Rachel and Ray Clearvoice 2016

consent In this study, you will be asked to complete some questionnaires about your beliefs and attitudes, solve problems, and complete a demographic questionnaire. The benefits you may expect from participating in this study are as follows: § financial compensation of .50 § an opportunity to contribute to scientific research. The principal investigator does not foresee any important risks regarding your involvement in this study. By giving your consent to participate in this study, you will participate in a study in which you will complete some questionnaires and problem-solving tests. The study will take approximately 15 minutes. Your participation in the study is entirely voluntary. You may choose not to participate or may withdraw from this study at any time without penalty. The information you will provide about yourself will be completely anonymous and confidential. Only the principal investigator will be able to view your responses. Your responses will not be associated with your name or any other identifying information. Only averages and general trends among variables will be shown in publications. If you have any other questions or concerns, you can address them to the principal investigator: Stéphane Côté, Professor of Organizational Behavior (scote@rotman.utoronto.ca). If you have questions about your rights as research participants, please contact the Office of Research Ethics at the University of Toronto at ethics.review@utoronto.ca or 416-946-3273. If the preceding information is clear to you, please indicate that you understand your rights as a participant and give your consent to participate in these studies below. You must select 2 boxes below to continue to the next page.

- ❑ I have read the above consent form and understand my rights as a participant. (4)
- ❑ I consent to participate in these studies. (6)
- ❑ I DO NOT consent to participate in this experiment (8)

Inst In the following section you will be asked some standard demographic questions about you and your family. Remember that your responses are completely anonymous and confidential, so please respond as accurately as you can.

Age How old are you?

- ❍ 16 (1)
- ❍ 17 (2)
- ❍ 18 (3)
- ❍ 19 (4)
- ❍ 20 (5)
- ❍ 21 (6)
- ❍ 22 (7)
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- ❍ 58 (43)

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- ❍ 82 (67)
- ❍ 83 (68)
- ❍ 84 (69)
- ❍ 85 (70)
- ❍ 86 (71)
- ❍ 87 (72)
- ❍ 88 (73)
- ❍ 89 (74)
- ❍ 90 (75)
- ❍ 91 (76)
- ❍ 92 (77)
- ❍ 93 (78)
- ❍ 94 (79)
- ❍ 95 (80)
- ❍ 96 (81)
- ❍ 97 (82)
- ❍ 98 (83)
- ❍ 99 (84)
- ❍ 100 or above (85)

Gender What is your gender?

- ❍ Male (0)
- ❍ Female (1)

SC_Current Which social class do you feel you belong to currently?

- ❍ Lower Class (1)
- ❍ Lower Middle Class (2)
- ❍ Middle Class (3)
- ❍ Upper Middle Class (4)
- ❍ Upper Class (5)

SC_Past Which social class do you feel your family belonged to for the longest time when you were growing up (between ages 0-18)?

- ❍ Lower Class (1)
- ❍ Lower Middle Class (2)
- ❍ Middle Class (3)
- ❍ Upper Middle Class (4)
- ❍ Upper Class (5)

Edu What is the highest diploma/degree which you personally have achieved?

- ❍ Less than high school (1)
- ❍ High school diploma or GED (2)
- ❍ Associate or vocational degree (3)
- ❍ Bachelor's degree (4)
- ❍ Master's degree (5)
- ❍ Professional degree (6)
- ❍ PhD degree (7)
- ❍ Other (please specify) (8) _____

Employment Please indicate your current employment status (Check all that apply).

- ❑ Full-time paid employee (1)
- ❑ Part-time paid employee (2)
- ❑ Self-employed (3)
- ❑ Unemployed and looking for work (4)
- ❑ Unemployed and not looking for work (5)
- ❑ Homemaker (6)
- ❑ Regular Mturk worker (7)

Answer If Please indicate your current employment status (Check all that apply). Part-time paid employee Is Selected Or Please indicate your current employment status (Check all that apply). Full-time paid employee Is Selected

Spec_Emp Please use the drill-down menu below to identify your current occupation from among the occupations that are listed. This list of occupations is used by Federal statistical agencies to classify workers into occupational categories. You will most likely have to click three options below, although some occupations will only require selecting one or two options. First, choose the broad category of occupations. Then, choose a more specific category. Finally, choose the specific occupation.

	Management, business, and financial operations occupations (1)	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupations	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupations	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupations	Ma

		ns (2)	ns ~ Chief executives (3)	ns ~ General and operations managers (4)	ns ~ Legislators (5)	ns ~ Advertising and promotions managers (6)	ns ~ Marketing and sales managers (7)	ns ~ Public relations managers (8)	~ Administrative services managers (9)	ns ~ Computer and information systems managers (10)	ns ~ Financial managers (11)	ns ~ Human resources managers (12)	ns ~ Industrial production managers (13)	ns ~ Purchasing managers (14)	~ Transportation, storage, and distribution managers (15)	ns ~ Farm, ranch, and other agricultural managers (16)	ns ~ Farmers and ranchers (17)	ns ~ Construction managers (18)	~ Education administrators (19)	n ~ E g n e n r a a e s (0

Broad occupation category (1) Specific occupation category (2) Occupation (3																				

)																				

(Table Truncated to 63 Columns)

Income_P Please provide your best estimate of your gross personal income for 2015 (i.e., money you received yourself from all sources, including wages, social assistance programs, interest, dividends, bonuses etc., before taxes last year).

- ❍ 0-$9,999 (1)
- ❍ $10,000-$14,999 (2)
- ❍ $15,000-$19,999 (3)
- ❍ $20,000-$24,999 (4)
- ❍ $25,000-$29,999 (5)
- ❍ $30,000-$39,999 (6)
- ❍ $40,000-$49,999 (7)
- ❍ $50,000-$59,999 (8)
- ❍ $60,000-$69,999 (9)
- ❍ $70,000-$84,999 (10)
- ❍ $85,000-$99,999 (11)
- ❍ $100,000-$149,999 (12)
- ❍ $150,000-$199,999 (13)
- ❍ $200,000-$249,999 (14)
- ❍ $250,000 or more (15)

Income_H Please provide your best estimate of your gross household income for 2015 (i.e., money you received yourself from all sources, including wages, social assistance programs, interest, dividends, bonuses etc., before taxes last year).

