Baseline Measures

Control video

Rights messaging video

Legal rights video

Practice and explanation of hiring elicitation mechanism

Private space

No discussion (private)

No discussion (public)

2-person discussion

3-person discussion

Icebreaker questions (individual)

Icebreaker activity (group)

Private space for *No discussion (private)*; Group space for all other arms

Treatment round
4 hiring choices

Individual choices (private)

Individual choices (told that they will be announced)

2 discussants discussion and joint choices

Listener observes and stays silent

3-person discussion and joint choices

Listener Individual choices (private)

Announcement: 2 participants (observers) are told others' public choices

Outcome round
6 hiring choices

Individual choices (private)

Mechanism outcomes (e.g., reasons for choices)

Announcement: 3rd participant (non-observer) is told others' public choices

Additional mechanisms (e.g., social norms, group predictions)

Private space