

Performance-High Treatment (with Beliefs Elicitation)  
Red Toned Images are from Periods (aka Rounds) not used in this paper

Period  1 of 1	Remaining time [sec]: 28
<p>Welcome to the Economics Study!</p> <p>This experiment is a study of group and individual behavior. You will be paid \$5 for participating in the study and an additional amount based on your actions during the study. If you follow the instructions carefully and make good decisions then you may earn a considerable amount of money. All your decision in the study will be totally anonymous. The study will last about an hour.</p> <p>I will read the instructions aloud. There will be a number of pauses for you to ask questions. During such a pause, please raise your hand if you want to ask a question. Apart from asking questions in this way, you must not communicate with anybody in this room. Please now turn off cell phones and other electronic devices. These must remain turned off for the duration of this session. Are there any questions?</p> <p>The Study</p> <p>There will be 4 Periods in this session. In each Period you will be randomly and anonymously assigned to a new group of 3 people. The chances that you will be in the exact same group of people in more than 1 of the 4 Periods is very low.</p> <p>Once the 4th Period is completed, we will randomly select one of the Periods as the "Period-that-counts." Your Take-Home-Pay will depend on what you and the other people in your group decide during the "Period-that-counts". Note that since all Periods are equally likely to be chosen, you should act in each Period as if it will be the Period-that-counts.</p> <p>First, we will describe the instructions for the first Period.</p> <p style="text-align: right;"><input type="button" value="OK"/></p>	

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Period

1 of 1

Remaining time [sec]: 30

Task

You will undertake a task lasting 120 seconds. The task will consist of a screen with 48 sliders. Each slider is initially positioned at 0 and can be moved as far as 100. Each slider has a number to its right showing its current position. You can use the mouse in any way you like to move each slider. Your payoff will be based on the number of sliders positioned at exactly 50 at the end of the 120 seconds. Please take a moment to try and position the sliders below at exactly 50. Although this task is difficult, it is not impossible.

Does anyone have a question? If not, please the enter the code I provide and click OK.

0

0

0

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Period

1 of 1

Remaining time [sec]: 30

Stage A Payoffs

Your Stage A payoffs will be based on the number of sliders positioned at exactly 50 at the end of 120 seconds, as described in the table below.

Tasks Completed	Task Payoff
0 to 13	\$0.00
14 to 17	\$9.00
18 or more	\$18.00

At this point are there any questions that I can address privately?

Thank you.

Please click on the OK Button and your task will begin shortly.

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period

1 of 1

Remaining time [sec]: 3

Your task will start shortly.

Performance-High Treatment (with Beliefs Elicitation)  
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Period  1 of 1	Remaining time [sec]: 117	
<p>Currently, you have completed this many tasks: 0 If you complete 0 to 13 your payoff will be \$0.00 If you complete 14 to 17 your payoff will be \$9.00 If you complete 18 or more your payoff will be \$18.00</p>		
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0
_____ 0	_____ 0	_____ 0

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Period  1 of 1	Remaining time [sec]: 10
<p data-bbox="911 467 1155 490">Tasks Completed: 18</p> <p data-bbox="911 503 1155 526">Your Stage A Payoff: 18.00</p> <p data-bbox="1646 565 1801 600">OK</p>	

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Period

1 of 1

Remaining time [sec]: 120

Please enter the code provided to move to the next Stage.

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period  1 of 1	Remaining time [sec]: 30
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At the beginning of Stage B you will be randomly and anonymously assigned to a group of 3 people. No one will know who their group mates are. Also, no one in your group will be able to connect you with your actions from today's study.

At the beginning of Stage B you will be told your Stage A payoffs. Then, you and your group will be asked to make some decisions to determine your Stage B payoffs. You will be asked to decide on a reallocation of Stage A payoffs amongst your group members.

Recall that each person's Stage A payoffs are based on how many tasks he/she completed in Stage A.

You will be asked to decide the size of the reallocation from any group members who had Stage A payoffs of \$18.00 to any group members who had Stage A payoffs of \$0.00. The reallocation can take a value between 0% and 100%. We will explain how the exact size of the reallocation is decided in a minute.

If there is a reallocation, it depends on how many people in your group have Stage A payoffs of \$0.00 and \$18.00:

\*Case 1 (one \$0.00 member and one \$18.00 member):

If there is one group member with a \$0.00 Stage A payoff and one group member with a \$18.00 Stage A payoff, then the reallocation from the \$18.00 member goes to the \$0.00 member.