- ❍ 0-$9,999 (1)
- ❍ $10,000-$14,999 (2)
- ❍ $15,000-$19,999 (3)
- ❍ $20,000-$24,999 (4)
- ❍ $25,000-$29,999 (5)
- ❍ $30,000-$39,999 (6)
- ❍ $40,000-$49,999 (7)
- ❍ $50,000-$59,999 (8)
- ❍ $60,000-$69,999 (9)
- ❍ $70,000-$84,999 (10)
- ❍ $85,000-$99,999 (11)
- ❍ $100,000-$149,999 (12)
- ❍ $150,000-$199,999 (13)
- ❍ $200,000-$249,999 (14)
- ❍ $250,000 or more (15)

hours How many hours do you work, on average, per week?

Marital What is your marital status?

- ❍ Single, never married (1)
- ❍ Married (2)
- ❍ Domestic partnership (3)
- ❍ Widowed (4)
- ❍ Divorced (5)
- ❍ Separated (6)

Ethnicity With what ethnicity or ethnicities do you most identify? Check all that apply.

- ❑ American Indian or Alaska Native (1)
- ❑ Asian (2)
- ❑ Black or African American (3)
- ❑ Hispanic, Latino, or Spanish (4)
- ❑ Native Hawaiian or other Pacific Islander (5)
- ❑ White (6)
- ❑ Other (please specify) (7) _____

subjclass Please report how much you agree or disagree with the following statements.

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Neither Agree nor Disagree (4)	Slightly Agree (5)	Agree (6)	Strongly Agree (7)
I have enough money to buy the things I want (2)	❍	❍	❍	❍	❍	❍	❍
I don't need to worry too much about paying my bills (3)	❍	❍	❍	❍	❍	❍	❍
I don't think I'll have to worry about money too much in the future (4)	❍	❍	❍	❍	❍	❍	❍

csubjclass Please report how much you agree or disagree with the following statements.

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Neither Agree nor Disagree (4)	Slightly Agree (5)	Agree (6)	Strongly Agree (7)
My family had enough money for things growing up (4)	❍	❍	❍	❍	❍	❍	❍
I grew up in a relatively wealthy neighborhood (5)	❍	❍	❍	❍	❍	❍	❍
I felt relatively wealthy compared to others my age (6)	❍	❍	❍	❍	❍	❍	❍

FirstLang Is English your first language?

- ❍ Yes (1)
- ❍ No (please specify your first language) (0) _____

Born In which country were you born?

- ❍ United States of America (1)
- ❍ Afghanistan (187)
- ❍ Albania (2)
- ❍ Algeria (3)
- ❍ Andorra (4)
- ❍ Angola (5)
- ❍ Antigua and Barbuda (6)
- ❍ Argentina (7)
- ❍ Armenia (8)
- ❍ Australia (9)
- ❍ Austria (10)
- ❍ Azerbaijan (11)
- ❍ Bahamas (12)
- ❍ Bahrain (13)
- ❍ Bangladesh (14)
- ❍ Barbados (15)
- ❍ Belarus (16)
- ❍ Belgium (17)
- ❍ Belize (18)
- ❍ Benin (19)
- ❍ Bhutan (20)
- ❍ Bolivia (21)
- ❍ Bosnia and Herzegovina (22)
- ❍ Botswana (23)
- ❍ Brazil (24)
- ❍ Brunei Darussalam (25)
- ❍ Bulgaria (26)
- ❍ Burkina Faso (27)
- ❍ Burundi (28)
- ❍ Cambodia (29)
- ❍ Cameroon (30)
- ❍ Canada (31)
- ❍ Cape Verde (32)
- ❍ Central African Republic (33)
- ❍ Chad (34)
- ❍ Chile (35)
- ❍ China (36)
- ❍ Colombia (37)
- ❍ Comoros (38)
- ❍ Congo, Republic of the... (39)
- ❍ Costa Rica (40)
- ❍ Côte d'Ivoire (41)
- ❍ Croatia (42)

- Cuba (43)
- Cyprus (44)
- Czech Republic (45)
- Democratic People's Republic of Korea (46)
- Democratic Republic of the Congo (47)
- Denmark (48)
- Djibouti (49)
- Dominica (50)
- Dominican Republic (51)
- Ecuador (52)
- Egypt (53)
- El Salvador (54)
- Equatorial Guinea (55)
- Eritrea (56)
- Estonia (57)
- Ethiopia (58)
- Fiji (59)
- Finland (60)
- France (61)
- Gabon (62)
- Gambia (63)
- Georgia (64)
- Germany (65)
- Ghana (66)
- Greece (67)
- Grenada (68)
- Guatemala (69)
- Guinea (70)
- Guinea-Bissau (71)
- Guyana (72)
- Haiti (73)
- Honduras (74)
- Hong Kong (S.A.R.) (75)
- Hungary (76)
- Iceland (77)
- India (78)
- Indonesia (79)
- Iran, Islamic Republic of... (80)
- Iraq (81)
- Ireland (82)
- Israel (83)
- Italy (84)
- Jamaica (85)
- Japan (86)

- Jordan (87)
- Kazakhstan (88)
- Kenya (89)
- Kiribati (90)
- Kuwait (91)
- Kyrgyzstan (92)
- Lao People's Democratic Republic (93)
- Latvia (94)
- Lebanon (95)
- Lesotho (96)
- Liberia (97)
- Libyan Arab Jamahiriya (98)
- Liechtenstein (99)
- Lithuania (100)
- Luxembourg (101)
- Madagascar (102)
- Malawi (103)
- Malaysia (104)
- Maldives (105)
- Mali (106)
- Malta (107)
- Marshall Islands (108)
- Mauritania (109)
- Mauritius (110)
- Mexico (111)
- Micronesia, Federated States of... (112)
- Monaco (113)
- Mongolia (114)
- Montenegro (115)
- Morocco (116)
- Mozambique (117)
- Myanmar (118)
- Namibia (119)
- Nauru (120)
- Nepal (121)
- Netherlands (122)
- New Zealand (123)
- Nicaragua (124)
- Niger (125)
- Nigeria (126)
- North Korea (127)
- Norway (128)
- Oman (129)
- Pakistan (130)

