

## ON LINE APPENDIX 1 – Instructions for the Minimal Identity treatment (translated into Chinese)

We thank you for participating in this experiment in decision-making. It is forbidden to talk to the other participants throughout the session.

We will first ask you to describe the feelings you experience right now. Your screen will display a series of 10 statements. For each statement, we ask you to choose a number between 1 and 7 (included) to describe how you feel right now.

The choice of a higher number indicates that you experience this feeling with a higher intensity. For example, choosing number 1 indicates that you do not experience this feeling at all. At the opposite, choosing number 7 indicates that you experience this feeling with a very high intensity. Intermediate values are indicated by the choice of intermediate numbers.

Do not spend too much time on any one statement; simply choose the number which seems to describe your present feelings best.

The 10 proposed statements are the following:

- I feel angry
- I feel contempt
- I feel ashamed
- I feel envious
- I feel sad
- I feel happy
- I feel guilty
- I feel grateful
- I feel fearful
- I feel relieved

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### **Instructions (cont'd) (distributed after completion of the initial elicitation of feelings)**

The remaining of this session consists of several parts. You will receive the instructions for each part after completing the previous part.

During these parts, the amount of money you will earn may depend upon your actions and the actions of the other participants you will interact with. Throughout the session, your earnings will be given in ECU (Experimental Currency Units). At the end of the session, your total earnings in ECU will be the sum of your payoffs earned in each part. These earnings will be converted into RMB at the rate:

$$10 \text{ ECU} = 1 \text{ RMB}$$

Your earnings will be paid to you in cash and in private at the end of the session.

#### **Part 1**

At the beginning of this part and throughout the session, the participants are grouped into triads. **The composition of your triad will remain constant throughout the session.** You will not be informed on the identity of the two other members of your triad.

During this part, we ask you to perform a task on your computer during 4 minutes. This task consists of moving apples into a basket with your mouse.

Each apple moved into the basket will increase your score by one unit. Your current score (i.e. the current number of

apples in the basket) as well as the remaining time will be displayed on your screen continuously.

Once the 4 minutes have elapsed, your screen will remind you your score in this part. You will not be informed of the scores of your two other triad members.

You will be paid 100 ECU in this part.

Before starting performing the task, you will be allowed to practice this task during 2 minutes. The performance in this practice period will not be taken into account in your score of this part.

At the end of this part, a questionnaire about your current feelings will be displayed on your computer screen. To fill out this questionnaire, the rules are the same as previously.

If you have any question regarding these instructions, please raise your hand. We will answer to your questions privately.

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### **Part 2** (*distributed after completion of the previous part*)

In this part, the composition of your triad is the same as in the previous part.

We ask you to perform the same task on your computer as previously during 4 minutes. You will be paid 100 ECU in this part.

The difference with the previous part is that once the 4 minutes have elapsed, your screen will display your score and your rank within the triad in this part.

The rank 1 will be assigned to the triad member who has performed the highest score.

The rank 3 will be assigned to the member who has performed the lowest score.

The rank 2 will be assigned to the member who has performed the intermediate score.

In case of ties between two or three triad members, the ranks will be assigned randomly between the ties.

You will be informed of the score and the rank of each of your two other triad members.

Last, a questionnaire about your current feelings will be displayed on your computer screen.

If you have any question regarding these instructions, please raise your hand. We will answer to your questions privately.

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### **Part 3** (*distributed after completion of the previous part*)

In this part, the composition of your triad is the same as in the previous parts. We ask you to perform the same task on your computer as previously during 4 minutes. You will be paid 100 ECU in this part. Once the 4 minutes have elapsed, your screen will display your score and your rank within the triad, as well as the score and the rank of each of the two other triad members.

A difference with the previous part lies in the fact that the participants who have got **rank 3 (the lowest score)** in each triad will be requested to stand up, to move forward to the front of the room, one by one, before being sent back to their seat.

