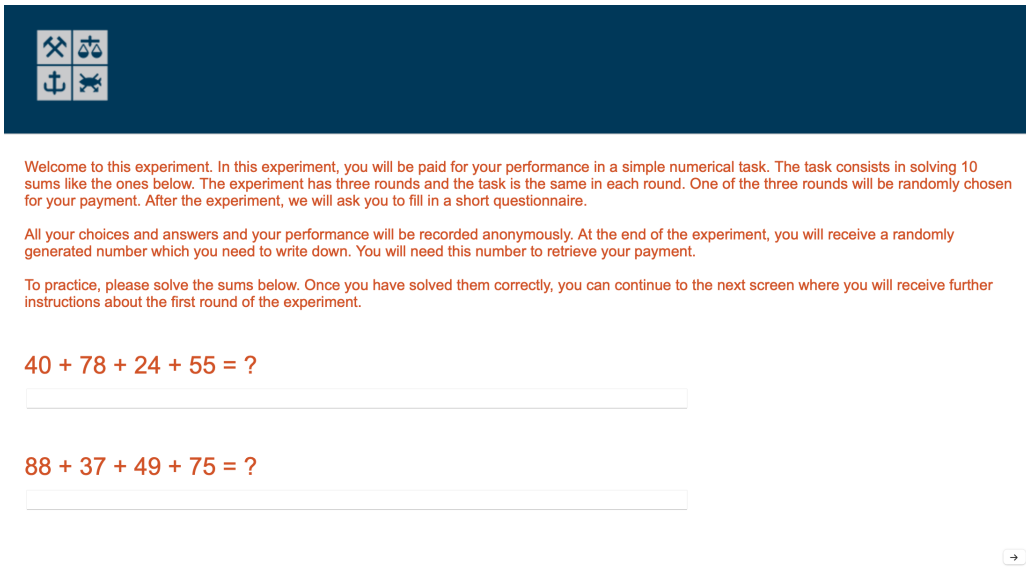
Appendix: Screenshots

Between-subject experiment

General instructions:



Welcome to this experiment. In this experiment, you will be paid for your performance in a simple numerical task. The task consists in solving 10 sums like the ones below. The experiment has three rounds and the task is the same in each round. One of the three rounds will be randomly chosen for your payment. After the experiment, we will ask you to fill in a short questionnaire.

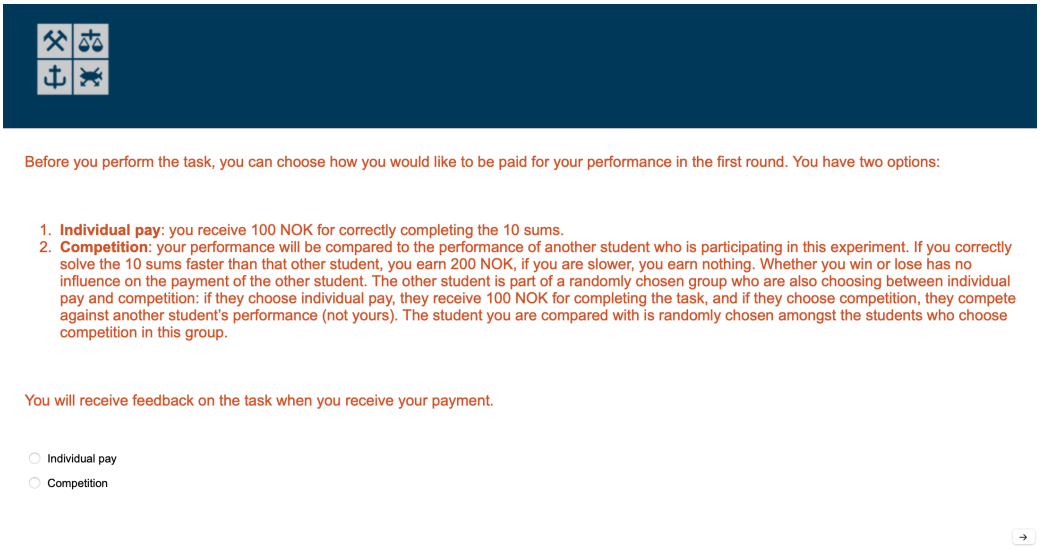
All your choices and answers and your performance will be recorded anonymously. At the end of the experiment, you will receive a randomly generated number which you need to write down. You will need this number to retrieve your payment.