- Palau (131)
- Panama (132)
- Papua New Guinea (133)
- Paraguay (134)
- Peru (135)
- Philippines (136)
- Poland (137)
- Portugal (138)
- Qatar (139)
- Republic of Korea (140)
- Republic of Moldova (141)
- Romania (142)
- Russian Federation (143)
- Rwanda (144)
- Saint Kitts and Nevis (145)
- Saint Lucia (146)
- Saint Vincent and the Grenadines (147)
- Samoa (148)
- San Marino (149)
- Sao Tome and Principe (150)
- Saudi Arabia (151)
- Senegal (152)
- Serbia (153)
- Seychelles (154)
- Sierra Leone (155)
- Singapore (156)
- Slovakia (157)
- Slovenia (158)
- Solomon Islands (159)
- Somalia (160)
- South Africa (161)
- South Korea (162)
- Spain (163)
- Sri Lanka (164)
- Sudan (165)
- Suriname (166)
- Swaziland (167)
- Sweden (168)
- Switzerland (169)
- Syrian Arab Republic (170)
- Tajikistan (171)
- Thailand (172)
- The former Yugoslav Republic of Macedonia (173)
- Timor-Leste (174)

- Togo (175)
- Tonga (176)
- Trinidad and Tobago (177)
- Tunisia (178)
- Turkey (179)
- Turkmenistan (180)
- Tuvalu (181)
- Uganda (182)
- Ukraine (183)
- United Arab Emirates (184)
- United Kingdom of Great Britain and Northern Ireland (185)
- United Republic of Tanzania (186)
- Uruguay (188)
- Uzbekistan (189)
- Vanuatu (190)
- Venezuela, Bolivarian Republic of... (191)
- Viet Nam (192)
- Yemen (193)
- Zambia (194)
- Zimbabwe (195)

Q94 What is the first letter of the state where you live?

- A - M (1)
- N - Z (2)

A-M Please indicate the state and county where you live

	ALABAMA (1)	ALABAMA ~ Autauga, AL (2)	ALABAMA ~ Baldwin, AL (3)	ALABAMA ~ Barbour, AL (4)	ALABAMA ~ Bibb, AL (5)	ALABAMA ~ Blount, AL (6)	ALABAMA ~ Bullock, AL (7)	ALABAMA ~ Butler, AL (8)	ALABAMA ~ Calhoun, AL (9)	ALABAMA ~ Chambers, AL (10)	ALABAMA ~ Cherokee, AL (11)	ALABAMA ~ Chilton, AL (12)	ALABAMA ~ Choctaw, AL (13)	ALABAMA ~ Clarke, AL (14)	ALABAMA ~ Clay, AL (15)	ALABAMA ~ Cleburne, AL (16)	ALABAMA ~ Coffee, AL (17)	ALABAMA ~ Colbert, AL (18)	ALABAMA ~ Conecuh, AL (19)	ALABAMA ~ Coosa, AL (20)
State (1) County (2)																				

(Table Truncated to 63 Columns)

Q95 Do you work in the same state and county where you live?

- ❍ No (1)
- ❍ Yes (2)

Q240 Please indicate the state and county where you work

	ALABAMA (1)	ALABAMA ~ Autauga, AL (2)	ALABAMA ~ Baldwin, AL (3)	ALABAMA ~ Barbour, AL (4)	ALABAMA ~ Bibb, AL (5)	ALABAMA ~ Blount, AL (6)	ALABAMA ~ Bullock, AL (7)	ALABAMA ~ Butler, AL (8)	ALABAMA ~ Calhoun, AL (9)	ALABAMA ~ Chambers, AL (10)	ALABAMA ~ Cherokee, AL (11)	ALABAMA ~ Chilton, AL (12)	ALABAMA ~ Choctaw, AL (13)	ALABAMA ~ Clarke, AL (14)	ALABAMA ~ Clay, AL (15)	ALABAMA ~ Cleburne, AL (16)	ALABAMA ~ Coffee, AL (17)	ALABAMA ~ Colbert, AL (18)	ALABAMA ~ Conecuh, AL (19)	ALABAMA ~ Coosa, AL (20)
State (1) County (2)																				

(Table Truncated to 63 Columns)

N-Z Please indicate the state and county where you live

	NEBRASKA (1)	NEBRASKA ~ Adams, NE (2)	NEBRASKA ~ Antelope, NE (3)	NEBRASKA ~ Arthur, NE (4)	NEBRASKA ~ Banner, NE (5)	NEBRASKA ~ Blaine, NE (6)	NEBRASKA ~ Boone, NE (7)	NEBRASKA ~ Box Butte, NE (8)	NEBRASKA ~ Boyd, NE (9)	NEBRASKA ~ Brown, NE (10)	NEBRASKA ~ Buffalo, NE (11)	NEBRASKA ~ Burt, NE (12)	NEBRASKA ~ Butler, NE (13)	NEBRASKA ~ Cass, NE (14)	NEBRASKA ~ Cedar, NE (15)	NEBRASKA ~ Chase, NE (16)	NEBRASKA ~ Cherry, NE (17)	NEBRASKA ~ Cheyenne, NE (18)	NEBRASKA ~ Clay, NE (19)	NEBRASKA ~ Colfax, NE (20)
State (1) County (2)																				

(Table Truncated to 63 Columns)

Q103 Do you work in the same state and county where you live?

- ❍ No (1)
- ❍ Yes (2)

Q242 Please indicate the state and county where you work

	NEBRASKA (1)	NEBRASKA ~ Adams, NE (2)	NEBRASKA ~ Antelope, NE (3)	NEBRASKA ~ Arthur, NE (4)	NEBRASKA ~ Banner, NE (5)	NEBRASKA ~ Blaine, NE (6)	NEBRASKA ~ Boone, NE (7)	NEBRASKA ~ Box Butte, NE (8)	NEBRASKA ~ Boyd, NE (9)	NEBRASKA ~ Brown, NE (10)	NEBRASKA ~ Buffalo, NE (11)	NEBRASKA ~ Burt, NE (12)	NEBRASKA ~ Butler, NE (13)	NEBRASKA ~ Cass, NE (14)	NEBRASKA ~ Cedar, NE (15)	NEBRASKA ~ Chase, NE (16)	NEBRASKA ~ Cherry, NE (17)	NEBRASKA ~ Cheyenne, NE (18)	NEBRASKA ~ Clay, NE (19)	NEBRASKA ~ Colfax, NE (20
State (1) County (2)																				

(Table Truncated to 63 Columns)

industry What industry do you work in?

Q83 Do you supervise (manage) other people in your job?

- ❍ No (1)
- ❍ Yes (2)

CWB1 How often have you done each of the following things on your present job in the past year? Your responses will be completely anonymous and confidential.