However, you will be able to modify the regular process by your decisions. Indeed, after being informed on the assignment of ranks and before participants with **rank 3 (the lowest score)** are called to the front of the room, you will decide whether you let the regular process apply or whether you prefer that the member of your triad who has got rank 3 is not called to the front of the room.

- If you are willing that the regular process applies, press « VALIDATE ».

- If you are not willing that the member of your triad with rank 3 is called to the front of the room, press «NO STAND UP» and validate your decision.

If at least two members of the triad have pressed « NO STAND UP », the member of your triad who has got rank 3 will not be called and will not be identified in the room. In this case, the members who have chosen « NO STAND UP » will pay a cost of 10 ECU each that will be deducted from their payoff in this part.

In all the other cases, the regular process applies. The member of your triad with rank 3 will be called to the front of the room. Payoffs will not be modified.

You will be informed of the decision of each of your triad members, together with their score and their rank.

A questionnaire about your current feelings will be displayed on your computer screen both after you have made your decision and after the participants with rank 3 have come back to their seat.

If you have any question regarding these instructions, please raise your hand. We will answer to your questions privately.

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#### **Part 4** (*distributed after completion of the previous part*)

The rules that apply in this part are the same as in Part 2. We ask you to perform the same task as previously during 4 minutes. You will be paid 100 ECU in this part. Once the 4 minutes have elapsed, your screen will display your score and your rank within the triad in this part. You will be also informed of the score and the rank of each of the two other triad members. Then, a questionnaire about your current feelings will be displayed on your computer screen.

Finally, you will be requested to fill out a post-experimental questionnaire and you will be invited to proceed to the payment room.

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## ON LINE APPENDIX 2 – Instructions for the Homogenous and Heterogeneous treatments (translated into Chinese)

We thank you for participating in this experiment in decision-making. It is forbidden to talk to the other participants throughout the session.

We will first ask you to describe the feelings you experience right now. Your screen will display a series of 10 statements. For each statement, we ask you to choose one number between 1 and 7 (included) to describe how you feel right now.

The choice of a higher number indicates that you experience this feeling with a higher intensity. For example, choosing number 1 indicates that you do not experience this feeling at all. At the opposite, choosing number 7 indicates that you experience this feeling with a very high intensity. Intermediate values are indicated by the choice of intermediate numbers.

Do not spend too much time on any one statement; simply choose the number which seems to describe your present feelings best.

The 10 proposed statements are the following:

- I feel angry
- I feel contempt
- I feel ashamed
- I feel envious
- I feel sad
- I feel happy
- I feel guilty
- I feel grateful
- I feel fearful
- I feel relieved

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### **Instructions (cont'd) (distributed after completion of the initial elicitation of feelings)**

The remaining of this session consists of several parts. You will receive the instructions for each part after completing the previous part.

During these parts, the amount of money you will earn may depend upon your actions and the actions of the other participants you will interact with. Throughout the session, your earnings will be given in ECU (*Experimental Currency Units*). At the end of the session, your total earnings in ECU will be the sum of your payoffs earned in each part. These earnings will be converted into RMB at the rate:

$$10 \text{ ECU} = 1 \text{ RMB}$$

Your earnings will be paid to you in cash and in private at the end of the session.

### **Preliminary part**

At the beginning of this part and for the remainder of the session, the participants will be classified into one of two groups of equal size. Each group is called after the name of an artist: **Klee** or **Kandinsky**. You will be randomly assigned to one of these two groups, either the Klee group, or the Kandinsky group. You will belong to the same group throughout the session.

After informing you about your group membership, your screen will display five pairs of paintings. In each pair, a painting has been made by Klee, the other one by Kandinsky. Your screen will indicate which artist has painted each painting. Each pair of paintings will be displayed during 20 seconds.

After observing these five pairs of paintings, your screen will successively display two more paintings and you will be asked to select the artist who you think made each painting, respectively (Klee or Kandinsky). Each correct answer will pay you 50 ECU.