\*Case 2 (two \$0.00 members and one \$18.00 member):

If there are two group members with \$0.00 Stage A payoffs and one group member with a \$18.00 Stage A payoff, then the reallocation from the \$18.00 member is evenly split between the two the \$0.00 members.

\*Case 3 (one \$0.00 member and two \$18.00 members):

If there is one group member with a \$0.00 Stage A payoff and two group members with \$18.00 Stage A payoffs, then the reallocation from both \$18.00 members goes to the single \$0.00 member.

No reallocation will take place if:

- \* No one in your group has Stage A payoffs of \$18.00
- \* No one in your group has Stage A payoffs of \$0.00
- \* Everyone in your group has the same Stage A payoffs.

The process is best explained by some examples.

OK



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Period

1 of 1

Remaining time [sec]: 29

Example 1: Suppose your group has Stage A payoffs as described in the table below.

	Stage A Payoff
You	\$9.00
Person 2	\$18.00
Person 3	\$0.00

Example 1A: Suppose that in Stage B your group decides that the Reallocation should be 10%. 10% of \$18.00 is \$1.80. So your group members will have the following Stage B payoffs.

Group Member ID	Stage A Payoffs	Reallocation = 10%	Stage B Payoffs
You	\$9.00	0.00	9.00
Person 2	\$18.00	-1.80	16.20
Person 3	\$0.00	1.80	1.80

Quiz: Suppose that in Stage B your group decides that the Reallocation should be 25%. Recall reallocations will be from \$18.00 members to \$0.00 members. Please fill in the Stage B payoffs below (use a negative sign if necessary):

Group Member ID	Stage A Payoffs	Reallocation = 25%	Stage B Payoffs
You	\$9.00	<input type="text"/>	<input type="text"/>
Person 2	\$18.00	<input type="text"/>	<input type="text"/>
Person 3	\$0.00	<input type="text"/>	<input type="text"/>

OK

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Period

1 of 1

Remaining time [sec]: 30

Example 1: Suppose your group has Stage A payoffs as described in the table below.

	Stage A Payoff
You	\$9.00
Person 2	\$18.00
Person 3	\$0.00

Quiz: Suppose that in Stage B your group decides that the Reallocation should be 50%. Recall reallocations will be from \$18.00 members to \$0.00 members. Please fill in the Stage B payoffs below (use a negative sign if necessary):

Group Member ID	Stage A Payoffs	Reallocation = 50%	Stage B Payoffs
You	\$9.00		
Person 2	\$18.00		
Person 3	\$0.00		

OK

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Period
1 of 1
Remaining time [sec]: 30

Example 2: Suppose your group has Stage A payoffs as described in the table below.

	Stage A Payoff
You	\$0.00
Person 2	\$18.00
Person 3	\$0.00

Quiz: Suppose that in Stage B your group decides that the Reallocation should be 10%. Recall that when there are two \$0.00 members in your group, the reallocation from the single \$18.00 player is split equally between them.

Please fill in the Stage B payoffs below (use a negative sign if necessary):

Group Member ID	Stage A Payoffs	Reallocation = 10%	Stage B Payoffs
You	\$0.00		
Person 2	\$18.00		
Person 3	\$0.00		

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Period

1 of 1

Remaining time [sec]: 28

Example 3: Suppose your group has Stage A payoffs as described in the table below.

	Stage A Payoff
You	\$18.00
Person 2	\$18.00
Person 3	\$0.00

Quiz: Suppose that in Stage B your group decides that the Reallocation should be 10%.

Recall that when there are two \$18.00 members in your group, the reallocation from both of them goes to the single \$0.00 player.

Please fill in the Stage B payoffs below (use a negative sign if necessary):

Group Member ID	Stage A Payoffs	Reallocation = 10%	Stage B Payoffs
You	\$18.00		
Person 2	\$18.00		
Person 3	\$0.00		

OK

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Period <div style="text-align: center; margin-top: 10px;">1 of 1</div>	Remaining time [sec]: 30
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Next we will describe how the Reallocation is determined.

Stage B Reallocation Decision

You and your group members will each decide on the reallocation by voting "yes" for maximum reallocation you would support.

The actual level of the reallocation will be the highest reallocation which a majority of group members support, that is if at least two of the three group members vote "yes". The process is best explained by some examples.

Stage B Reallocation Voting Example

Example: Suppose in Stage B the group members' voting looks like the tables below. Person 1 voted for a 15% reallocation. Person 2 voted for 30%. Person 3 voted for 5%.