	Never (1)	Once or Twice (2)	Once or Twice per month (3)	Once or Twice per week (4)	Every day (5)	Not Applicable (6)
Purposely wasted your employer's materials/supplies (53)	❍	❍	❍	❍	❍	❍
Purposely did your work incorrectly (54)	❍	❍	❍	❍	❍	❍
Came to work late without permission (55)	❍	❍	❍	❍	❍	❍
Stayed home from work and said you were sick when you weren't (56)	❍	❍	❍	❍	❍	❍
Purposely damaged a piece of equipment or property (57)	❍	❍	❍	❍	❍	❍
Purposely dirtied or littered your place of work (58)	❍	❍	❍	❍	❍	❍
Stolen something belonging to your employer (59)	❍	❍	❍	❍	❍	❍
Started or continued a damaging or harmful rumor at work (60)	❍	❍	❍	❍	❍	❍
Been nasty or rude to a client or customer (61)	❍	❍	❍	❍	❍	❍
Purposely worked slowly when things needed to get done (62)	❍	❍	❍	❍	❍	❍
Taken a longer break than you	❍	❍	❍	❍	❍	❍

were allowed to take (63)						
Purposely failed to follow instructions (64)	❍	❍	❍	❍	❍	❍
Left work earlier than you were allowed to (65)	❍	❍	❍	❍	❍	❍
Insulted someone about their job performance (66)	❍	❍	❍	❍	❍	❍
Made fun of someone's personal life (67)	❍	❍	❍	❍	❍	❍
Took supplies or tools home without permission (68)	❍	❍	❍	❍	❍	❍
Put in to be paid for more hours than you worked (69)	❍	❍	❍	❍	❍	❍
Took money from your employer without permission (70)	❍	❍	❍	❍	❍	❍
Ignored someone at work (71)	❍	❍	❍	❍	❍	❍
Blamed someone at work for error you made (72)	❍	❍	❍	❍	❍	❍
Started an argument with someone at work (73)	❍	❍	❍	❍	❍	❍
Stole something belonging to someone at work (74)	❍	❍	❍	❍	❍	❍
Verbally abused someone at work (75)	❍	❍	❍	❍	❍	❍
Made an obscene gesture (the finger) to someone at work	❍	❍	❍	❍	❍	❍

(76)						
Threatened someone at work with violence (77)	❍	❍	❍	❍	❍	❍
Threatened someone at work, but not physically (78)	❍	❍	❍	❍	❍	❍
Said something obscene to someone at work to make them feel bad (79)	❍	❍	❍	❍	❍	❍
Did something to make someone at work look bad (80)	❍	❍	❍	❍	❍	❍
Played a mean prank to embarrass someone at work (81)	❍	❍	❍	❍	❍	❍
Looked at someone at work's private mail/property without permission (82)	❍	❍	❍	❍	❍	❍
Hit or pushed someone at work (83)	❍	❍	❍	❍	❍	❍
Insulted or made fun of someone at work (84)	❍	❍	❍	❍	❍	❍

CWB2 How often have you done each of the following things on your present job in the past year? Your responses will be completely anonymous and confidential.

	Never (1)	Once a year (2)	Twice a year (3)	Several times a year (4)	Monthly (5)	Weekly (6)	Daily (7)	Not Applicable (8)
Made fun of someone at work (4)	❍	❍	❍	❍	❍	❍	❍	❍
Said something hurtful to someone at work (5)	❍	❍	❍	❍	❍	❍	❍	❍
Made an ethnic, religious, or racial remark at work (6)	❍	❍	❍	❍	❍	❍	❍	❍
Played a mean prank on someone at work (7)	❍	❍	❍	❍	❍	❍	❍	❍
Acted rudely toward someone at work (8)	❍	❍	❍	❍	❍	❍	❍	❍
Publicly embarrassed someone at work (9)	❍	❍	❍	❍	❍	❍	❍	❍
Taken property from work without permission (10)	❍	❍	❍	❍	❍	❍	❍	❍
Spent too much time fantasizing or daydreaming instead of working (11)	❍	❍	❍	❍	❍	❍	❍	❍
Falsified a receipt to get reimbursed	❍	❍	❍	❍	❍	❍	❍	❍

for more money than you spent on business expenses (12)								
Come in late to work without permission (13)	❍	❍	❍	❍	❍	❍	❍	❍
Littered your work environment (14)	❍	❍	❍	❍	❍	❍	❍	❍
Neglected to follow your boss's instructions (15)	❍	❍	❍	❍	❍	❍	❍	❍
Intentionally worked slower than you could have worked (16)	❍	❍	❍	❍	❍	❍	❍	❍
Discussed confidential company information with an unauthorized person (17)	❍	❍	❍	❍	❍	❍	❍	❍
Used an illegal drug or consumed alcohol on the job (18)	❍	❍	❍	❍	❍	❍	❍	❍
Put little effort into your work (19)	❍	❍	❍	❍	❍	❍	❍	❍
Dragged out work in order to get overtime (20)	❍	❍	❍	❍	❍	❍	❍	❍

Taken an additional or longer break than is acceptable at your workplace (21)	❍	❍	❍	❍	❍	❍	❍	❍
Cursed at someone at work (22)	❍	❍	❍	❍	❍	❍	❍	❍

Q108 How unequal is your organization in terms of income?
- ❍ Not at all unequal (1)
- ❍ (2)
- ❍ Somewhat unequal (3)
- ❍ (5)
- ❍ Extremely unequal (6)

Q109 How unequal is your organization in terms of benefits?
- ❍ Not at all unequal (1)
- ❍ (2)
- ❍ Somewhat unequal (3)
- ❍ (4)
- ❍ Extremely unequal (5)

Q122 How unequal is your organization in terms of treatment?
- ❍ Not at all unequal (1)
- ❍ (2)
- ❍ Somewhat unequal (3)
- ❍ (4)
- ❍ Extremely unequal (5)

permit In your present job, how often do you have to ask permission…

	Never (1)	Rarely (2)	Sometimes (3)	Quite often (4)	Extremely often or always (5)
… to take a rest break? (4)	❍	❍	❍	❍	❍
… to take a lunch/meal break? (5)	❍	❍	❍	❍	❍
… to leave early for the day? (6)	❍	❍	❍	❍	❍
… to change the hours you work? (7)	❍	❍	❍	❍	❍
… to leave your office or work station? (8)	❍	❍	❍	❍	❍
… to come late to work? (9)	❍	❍	❍	❍	❍
… to take time off? (10)	❍	❍	❍	❍	❍

autonomy How often do the following events occur in your present job?