To practice, please solve the sums below. Once you have solved them correctly, you can continue to the next screen where you will receive further instructions about the first round of the experiment.

40 + 78 + 24 + 55 = ?

88 + 37 + 49 + 75 = ?

Instructions Treatment 1:



Before you perform the task, you can choose how you would like to be paid for your performance in the first round. You have two options:

1. **Individual pay**: you receive 100 NOK for correctly completing the 10 sums.
2. **Competition**: your performance will be compared to the performance of another student who is participating in this experiment. If you correctly solve the 10 sums faster than that other student, you earn 200 NOK, if you are slower, you earn nothing. Whether you win or lose has no influence on the payment of the other student. The other student is part of a randomly chosen group who are also choosing between individual pay and competition: if they choose individual pay, they receive 100 NOK for completing the task, and if they choose competition, they compete against another student's performance (not yours). The student you are compared with is randomly chosen amongst the students who choose competition in this group.

You will receive feedback on the task when you receive your payment.

- ○ Individual pay
- ○ Competition

→

Instructions Treatment 2:

Before you perform the task, you can choose how you would like to be paid for your performance in the first round. You have two options:

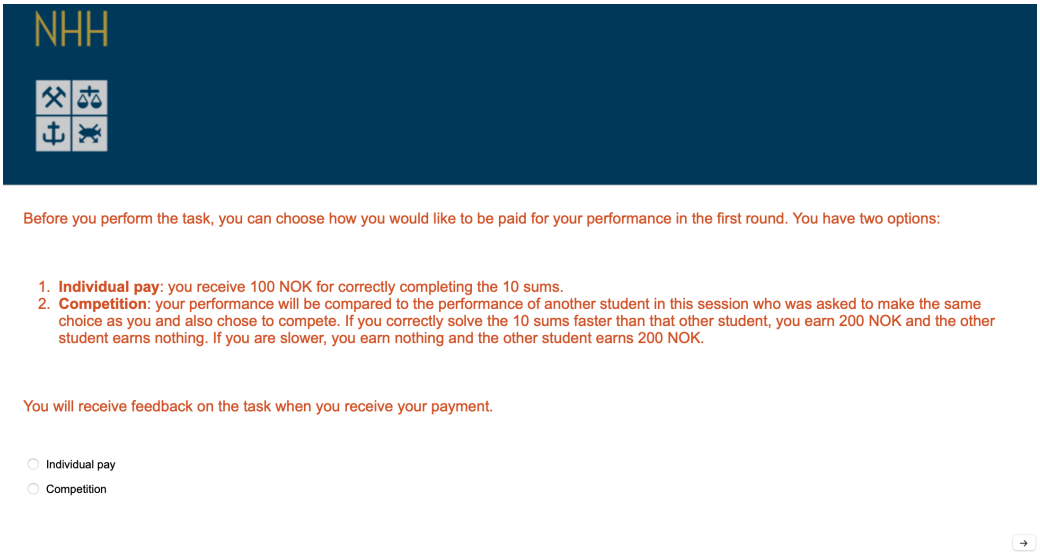
1. **Individual pay**: you receive 100 NOK for correctly completing the 10 sums.
2. **Competition**: your performance will be compared to the performance of another student who is participating in this experiment. If you correctly solve the 10 sums faster than that other student, you earn 200 NOK, if you are slower, you earn nothing. Whether you win or lose has no influence on the payment of the other student. The other student is part of a randomly chosen group who are not asked to make a choice about how to get paid. They have to compete against each other. The student you are compared with is randomly chosen amongst the students in that group.

You will receive feedback on the task when you receive your payment.