Reallocation Size	Person 1 Choice	Person 2 Choice	Person 3 Choice
0%	X	X	X
5%	X	X	X
10%	X	X	
15%	X	X	
20%		X	
25%		X	
30%		X	
.			
.			
90%			
95%			
100%			

We can summarize these votes in the table below. The reallocation would be 15%, because that is the highest value that at least two of three group members (Person 1 and 2) supported.

Please raise your hand if I can privately clarify anything for you at this point in time.

Reallocation Size	Number of Supporters
0%	3
5%	3
10%	2
15%	2
20%	1
25%	1
30%	1
.	
.	
90%	0
95%	0
100%	0

OK

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Period

1 of 1

Remaining time [sec]: 30

Quiz: Suppose in Stage B your group members' voting looks like the table below. Recall the reallocation is the maximum level that two of the three members support. Please answer the questions below.

Reallocation Size	Person 1 Choice	Person 2 Choice	Person 3 Choice
0%	X	X	X
5%	X	X	X
10%	X	X	X
15%	X	X	X
20%	X	X	X
25%	X		X
30%	X		
.			
.			
90%	X		
95%			
100%			

How many members support a reallocation of 20%?

How many members support a reallocation of 25%?

What would be the reallocation supported in this example?

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Period

1 of 1

Remaining time [sec]: 30

You must make your decisions without knowing what the others in your group are deciding. Do not discuss your decision with any other participant.

Things to remember:

- \* You will be in a group of 3 people
- \* All your decisions will be anonymous
- \* Your Stage A payoffs are based on the number tasks you completed
- \* Your Stage B payoffs are based on your Stage A payoffs and on the reallocation that the group decides
- \* The maximum reallocation supported by at least 2 of 3 group members will be used
- \* The reallocation will be from group members with Stage A payoffs of \$18.00 to group members with Stage A payoffs of \$0.00.
- \* There is no reallocation if
  1. No group members have Stage A payoffs of \$18.00
  2. No group members have Stage A payoffs of \$0.00
  3. All group members have the same Stage A payoffs

Please enter the code provided to begin making decisions.

OK

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Period

1 of 1

Remaining time [sec]: 10

Your Stage A Payoff: 18.00

Recall that the reallocation will be from people with Stage A Payoffs of \$18.00 to people with Stage A Payoffs of \$0.00.

Please choose the maximum reallocation you would support.

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

OK



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Period

1 of 1

Remaining time [sec]: 8

Stage C

You just made a reallocation decision in Stage B.

Recall that the Stage A payoffs of participants can be: \$0.00, \$9.00, or \$18.00

If this task were repeated many times, out of 100 randomly selected participants how many do you guess will have each payoff.

Your Guess \$0.00 Stage A Payoff

Your Guess \$9.00 Stage A Payoff

Your Guess \$18.00 Stage A Payoff

To compensate you for thinking carefully about your answers, at the end of today's session we will compare your answers to the data from this Period in previous sessions (not including this session). We will pay you \$1 for each answer that is within 10 people (above or below) the true number of participants that would have a Stage A payoff of \$0.00, \$9.00 and \$18.00.

You can earn between \$0 to \$3 for your Stage C decisions.

OK

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Period

1 of 1

Remaining time [sec]: 6

You are Player number 1  
Your group chose a reallocation level of 50%.

Player	Stage A Payoffs	Reallocation	Stage B Payoffs
Player 1	18.00	-9.00	9.00
Player 2	0.00	4.50	4.50
Player 3	0.00	4.50	4.50

OK

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Period

1 of 1

Remaining time [sec]: 115

Please enter the code provided to move to the next Period.

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period  2 of 4	Remaining time [sec]: 30
<p>Period 2</p> <p>In Period 2 you will do the same thing you did in Period 1.</p> <p>Recall you will be in a new randomly assigned group of 3 people this period.</p> <p style="text-align: right;"><input type="button" value="OK"/></p>	



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Period

2 of 4

Remaining time [sec]: 6

Tasks Completed: 18  
Your Stage A Payoff: 18.00

OK

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Period

2 of 4

Remaining time [sec]: 0

Please reach a decision.

Your Stage A Payoff: 0.00

Recall that the reallocation will be from people with Stage A Payoffs of \$18.00 to people with Stage A Payoffs of \$0.00.

Please choose the maximum reallocation you would support.

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

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period

2 of 4

Remaining time [sec]: 10

Stage C

You just made a reallocation decision in Stage B.

Recall that the Stage A payoffs of participants can be: \$0.00, \$9.00, or \$18.00

If this task were repeated many times, out of 100 randomly selected participants how many do you guess will have each payoff.