	Never (1)	Rarely (2)	Sometimes (3)	Quite often (4)	Extremely often or always (5)
How often does someone tell you what you are to do? (4)	❍	❍	❍	❍	❍
How often does someone tell you when you are to do your work? (5)	❍	❍	❍	❍	❍
How often does someone tell you how you are to do your work? (6)	❍	❍	❍	❍	❍

entitlemen Please respond to the following items using the answer that best reflects your own beliefs.

	Strongly Disagree (1)	Moderately Disagree (2)	Slightly Disagree (3)	Neither Agree nor Disagree (4)	Slightly Agree (5)	Moderately Agree (6)	Strongly Agree (7)
I honestly feel I'm just more deserving than others. (1)	❍	❍	❍	❍	❍	❍	❍
Great things should come to me. (2)	❍	❍	❍	❍	❍	❍	❍
If I were on the Titanic, I would deserve to be on the first lifeboat! (3)	❍	❍	❍	❍	❍	❍	❍
I demand the best because I'm worth it. (4)	❍	❍	❍	❍	❍	❍	❍
I do NOT necessarily deserve special treatment. (5)	❍	❍	❍	❍	❍	❍	❍
I deserve more things in my life. (6)	❍	❍	❍	❍	❍	❍	❍
People like me deserve an extra break now and then. (7)	❍	❍	❍	❍	❍	❍	❍
Things	❍	❍	❍	❍	❍	❍	❍

should go my way. (8)							
I feel entitled to more of everything (9)	❍	❍	❍	❍	❍	❍	❍

Enti_Time Timing
- First Click (1)
- Last Click (2)
- Page Submit (3)
- Click Count (4)

rol Please report how much you agree or disagree with the following statements.

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Neither Agree nor Disagree (4)	Slightly Agree (5)	Agree (6)	Strongly Agree (7)
When it comes right down to it, the quality of leadership is the single most important influence on the functioning of an organization. (1)	❍	❍	❍	❍	❍	❍	❍
Anybody who occupies the top-level leadership positions in an organization has the power to make or break the organization. (2)	❍	❍	❍	❍	❍	❍	❍
The great amount of time and energy devoted to choosing a leader is justified, because of the important influence that person is likely to have. (3)	❍	❍	❍	❍	❍	❍	❍
Sooner or later, bad	❍	❍	❍	❍	❍	❍	❍

leadership at the top will show up in decreased organizational performance. (4)							
High versus low quality leadership has a bigger impact on a firm than a favorable versus unfavorable business environment. (5)	❍	❍	❍	❍	❍	❍	❍
It is impossible for an organization to do well unless it has high quality leadership at the top. (6)	❍	❍	❍	❍	❍	❍	❍
A company is only as good or as bad as its leaders. (7)	❍	❍	❍	❍	❍	❍	❍
With a truly excellent leader, there is almost nothing that an organization can't accomplish. (8)	❍	❍	❍	❍	❍	❍	❍
Even in a bad economy, a good leader can prevent a company from doing	❍	❍	❍	❍	❍	❍	❍

poorly. (9)							
Top-level leaders make life-and-death decisions about their organizations. (10)	❍	❍	❍	❍	❍	❍	❍
It's probably a good idea to find something out about the quality of top-level leaders before investing in a firm. (11)	❍	❍	❍	❍	❍	❍	❍
When a company is doing poorly, the first place one should look to is its leaders. (12)	❍	❍	❍	❍	❍	❍	❍
The process by which leaders are selected is extremely important. (13)	❍	❍	❍	❍	❍	❍	❍
When the top leaders are good, the organization does well; when the top leaders are bad, the organization does poorly. (14)	❍	❍	❍	❍	❍	❍	❍
There's nothing as critical to the 'bottom-line' performance	❍	❍	❍	❍	❍	❍	❍

of a company as the quality of its top-level leaders. (15)							
Leadership qualities are among the most highly prized personal traits I can think of. (16)	❍	❍	❍	❍	❍	❍	❍
No expense should be spared when searching for and selecting a leader. (17)	❍	❍	❍	❍	❍	❍	❍

inter Please report how much you agree or disagree with the following statements.

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Neither Agree nor Disagree (4)	Slightly Agree (5)	Agree (6)	Strongly Agree (7)
My close relationships are an important reflection of who I am. (1)	❍	❍	❍	❍	❍	❍	❍
When I feel very close to someone, it often feels to me like that person is an important part of who I am. (2)	❍	❍	❍	❍	❍	❍	❍
I usually feel a strong sense of pride when someone close to me has an important accomplishment. (3)	❍	❍	❍	❍	❍	❍	❍
I think one of the most important parts of who I am can be captured by looking at my close friends and understanding who they are. (4)	❍	❍	❍	❍	❍	❍	❍
When I think of myself, I often think of my close friends or family also. (5)	❍	❍	❍	❍	❍	❍	❍
If a person hurts someone close to me, I feel personally hurt as well. (6)	❍	❍	❍	❍	❍	❍	❍
In general, my	❍	❍	❍	❍	❍	❍	❍

close relationships are an important part of my self-image. (7)							
Overall, my close relationships have very little to do with how I feel about myself. (8)	❍	❍	❍	❍	❍	❍	❍
My close relationships are unimportant to my sense of what kind of person I am. (9)	❍	❍	❍	❍	❍	❍	❍
My sense of pride comes from knowing who I have as close friends. (10)	❍	❍	❍	❍	❍	❍	❍
When I establish a close friendship with someone, I usually develop a strong sense of identification with that person. (11)	❍	❍	❍	❍	❍	❍	❍

pm Why are you motivated to do your work?

