A   Online Appendix

Table A.1: Randomization checks (unstandardized)

Variable	Experiment I			Experiment II			Experiment I + II		
	Self	Random	p-value	Self	Random	p-value	Self	Random	p-value
GPA	5.260	5.208	.196	5.214	5.128	.524	5.236	5.170	.167
	(.520)	(.406)		(.488)	(.595)		(.503)	(.506)	
Analytical test	5.324	5.267	.889	5.207	5.438	.429	5.263	5.349	.649
	(1.720)	(1.865)		(1.794)	(2.060)		(1.755)	(1.958)	
Admission test	6.139	6.225	.480	6.391	6.295	.592	6.269	6.259	.957
	(1.195)	(1.124)		(1.260)	(1.127)		(1.232)	(1.123)	
Presentation	6.351	6.174	.550	7.085	6.727	.125	6.729	6.440	.078
	(1.860)	(1.710)		(1.474)	(1.652)		(1.708)	(1.701)	
Interview	6.548	6.837	.128	6.085	6.091	.879	6.309	6.478	.282
	(1.623)	(1.750)		(1.770)	(1.523)		(1.712)	(1.682)	
Discussion	5.516	5.649	.689	5.959	6.018	.932	5.742	5.823	.776
	(1.709)	(1.647)		(1.723)	(1.520)		(1.726)	(1.595)	

Descriptive statistics (unstandardized) of pre-experiment data. The p-values are from a two-sided MWU test comparing the differences in the mean ranks of the two treatments. Standard deviations are in parentheses.

Table A.2: Average and standard deviation of performance (z-Standardized)

Variable	Experiment I			Experiment II		
	Self	*Random*	*p-value*	*Self*	*Random*	*p-value*
Total team task	-.303***	.297	.007	.049	-.089	.451
	(1.214)***	(.621)	.002	(.967)	(1.046)	.534
1st team task	-.239**	.234	.011	-.196*	.183	.064
	(1.140)	(.791)	.104	(1.150)	(.791)	.193
2nd team task	-.251*	.245	.068	.114	-.153	.156
	(1.248)***	(.599)	.001	(.956)	(1.047)	.381
Exam	-.049	.079	.533	-.016	-.034	.656
	(.840)	(.765)	.857	(.846)	(.669)	.188

Descriptive statistics (z-Scores) of the students' performance in the experiment. Average [standard deviation] of the team performance for the team tasks at the team level and for the exam at the individual student level. The p-values stem from a two-sided MWU test for a comparison of averages between *Self* and *Random*. Levene's p-values are the results of a comparison of variances between the two treatments. Significance indicators: *** $p < .01$, ** $p < .05$, * $p < .1$.

Table A.3: Pairwise correlations of variables

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Pre-Experiment data								
(1) GPA	-							
(2) Female	.135***	-						
(3) Analytical test	.205***	-.310***	-					
(4) Admission test	.176***	.033	-.112**	-				
Experiment data								
(5) Total team task	.126**	-.056	.056	-.020	-			
(6) 1st team task	.101*	.000	-.011	.027	.566***	-		
(7) 2nd team task	.092*	-.073	.073	-.057	.919***	.220***	-	
(8) Exam score	.320***	-.090*	.291***	-.009	.122**	.127**	.078	-

Note: The table displays correlation coefficients of pairwise correlations. All scores are z-standardized. The table includes data from all treatments and experiments. Significance indicators: *** $p < .01$, ** $p < .05$, * $p < .1$.