Your Guess \$0.00 Stage A Payoff

Your Guess \$9.00 Stage A Payoff

Your Guess \$18.00 Stage A Payoff

To compensate you for thinking carefully about your answers, at the end of today's session we will compare your answers to the data from this Period in previous sessions (not including this session). We will pay you \$1 for each answer that is within 10 people (above or below) the true number of participants that would have a Stage A payoff of \$0.00, \$9.00 and \$18.00.

You can earn between \$0 to \$3 for your Stage C decisions.

OK



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Period

2 of 4

Remaining time [sec]: 0

You are Player number 3  
Your group chose a reallocation level of 25%.

Player	Stage A Payoffs	Reallocation	Stage B Payoffs
Player 1	0.00	2.25	2.25
Player 2	0.00	2.25	2.25
Player 3	18.00	-4.50	13.50

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period

2 of 4

Remaining time [sec]: 119

Please enter the code provided to move to the next Period.

OK

**WE ONLY USED DATA  
FROM PERIOD (AKA ROUNDS) 1 & 2**

**DATA FROM THE SCREENS AFTER THIS PAGE WAS  
NOT USED IN THE ANALYSIS IN THIS PAPER**

Performance-High Treatment (with Beliefs Elicitation)  
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Period

3 of 4

Remaining time [sec]: 30

Period 3

Recall you will be in a new randomly assigned group of 3 people this period.

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period Remaining time [sec]: 30

3 of 4

**Stage A Payoffs**

In this Period your Stage A payoffs will be based either on your performance on a task or a randomly assigned payoff.

Your "Task Payoff" is determined by the number of tasks you complete and is the same as in the previous Periods as summarized in the table below.

Tasks Completed	Task Payoff
0 to 13	\$0.00
14 to 17	\$9.00
18 or more	\$18.00

Your "Random Payoff" is randomly determined, and it can be either: \$0.00, \$9.00 or \$18.00 dollars. For each person we will flip a coin to determine if your Stage A payoff is equal to your "Task Payoff" or if it is equal to your "Random Payoff". We will flip the coin after you have performed the Task. We will flip a coin for each person, so some people in your group may have Stage A payoffs equal to their "Task Payoffs," while some others may have Stage A payoffs equal to their "Random Payoffs". Only you will know how your Stage A payoff was determined. So your Stage A payoff in this Period will be:

Stage A Payoff = [ 1/2 chance of "Task Payoff" ] or [ 1/2 chance of "Random Payoff" ]

Does anyone have a question? If not, please enter the code below.

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Period

3 of 4

Remaining time [sec]: 30

Stage B Payoffs

Again, you and your group members will vote on what reallocation of the payoffs by voting.

Please enter the code provided to begin making decisions.

OK

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Period

3 of 4

Remaining time [sec]: 5

Your task will start shortly.





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Period

3 of 4

Remaining time [sec]: 0

Tasks Completed: 0  
Your Stage A Payoff: 0.00

OK

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Period

3 of 4

Remaining time [sec]: 120

An experimenter will come around and allow you to throw a coin in a cup. If the coin lands heads you will be paid your Task Payoff.

Your Task Payoff:	0
Your Random Payoff:	18

Heads (Task Payoff)

Tails (Random Payoff)

Experimenter Validation Code

OK

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Period

3 of 4

Remaining time [sec]: 30

Stage B Payoffs

Again, you and your group members will vote on what reallocation of the payoffs.

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period

3 of 4

Remaining time [sec]: 5

Your Stage A Payoff: 0.00

Recall that the reallocation will be from people with Stage A Payoffs of \$18.00 to people with Stage A Payoffs of \$0.00.

Please choose the maximum reallocation you would support.

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

OK

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Period

3 of 4

Remaining time [sec]: 10

Stage C

You just made a reallocation decision in Stage B.

Recall that the Stage A payoffs of participants can be: \$0.00, \$9.00, or \$18.00

If this task were repeated many times, out of 100 randomly selected participants how many do you guess will have each payoff.

Your Guess \$0.00 Stage A Payoff

Your Guess \$9.00 Stage A Payoff

Your Guess \$18.00 Stage A Payoff

To compensate you for thinking carefully about your answers, at the end of today's session we will compare your answers to the data from this Period in previous sessions (not including this session). We will pay you \$1 for each answer that is within 10 people (above or below) the true number of participants that would have a Stage A payoff of \$0.00, \$9.00 and \$18.00.

You can earn between \$0 to \$3 for your Stage C decisions.

OK

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Period

3 of 4

Remaining time [sec]: 10

You are Player number 2  
Your group chose a reallocation level of 50%.