	Strongly Disagree (1)	Disagree (2)	Slightly Disagree (3)	Neither Agree nor Disagree (4)	Slightly Agree (5)	Agree (6)	Strongly Agree (7)
Because I care about benefiting others through my work (1)	❍	❍	❍	❍	❍	❍	❍
Because I want to help others through my work (2)	❍	❍	❍	❍	❍	❍	❍
Because I want to have a positive impact on others (3)	❍	❍	❍	❍	❍	❍	❍
Because it is important to me to do good for others through my work. (4)	❍	❍	❍	❍	❍	❍	❍

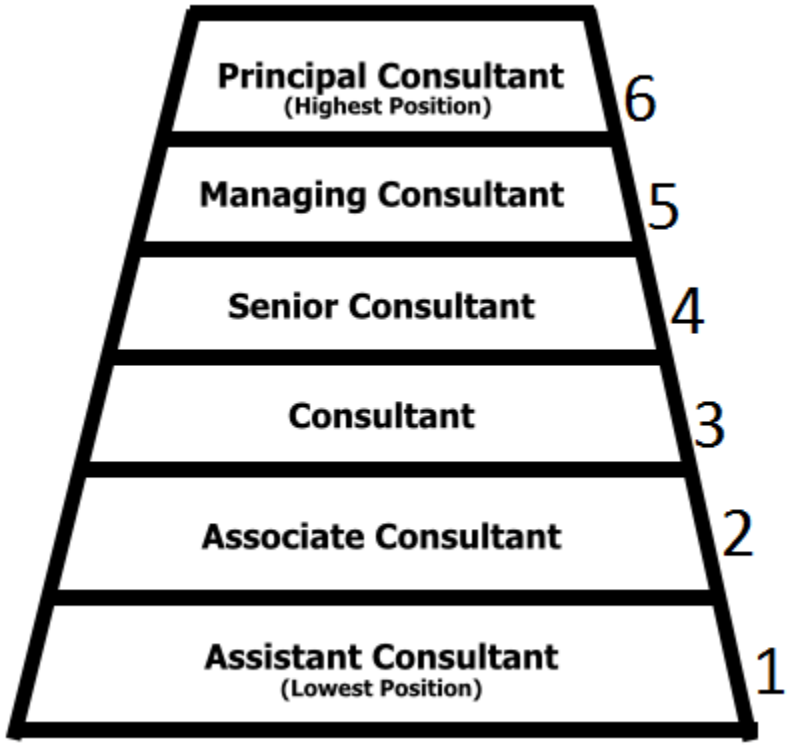
likely How likely do you feel that you can obtain a high-ranking position in an organization?

- ❍ Very Likely (1)
- ❍ Likely (2)
- ❍ Neutral (3)
- ❍ Unlikely (4)
- ❍ Very Unlikely (5)

Q77 Imagine that you have been recently hired as an entry-level consultant at Swathmore International, a well-regarded management consulting firm in the United States. All new hires start out as Assistant Consultants, but could move up in the organizational ranks. Below is a picture of the organization's hierarchy: Moving up the ranks requires some degree of hard work and motivation (as in any organization). However, you've learned that at this firm, leaders make promotion decisions based on your demonstration of leadership behaviors and responsibilities that consist of: * Understanding the importance of placing employees' interests first * Giving employees the responsibility to make important decisions about their own jobs * Caring more about his/her followers successes and career goals than his/her own * Creating an environment where employees feel comfortable seeking help from you regarding personal problems * Allocating time to give back to the local community * Emphasizing the importance of helping others and being involved in community activities

Q79 Keeping in mind the things that you need to do to get promoted at each level: * Understanding the importance of placing employees' interests first * Giving employees the responsibility to make important decisions about their own jobs * Caring more about his/her followers successes and career goals than his/her own * Creating an environment where employees feel comfortable seeking help from you regarding personal problems * Allocating time to give back to the local community * Emphasizing the importance of helping others and being involved in community activities at which level do you want to be in this organization? Click on the number next to the organization chart that best represents your desired position of leadership. The number you click will become highlighted in green. If you wish to change your choice, simply click the number again so that it is no longer highlighted and then choose a new number.

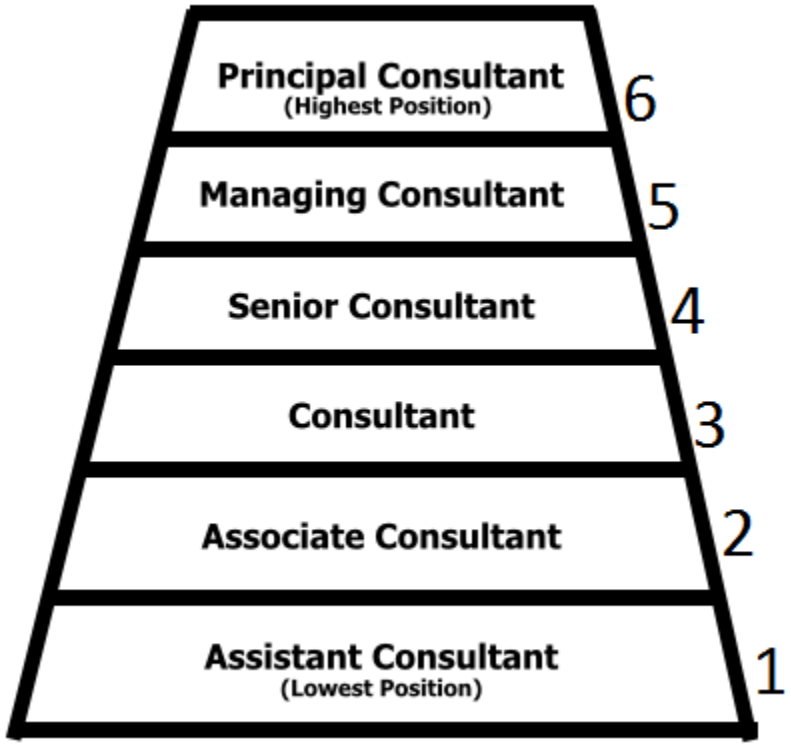
	Off (1)	On (2)
1 - Assistant Consultant (4) 2- Associate Consultant (5) 3 - Consultant (6) 4 - Senior Consultant (7) 5 - Managing Consultant (8) 6 - Principal Consultant (9)		



Q81 Imagine that you have been recently hired as an entry-level consultant at Swathmore International, a well-regarded management consulting firm in the United States. All new hires start out as Assistant Consultants, but could move up in the organizational ranks. Moving up the ranks requires some degree of hard work and motivation (as in any organization). However, you've learned that at this firm, leaders make promotion decisions based on your demonstration of leadership behaviors and responsibilities that consist of: * Understanding the importance of setting clear expectations and rewards * Setting clear goals for employees and discussing expected behaviors and accomplishments * Assuring that employees are properly rewarded when meeting your given objectives * Creating an environment where accomplishments are rewarded and failures are punished * Monitoring subordinates' performance and looking for weaknesses in order to correct them * Examining work processes and drawing attention to mistakes so that errors can be prevented or reduced

Q83 Keeping in mind the things that you need to do to get promoted at each level: * Understanding the importance of setting clear expectations and rewards * Setting clear goals for employees and discussing expected behaviors and accomplishments * Assuring that employees are properly rewarded when meeting your given objectives * Creating an environment where accomplishments are rewarded and failures are punished * Monitoring subordinates' performance and looking for weaknesses in order to correct them * Examining work processes and drawing attention to mistakes so that errors can be prevented or reduced at which level do you want to be in this organization? Click on the number next to the organization chart that best represents your desired position of leadership. The number you click will become highlighted in green. If you wish to change your choice, simply click the number again so that it is no longer highlighted and then choose a new number.

