevance and then requested to complete the multiple-choice questions of maximum length.

In the Vary-Education treatments, there were seven types of worker pairs. In each pair, one worker received the reading materials of maximum relevance and the other worker received one of the seven versions of reading materials. Both workers then completed the multiple-choice questions of maximum length.

In the Vary-Employment treatments, there were also seven types of worker pairs. Both workers were first presented with the reading materials of maximum relevance. Then, in each pair, one worker completed the multiple-choice questions of maximum length and the other worker completed one of the seven versions of multiple-choice questions.

Screenshots are omitted here since they are largely repetitive.