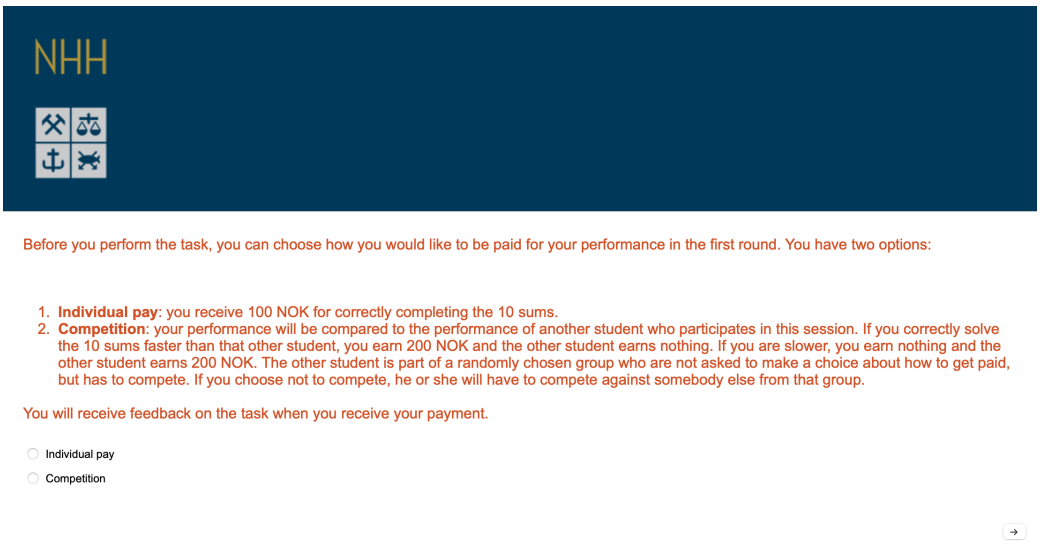
- ○ Individual pay
- ○ Competition

→

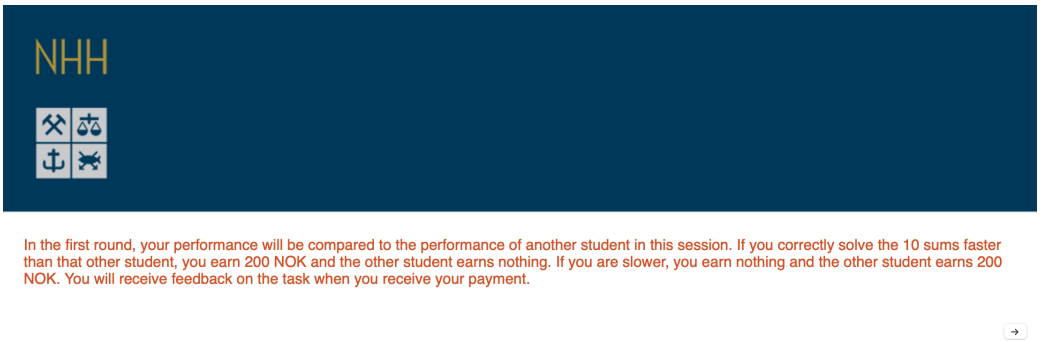
Instructions Treatment 3:



Instructions Treatment 4:



Instructions comparison group:



Task:

Solve the following 10 sums as fast as possible. You can only proceed to the next screen when all sums are solved correctly.

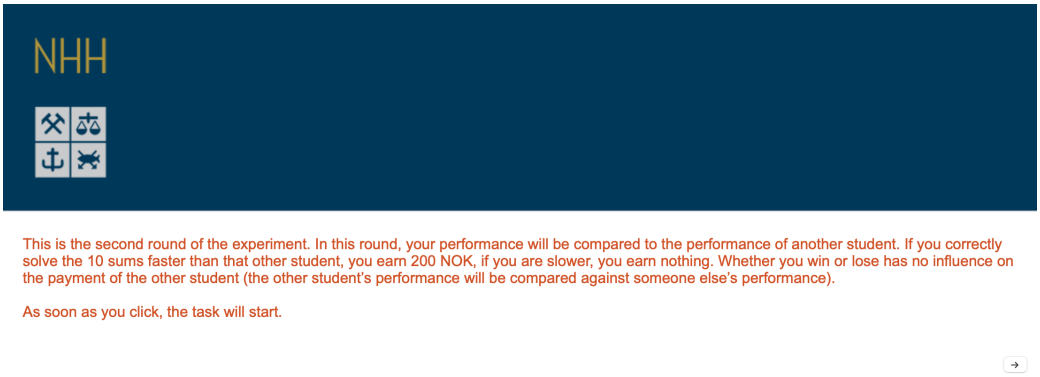
83 + 31 + 20 + 64 = ?