Figure A.1: Distribution of performance for (a) 1st team task in Experiment I and Experiment II (both written) and (b) 2nd team task in Experiment I (written) and Experiment II (video) across treatments
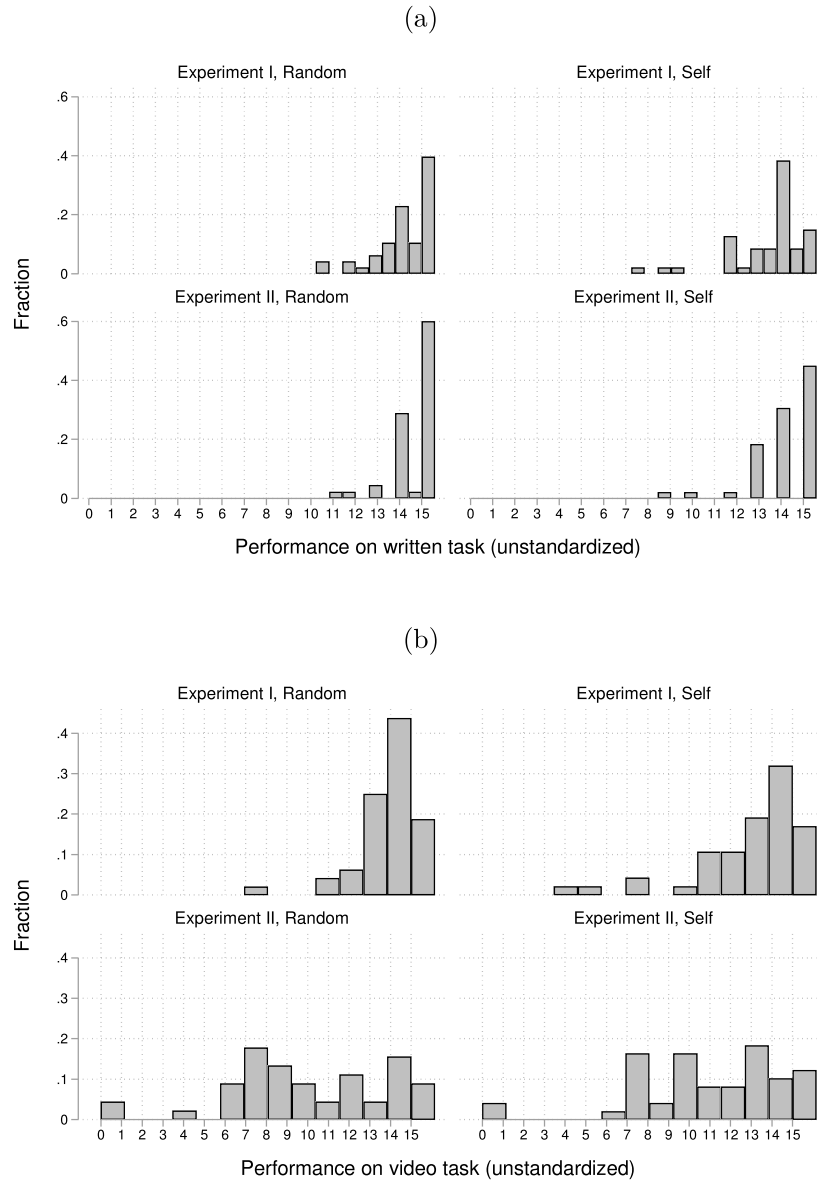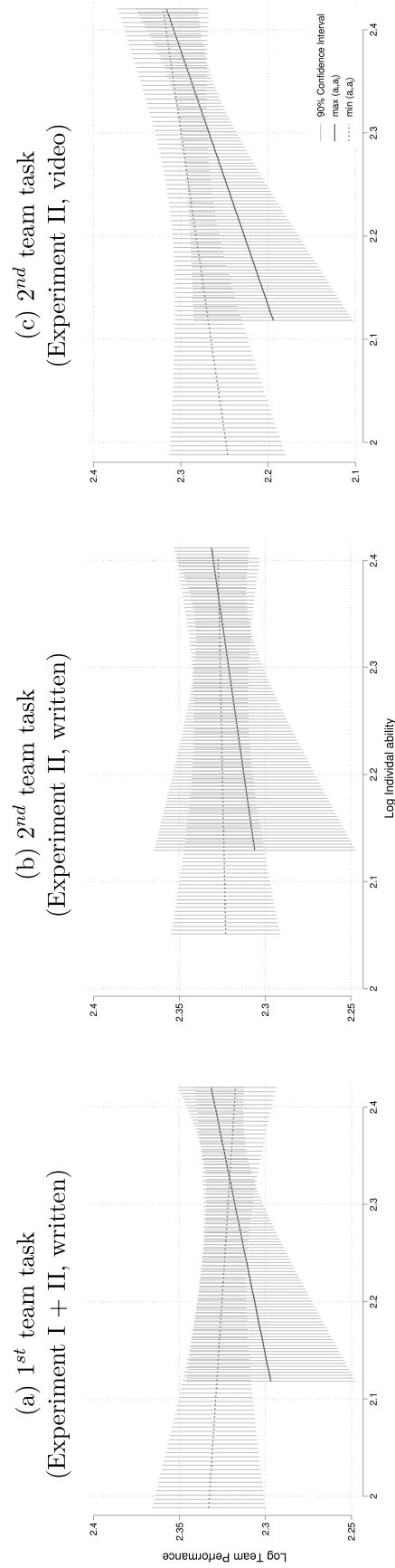
(a)

(b)

Table A.4: Regressions for team performance with team level controls

Independent variables	Performance on 1st team task (Exp. I and II: written)			Performance on 2nd team task (Exp. I: written, II: video)		
	(1)	(2)	(3)	(4)	(5)	(6)
1 if *Self*	-.426***	-.473**	-.497**	-.117	-.496**	-.520**
	(.142)	(.202)	(.203)	(.145)	(.202)	(.200)
1 if Experiment II		-.051	.024		-.399**	-.334*
		(.164)	(.149)		(.178)	(.173)
Self x Experiment II		.094	.022		.763***	.703**
		(.286)	(.275)		(.289)	(.283)
Controls (Team level averages)						
GPA			.195*			.165
			(.107)			(.110)
Admission test			-.040			-.099
			(.096)			(.113)
Constant	.209**	.234**	.246**	.052	.245***	.257***
	(.082)	(.114)	(.113)	(.090)	(.086)	(.085)
Observations	189	189	188	189	189	188
R-squared	.045	.046	.077	.003	.040	.054

Note: Columns (1) - (3) show OLS regressions of z-standardized team performance on the first task. In both experiments, the students had to submit a written solution to the task. Columns (4) - (6) show OLS regressions of z-standardized team performance on the second task. In Experiment I, the students had to submit a written solution to the task; while in Experiment II, the students had to submit a video clip. The control variables are team level average GPA and admission test scores (z-standardized). Robust standard errors are in parentheses. Significance indicators: *** $p < .01$, ** $p < .05$, * $p < .1$.

Figure A.2: Team performance and individual abilities in *Random*

Note: The figure shows the relationship between the team performance and the individual exam performance (as a measure of ability) of team members. The lines show linear fits, all variables are log transformed.