	Off (1)	On (2)
1 - Assistant Consultant (4) 2- Associate Consultant (5) 3 - Consultant (6) 4 - Senior Consultant (7) 5 - Managing Consultant (8) 6 - Principal Consultant (9)		



Q96 How certain are you that you will vote in the 2016 Presidential election?

- ❍ I am definitely not going to vote (1)
- ❍ I am most likely not going to vote (2)
- ❍ I am considering not voting (3)
- ❍ I am uncertain (4)
- ❍ I am considering voting (5)
- ❍ I am most likely going to vote (6)
- ❍ I am definitely going to vote (7)

Q97 Did you vote in the 2012 presidential election?

- ❍ Yes (1)
- ❍ No (2)

Q98 Have you attended a rally for one of the 2016 presidential candidates?

- ❍ Yes (1)
- ❍ No (2)

Answer If Have you attended a rally for one of the 2016 presidential candidates? Yes Is Selected

Q123 You selected "Yes" in the previous question. How many rallies have you attended? (only numerical responses are allowed)

Q99 Have you donated money to one of the 2016 presidential candidates?

- ❍ Yes (1)
- ❍ No (2)

Answer If Have you donated money to one of the 2016 presidential candidates? Yes Is Selected

Q117 You selected "Yes" in the previous question. How much money did you donate? (only numerical responses are allowed)

Q100 Were you involved or plan to be involved in a primary or caucus in your state for selection of the 2016 presidential candidate?

- ❍ Yes (1)
- ❍ No (2)

Q113 How often do you try to convince others of how to vote in the 2016 Presidential election?

- ❍ Never (1)
- ❍ Rarely (2)
- ❍ Occasionally (3)
- ❍ Sometimes (4)
- ❍ Frequently (5)
- ❍ Almost Always (6)
- ❍ Always (7)

Q114 How often do you wear a button or show a sign supporting a particular 2016 presidential candidate?

- ❍ Never (1)
- ❍ Rarely (2)
- ❍ Occassionally (3)
- ❍ Sometimes (4)
- ❍ Frequently (5)
- ❍ Almost Always (6)
- ❍ Always (7)

Q115 Have you worked for a campaign that supports a particular 2016 presidential candidate?

- ❍ Yes (1)
- ❍ No (2)

Donate Did you donate any money to a charitable organization in 2015?

- ❍ Yes (1)
- ❍ No (2)

Answer If Did you donate any money to a charitable organization in 2014? Yes Is Selected

Don_Cat Please do your best to estimate how much you donated to each of the following types of charities in 2015. If a charity fits under two categories (e.g. religious and health), just put the amount you donated under the one category that you think fits the charity best. Make sure the total at the bottom represents the total amount you believe you donated to charitable organizations in 2015.

_____ Charities for Animals (1)
_____ Environmental Charities (2)
_____ Health Charities (3)
_____ International Organizations (4)
_____ Educational Charities (5)
_____ Arts & Culture Charities (6)
_____ Charities for the poor in the United States (7)
_____ Religious Charities (8)
_____ Other (Please Specify the organization(s) if you remember) (9)

Don_Check Before you go to the next page please make sure that the sum of all your charitable donations (the total) matches the amount you believe you donated in 2015.

Cat_Time Timing
- First Click (1)
- Last Click (2)
- Page Submit (3)
- Click Count (4)

Relig Please indicate how religious you are on the following scale:
- ❍ Not at all Religious 1 (1)
- ❍ 2 (2)
- ❍ 3 (3)
- ❍ Somewhat Religious 4 (4)
- ❍ 5 (5)
- ❍ 6 (6)
- ❍ Very Religious 7 (7)

ConLib To what extent do you consider yourself to be liberal or conservative on most political and social issues?

- ❍ Very Liberal 1 (1)
- ❍ 2 (2)
- ❍ 3 (3)
- ❍ Neither Liberal nor Conservative 4 (4)
- ❍ 5 (5)
- ❍ 6 (6)
- ❍ Very Conservative 7 (7)

InstParent The next few demographic questions are about your parents, mother, or father

Income_Par Please provide your best estimate of your parents' annual income when you were growing up (between ages 0-18). In responding to this question, please do not convert the income amount to 2016 dollars.

- ❍ 0-$9,999 (1)
- ❍ $10,000-$14,999 (2)
- ❍ $15,000-$19,999 (3)
- ❍ $20,000-$24,999 (4)
- ❍ $25,000-$29,999 (5)
- ❍ $30,000-$39,999 (6)
- ❍ $40,000-$49,999 (7)
- ❍ $50,000-$59,999 (8)
- ❍ $60,000-$69,999 (9)
- ❍ $70,000-$84,999 (10)
- ❍ $85,000-$99,999 (11)
- ❍ $100,000-$149,999 (12)
- ❍ $150,000-$199,999 (13)
- ❍ $200,000-$249,999 (14)
- ❍ $250,000 or more (15)

Edu_Par When you were growing up (between ages 0-18), what is the highest diploma/degree reached by your:

	Less than high school (1)	High school diploma or GED (2)	Associate or vocational degree (3)	Bachelor's degree (4)	Master's degree (5)	PhD degree (6)	Professional degree (7)	Other (8)
Mother (1)	❍	❍	❍	❍	❍	❍	❍	❍
Father (2)	❍	❍	❍	❍	❍	❍	❍	❍

Mom_Emp Please indicate your mother's employment status for the greatest number of years when you were growing up (from the time of your birth to 18 years of age):

- ❍ Full-time paid employee (1)
- ❍ Part-time paid employee (2)
- ❍ Self-employed (3)
- ❍ Unemployed (4)
- ❍ Homemaker (5)