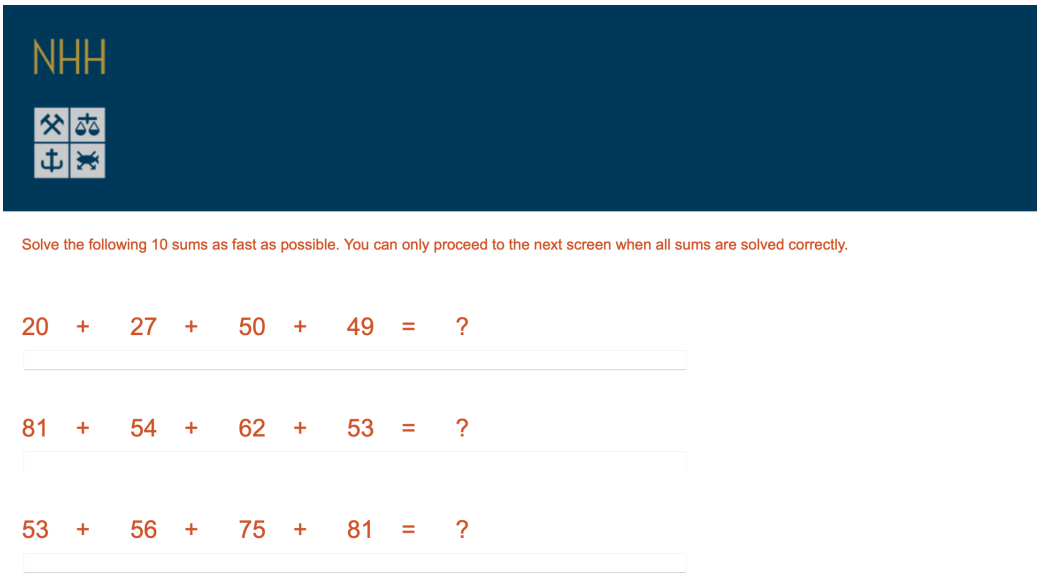
90 + 25 + 37 + 64 = ?

81 + 33 + 79 + 26 = ?