You may get help from or help other members in your own group while answering the two questions successively. Indeed, before submitting each of your answers, you can use a group chat program during 3 minutes to get help from or offer help to other members in your own group.

Except for the following restrictions, you can type whatever you want in the lower box of the chat program:

- Please do not identify yourself or send any information that could be used to identify you (age, gender, school, ...),
- Please refrain from using obscene or offensive language.

To send a message to your group members, simply press the  button.

Your messages will be shared only with the members of your own group. You will not be able to see the messages exchanged among the other group. People in the other group will not see the messages from your own group either.

Once the communication time has elapsed, you will be requested to enter your answer about the artist you think has made the painting displayed on your screen (Klee or Kandinsky).

You will be informed at the end of the session whether your answers were correct or not.

Once you have submitted your two answers, a questionnaire on your current feelings will be displayed on your computer screen. To fill out this questionnaire, the rules are the same as previously.

Please read these instructions again. If you have any question on these instructions, please raise your hand. We will answer your questions privately.

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### **Part 1**

At the beginning of this part and throughout the session, the participants are grouped into triads. **The composition of your triad will remain constant throughout the session.** You will not be informed on the identity of the other members of your triad. In contrast, you will be informed of the group of each of the two other triad members (Klee or Kandinsky); similarly, your triad members will learn your group.

During this part, we ask you to perform a task on your computer during 4 minutes. This task consists of moving apples into a basket with your mouse.

Each apple moved into the basket will increase your score by one unit. Your current score (i.e. the current number of apples in the basket) as well as the remaining time will be displayed on your screen continuously.

Once the 4 minutes have elapsed, your screen will remind you your score in this part. You will not be informed of the scores of your two other triad members.

You will be paid 100 ECU in this part.

Before starting performing the task, you will be allowed to practice this task during 2 minutes. The performance in this practice period will not be taken into account in your score of this part.

At the end of this part, a questionnaire about your current feelings will be displayed on your computer screen.

If you have any question regarding these instructions, please raise your hand. We will answer to your questions privately.

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### **Part 2** (*distributed after completion of the previous part*)

In this part, the composition of your triad is the same as in the previous part. We ask you to perform the same task on your computer as previously during 4 minutes. You will be paid 100 ECU in this part.

The difference with the previous part is that once the 4 minutes have elapsed, your screen will display your score and your rank within the triad in this part.

The rank 1 will be assigned to the triad member who has performed the highest score.

The rank 3 will be assigned to the member who has performed the lowest score.

The rank 2 will be assigned to the member who has performed the intermediate score.

In case of ties between two or three triad members, the ranks will be assigned randomly between the ties.

You will be informed of the group (Klee or Kandinsky), the score and the rank of each of your two other triad members. Last, a questionnaire about your current feelings will be displayed on your computer screen.

If you have any question regarding these instructions, please raise your hand. We will answer to your questions privately.

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### **Part 3** (*distributed after completion of the previous part*)

In this part, the composition of your triad is the same as in the previous parts. We ask you to perform the same task on your computer as previously during 4 minutes. You will be paid 100 ECU in this part.

Once the 4 minutes have elapsed, your screen will display your score and your rank within the triad, as well as the group (Klee or Kandinsky), the score and the rank of each of the two other triad members.

A difference with the previous part lies in the fact that the participants who have got **rank 3 (the lowest score)** in each triad will be requested to stand up, to move forward to the front of the room, one by one, and then to give the name of their group (Klee or Kandinsky) aloud before being sent back to their seat.

However, you will be able to modify the regular process by your decisions. Indeed, after being informed on the assignment of ranks and before participants with **rank 3 (the lowest score)** are called to the front of the room, you will decide whether you let the regular process apply or whether you prefer that the member of your triad who has got rank 3 is not called to the front of the room.

- If you are willing that the regular process applies, press « VALIDATE».
- If you are not willing that the member of your triad with rank 3 is called to the front of the room, press «NO STAND UP» and validate your decision.