Player	Stage A Payoffs	Reallocation	Stage B Payoffs
Player 1	0.00	18.00	18.00
Player 2	18.00	-9.00	9.00
Player 3	18.00	-9.00	9.00

OK

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Period

3 of 4

Remaining time [sec]: 117

Please enter the code provided to move to the next Period.

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period

4 of 4

Remaining time [sec]: 30

Period 4

Now, we will describe the instructions for the next Period of the study.

Recall you will be in a new randomly assigned group of 3 people this period.

Task

You will repeat the same task as the one you did before. Again, your payoffs will be based on the number of sliders positioned at exactly 50 at the end of the 120 seconds.

Stage A Payoffs

Your Stage A payoffs will be based on the number of sliders positioned at exactly 50 at the end of 120 seconds.

Notice that the Payoffs are different than they were before. Are there any questions?

Tasks Completed	Task Payoff
0 to 13	\$6.00
14 to 17	\$9.00
18 or more	\$12.00

OK



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Period

4 of 4

Remaining time [sec]: 17

Stage B Reallocation Decision

Just as you have done in previous Periods, you and your group members will decide on the Reallocation.

Please enter the code provided to move to the next Period.

OK

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Period

4 of 4
















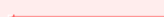
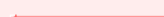

































Remaining time [sec]: 5

Your task will start shortly.

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Period 1 of 1 Remaining time [sec]: 117

Currently, you have completed this many tasks: 0  
If you complete 0 to 13 your payoff will be \$0.00  
If you complete 14 to 17 your payoff will be \$9.00  
If you complete 18 or more your payoff will be \$18.00

 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0
 0	 0	 0

Performance-High Treatment (with Beliefs Elicitation)  
Red Toned Images are from Periods (aka Rounds) not used in this paper

Period

4 of 4

Remaining time [sec]: 0

Tasks Completed: 0  
Your Stage A Payoff: 6.00

OK

Performance-High Treatment (with Beliefs Elicitation)  
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Period

4 of 4

Your Stage A Payoff: 6.00

Recall that the reallocation will be from people with Stage A Payoffs of \$12.00 to people with Stage A Payoffs of \$6.00.

Please choose the maximum reallocation you would support.

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

OK

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Period

4 of 4

Remaining time [sec]: 10

Stage C

You just made a reallocation decision in Stage B.

Recall that the Stage A payoffs of participants can be: \$6.00, \$9.00, or \$12.00

If this task were repeated many times, out of 100 randomly selected participants how many do you guess will have each payoff.

Your Guess \$6.00 Stage A Payoff

Your Guess \$9.00 Stage A Payoff

Your Guess \$12.00 Stage A Payoff

To compensate you for thinking carefully about your answers, at the end of today's session we will compare your answers to the data from this Period in previous sessions (not including this session). We will pay you \$1 for each answer that is within 10 people (above or below) the true number of participants that would have a Stage A payoff of \$6.00, \$9.00 and \$12.00.

You can earn between \$0 to \$3 for your Stage C decisions.

OK

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Period	4 of 4			Remaining time [sec]: 10
You are Player number 2 Your group chose a reallocation level of 100%.				
Player	Stage A Payoffs	Reallocation	Stage B Payoffs	
Player 1	6.00	0.00	6.00	
Player 2	6.00	0.00	6.00	
Player 3	6.00	0.00	6.00	
<input type="button" value="OK"/>				

Performance-High Treatment (with Beliefs Elicitation)  
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Period		4 of 4		Remaining time [sec]: 30																					
<table border="1"> <thead> <tr> <th>Period:</th> <th>Payoff After Stage A:</th> <th>Payoff After Stage B:</th> <th>Payoff After Stage C:</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>0.00</td> <td>0.00</td> <td>1.00</td> </tr> <tr> <td>2</td> <td>0.00</td> <td>2.25</td> <td>3.25</td> </tr> <tr> <td>3</td> <td>0.00</td> <td>18.00</td> <td>19.00</td> </tr> <tr> <td>4</td> <td>6.00</td> <td>6.00</td> <td>7.00</td> </tr> </tbody> </table>						Period:	Payoff After Stage A:	Payoff After Stage B:	Payoff After Stage C:	1	0.00	0.00	1.00	2	0.00	2.25	3.25	3	0.00	18.00	19.00	4	6.00	6.00	7.00
Period:	Payoff After Stage A:	Payoff After Stage B:	Payoff After Stage C:																						
1	0.00	0.00	1.00																						
2	0.00	2.25	3.25																						
3	0.00	18.00	19.00																						
4	6.00	6.00	7.00																						