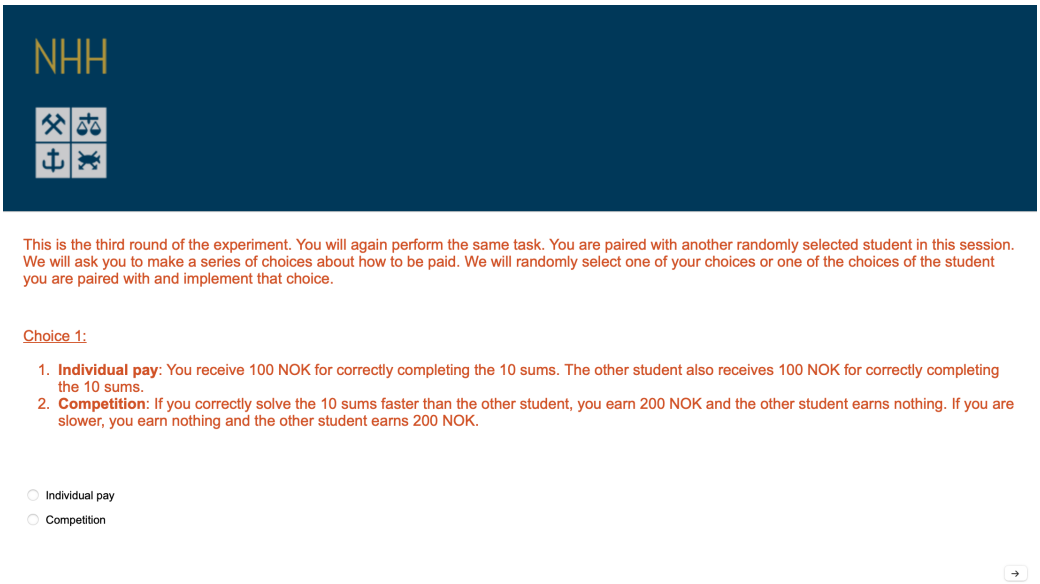
Within-subject experiment

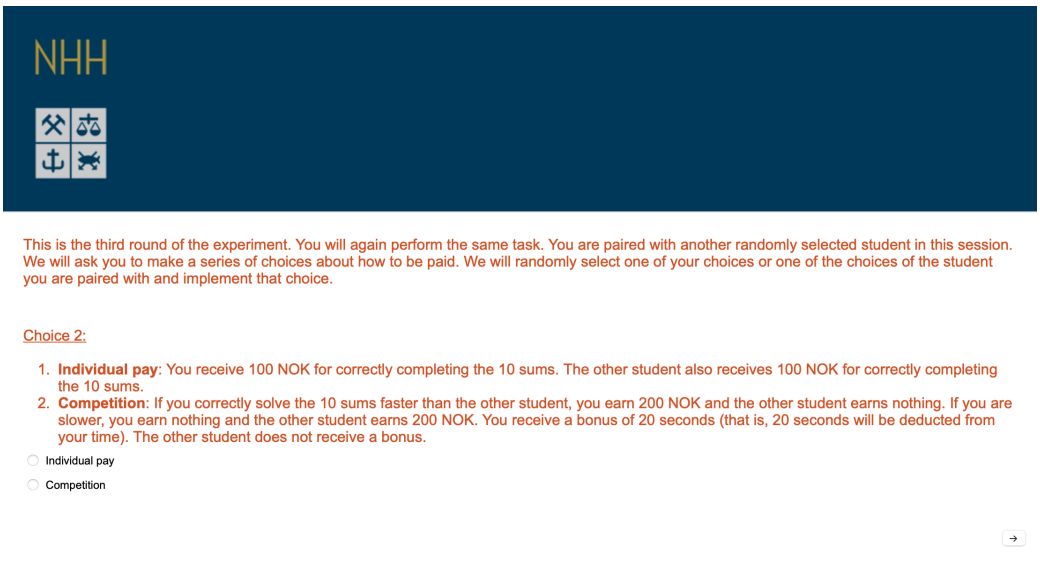
Initial round:





Competition choices:





NHH

This is the third round of the experiment. You will again perform the same task. You are paired with another randomly selected student in this session. We will ask you to make a series of choices about how to be paid. We will randomly select one of your choices or one of the choices of the student you are paired with and implement that choice.

Choice 3:

1. **Individual pay**: You receive 100 NOK for correctly completing the 10 sums. The other student also receives 100 NOK for correctly completing the 10 sums.
2. **Competition**: If you correctly solve the 10 sums faster than the other student, you earn 200 NOK and the other student earns nothing. If you are slower, you earn nothing and the other student earns 200 NOK. The other student receives a bonus of 20 seconds (that is, 20 seconds will be deducted from his or her time). You do not receive a bonus.

- ○ Individual pay
- ○ Competition

→

NHH

This is the third round of the experiment. You will again perform the same task. You are paired with another randomly selected student in this session. We will ask you to make a series of choices about how to be paid. We will randomly select one of your choices or one of the choices of the student you are paired with and implement that choice.

Choice 4:

1. **Individual pay**: You receive 100 NOK for correctly completing the 10 sums. The other student also receives 100 NOK for correctly completing the 10 sums.
2. **Competition**: If you correctly solve the 10 sums faster than the other student, you earn 200 NOK and the other student earns nothing. If you are slower, you earn nothing and the other student earns 200 NOK.

What is your choice under each of the following scenarios?

What is your choice in case the other student was more than 20 seconds slower than you in solving the task in round 2.

- Individual pay
- Competition

What is your choice in case the other student's time in round 2 was similar to yours (within plus/minus 20 seconds).

- Individual pay
- Competition

What is your choice in case the other student was more than 20 seconds faster than you in solving the task in round 2.

- Individual pay
- Competition

→

NHH

This is the third round of the experiment. You will again perform the same task. You are paired with another randomly selected student in this session. We will ask you to make a series of choices about how to be paid. We will randomly select one of your choices or one of the choices of the student you are paired with and implement that choice.

Choice 7:

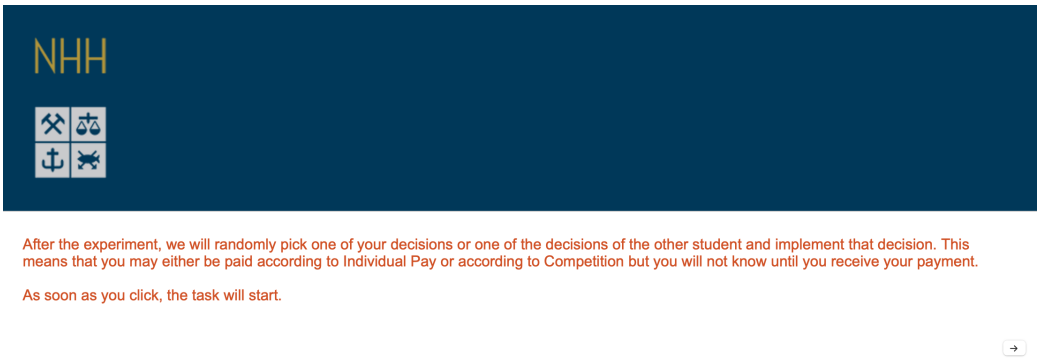
If this choice is implemented, you will be paid according to **Competition** pay: if you correctly solve the 10 sums faster than the other student, you earn 200 NOK and the other student earns nothing; if you are slower, you earn nothing and the other student earns 200 NOK.