If at least two members of the triad have pressed « NO STAND UP », the member of your triad who has got rank 3 will not be called and will not be identified in the room. In this case, the members who have chosen « NO STAND UP » will pay a cost of 10 ECU each that will be deducted from their payoff in this part.

In all the other cases, the regular process applies. The member of your triad with rank 3 will be called to the front of the room, will give the name of his group aloud and will come back to his seat. Payoffs will not be modified.

You will be informed of the decision of each of your triad members, together with their group, their score and their rank.

A questionnaire about your feelings will be displayed on your computer screen both after you have made your decision and after the participants with rank 3 have come back to their seat.

If you have any question regarding these instructions, please raise your hand. We will answer to your questions privately.

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### **Part 4** (*distributed after completion of the previous part*)

The rules that apply in this part are the same as in part 2. We ask you to perform the same task as previously during 4 minutes. You will be paid 100 ECU in this part.

Once the 4 minutes have elapsed, your screen will display your score and your rank within the triad in this part. You

will be also informed of the group (Klee or Kandinsky), the score and the rank of each of the two other triad members. Then, a questionnaire about your current feelings will be displayed on your computer screen.

Finally, you will be requested to fill out a post-experimental questionnaire and you will be invited to proceed to the payment room.

ON LINE APPENDIX 3. Table A1. Mean performance at the triad level, by part and by treatment

|                            | Part 1         | Part 2         | Part 3         | Part 4         | N  |
|----------------------------|----------------|----------------|----------------|----------------|----|
| Minimal Identity treatment |                |                |                |                |    |
| - Not exposed              | 378.20 (16.79) | 398.40 (20.54) | 410.07 (20.34) | 421.07 (17.67) | 15 |
| - Exposed                  | 386.78 (18.89) | 396.44 (35.22) | 405.22 (37.74) | 409.11 (39.11) | 9  |
| Homogenous treatment       |                |                |                |                |    |
| - Not exposed              | 377.87 (28.02) | 404.47 (28.63) | 419.43 (26.72) | 420.23 (29.47) | 30 |
| - Exposed                  | 384.75 (21.04) | 409.25 (22.70) | 422.50 (20.77) | 426.75 (16.68) | 12 |
| Heterogeneous treatment    |                |                |                |                |    |
| - Not exposed              | 376.46 (18.10) | 399.39 (18.78) | 414.29 (22.22) | 421.46 (20.74) | 28 |
| - Exposed                  | 391.14 (26.88) | 401.00 (29.83) | 419.50 (30.51) | 418.57 (42.19) | 14 |
| No Identity treatment      |                |                |                |                |    |
| - Not exposed              | 383.75 (26.12) | 404.75 (28.60) | 416.38 (29.89) | 425.25 (21.21) | 8  |
| - Exposed                  | 393.63 (24.36) | 407.94 (22.06) | 427.69 (24.61) | 426.56 (20.23) | 16 |

*Note:* Table A1 reports the mean total performance at the triad level in each part, depending on the treatment and on whether the least performer in the triad has or not been exposed in part 3. N indicates the number of triads in each condition. Standard deviations are in parentheses. In the No Identity treatment, mean performance at the triad level across parts is based on the triad as formed in part 3.

P-values from Wilcoxon tests comparing performance at the triad level between part 3 and part 4, by treatment

| Treatments       | In case of exposure of the least performer | In case of no exposure of the least performer |
|------------------|--|---|
| Minimal Identity | 0.659                                      | 0.178   |
| Homogenous       | 0.644                                      | 0.959   |
| Heterogeneous    | 1.000                                      | 0.258   |
| No Identity      | 0.925                                      | 0.495   |
| No Feedback      | -  | 0.528   |

*Note:* In the No Identity treatment, triads are reformed randomly at the beginning of each part; for the test, however, we compare performance in part 3 and part 4 at the triad level as composed in part 3. In the No Feedback treatment, subjects are not matched in triads; therefore, in this treatment the test is conducted at the individual level.