Answer If DEBRIEFING FORM HERE Is Selected Or DEBRIEFING FORM HERE Is Selected

Mom_Emp2 Please indicate the occupation and job title that your mother held for the greatest number of years when you were growing up (from the time of your birth to 18 years of age) using the drop down menus below:

	Management, business, and financial operations occupations (1)	Management, business, and financial operations occupations (2)	Management, business, and financial operations occupations ~ Management occupations ~ Chief	Management, business, and financial operations occupations ~ Management occupations ~ Gener	Management, business, and financial operations occupations ~ Management occupations ~ Legisl	Management, business, and financial operations occupations ~ Management occupations ~ Adverti	Management, business, and financial operations occupations ~ Management occupations ~ Marke	Management, business, and financial operations occupations ~ Management occupations ~ Public	Management, business, and financial operations occupations ~ Management occupations ~ Adminis	Management, business, and financial operations occupations ~ Management occupations ~ Comm	Management, business, and financial operations occupations ~ Management occupations ~ Financ	Management, business, and financial operations occupations ~ Management occupations ~ Hum	Management, business, and financial operations occupations ~ Management occupations ~ Indust	Management, business, and financial operations occupations ~ Management occupations ~ Purcha	Management, business, and financial operations occupations ~ Management occupations ~ Transp	Management, business, and financial operations occupations ~ Management occupations ~ Farm,	Management, business, and financial operations occupations ~ Management occupations ~ Farmer	Management, business, and financial operations occupations ~ Management occupations ~ Constr	Management, business, and financial operations occupations ~ Management occupations ~ Educati	Ma

			executives (3)	and operations managers (4)	ators (5)	sing and promotions managers (6)	ting and sales managers (7)	relations managers (8)	tive services managers (9)	puter and information systems managers (10)	ial manager s (11)	an resources managers (12)	ial production managers (13)	sing managers (14)	ation, storage, and distribution managers (15)	nch, and other agricultural managers (16)	s and ranchers (17)	uction managers (18)	administrators (19)	e n r a a e s (0
Broa																				

doccupationcategory(1)																				
Specificoccupationcategory(2)																				
Occupation(3)																				

(Table Truncated to 63 Columns)

Dad_Emp Please indicate your father's employment status for the greatest number of years when you were growing up (from the time of your birth to 18 years of age):

- ❍ Full-time paid employee (1)
- ❍ Part-time paid employee (2)
- ❍ Self-employed (3)
- ❍ Unemployed (4)
- ❍ Homemaker (5)

Answer If Please indicate your father's employment status for the greatest number of years when you were growing up (from the time of your birth to 18 years of age): Part-time paid employee Is Selected Or Please indicate your father's employment status for the greatest number of years when you were growing up (from the time of your birth to 18 years of age): Full-time paid employee Is Selected

Dad_Emp2 Please indicate the occupation and job title that your father held for the greatest number of years when you were growing up (from the time of your birth to 18 years of age) using the drop down menu:

	Management, business, and financial operations occupations (1)	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	Management, business, and financial operations occupations ~ Management occupatio	M a a e r e t b s n s a c fi a c a o e a o s o c p ti n ~ M a a e r e t o c p ti

		ns (2)	ns ~ Chief executives (3)	ns ~ General and operations managers (4)	ns ~ Legislators (5)	ns ~ Advertising and promotions managers (6)	ns ~ Marketing and sales managers (7)	ns ~ Public relations managers (8)	~ Administrative services managers (9)	ns ~ Computer and information systems managers (10)	ns ~ Financial managers (11)	ns ~ Human resources managers (12)	ns ~ Industrial production managers (13)	ns ~ Purchasing managers (14)	~ Transportation, storage, and distribution managers (15)	ns ~ Farm, ranch, and other agricultural managers (16)	ns ~ Farmers and ranchers (17)	ns ~ Construction managers (18)	~ Education administrators (19)	n ~ E g n e n r a a e s (0

Broad occupation category (1) Specific occupation category (2) Occupation (3																				

)																				

(Table Truncated to 63 Columns)

Susp_2 Do you have any concerns or comments about the study?

debriefing Please read this debriefing form and click on the arrow below to retrieve your confirmation code: Thank you for participating in this study! Your participation in a study like this contributes to the scientific research, and we are very grateful for your involvement. Now that you have completed the study, we can fully debrief you about the purpose of this study. Social class includes both objective (income, education, and occupational prestige) and subjective (perceptions of rank vis-à-vis others) aspects. Recent research has uncovered a pattern of psychological correlates of social class, so that high social class is associated with less social engagement; less prosocial behavior; reduced empathic accuracy; and a stronger desire to be unique. The goal of the study is to increase the understanding of why social class exerts these effects and to examine whether the effects of social class extend to the related outcomes of ethical decision-making and moral judgment. Various mechanisms may explain why social class has the psychological effects described above. Theoretically, these mechanisms are posited to originate in the tendency of higher social class individual to control resources and to pay less attention to the context around them (Kraus, Piff, & Keltner, 2009). In this research I will test the following mechanisms: a) communal orientation and interdependence, b) impact of social norms, c) willingness to take risks, d) conceptualizing benefits as rights versus privileges, e) the propensity to feel certain emotions (anger, happiness) rather than others (embarrassment, guilt), f) the tendency to hold an economic rather than a relational mindset, and g) the tendency to focus on abstract goals (e.g., career success) rather than concrete goals (e.g., paying this month's bills). In this study, you completed measures of social class or manipulations of social class mindsets. Your also completed problem solving tasks meant to measure the mechanisms and outcomes described. We are interested in whether your social class or social class mindset is associated with how you think about the world and how you think about others. Data collected for this study will be completely confidential and stored in a secure computer. Only averages and general trends among variables will be shown in publications. Now that you have an understanding of the purpose of this study, if for any reason you would like your data to be removed from our data set and destroyed, please indicate this to the experimenter/the principal investigator. If you have any other questions or concerns, you can address them to the principal investigators: Stéphane Côté, Professor of Organizational Behavior (scote@rotman.utoronto.ca). If you have questions about your rights as research participants, please contact the Office of Research Ethics at the University of Toronto at ethics.review@utoronto.ca or 416-946-3273. If you are interested in reading a paper on this topic, please see: http://www.rotman.utoronto.ca/facbios/file/Piff%20Kraus%20C%C3%B4t%C3%A9%20Cheng%20Keltner%20JPSP.pdf Thanks again for your participation in our research!

code Your confirmation code is: basketball Please click on the arrow below to finish the study.