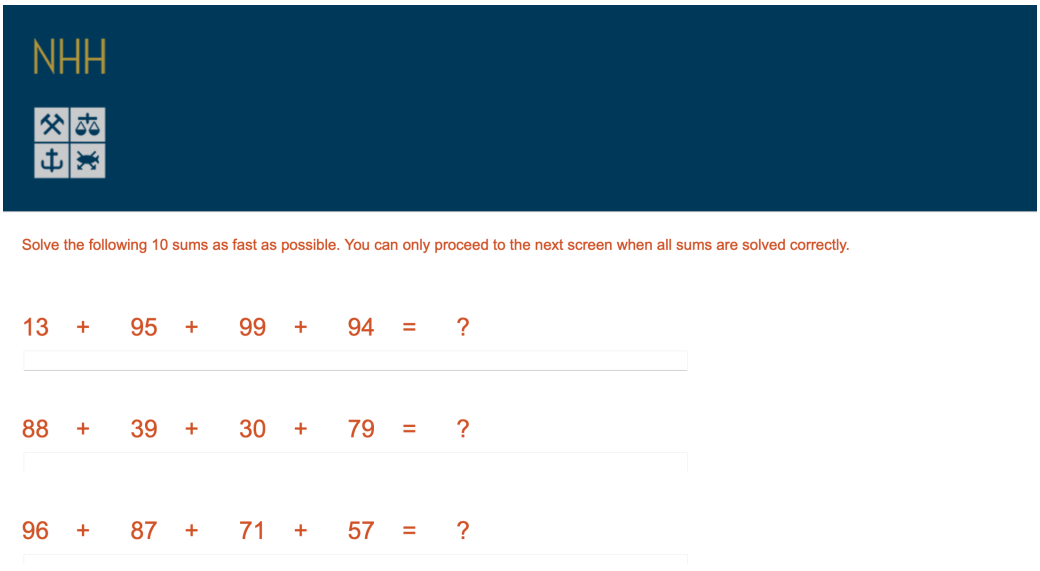
However, you can choose whether you want to give yourself an advantage by imposing a penalty of 20 seconds on the other student whom you are competing against (that is, 20 seconds will be added to the time the other student takes to finish the sums).

- Impose 20-second penalty on other student
- Do not impose 20-second penalty on other student

→

Task:


NHH
After the experiment, we will randomly pick one of your decisions or one of the decisions of the other student and implement that decision. This means that you may either be paid according to Individual Pay or according to Competition but you will not know until you receive your payment.
As soon as you click, the task will start.


NHH
Solve the following 10 sums as fast as possible. You can only proceed to the next screen when all sums are solved correctly.
13 + 95 + 99 + 94 = ?
88 + 39 + 30 + 79 = ?
96 + 87 + 71 + 57 = ?

Questionnaire:

This is the end of the experiment. We will now ask you to fill in a brief questionnaire.

What is your gender?

- Male
- Female

What is your age?

How competitive do you consider yourself to be? Please choose a value on the scale below, where the value 0 means 'not competitive at all' and the value 10 means 'very competitive'.

0	1	2	3	4	5	6	7	8	9	10

How do you see yourself: are you generally a person who is fully prepared to take risks or do you try to avoid taking risks? Please choose a value on the scale below, where the value 0 means 'not at all willing to take risks' and the value 10 means 'very willing to take risks'.

0	1	2	3	4	5	6	7	8	9	10

How fast do you think you performed (on average) in the tasks compared to the other students who participated?

Slowest 10%	2	3	4	5	6	7	8	9	Fastest 10%

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This is the end of the experiment. You will receive your payment during a future lecture. The experiment is anonymous and you will need your random payment number below to receive your payment. Please write down this number now and make sure you keep it until you received your payment.

Your random payment number is **6240169**

We thank you for your time spent taking this survey.
Your response has been recorded.