

## **Study 2 - Emotion Responses** (post-dictator game)

(The following responses were on a 9 point Likert scale from 0=not at all to 8=extremely)

1. How angry do you feel toward Subject XXX?
2. How much would you like to punish Subject XXX?
3. How much do you like Subject XXX?
4. How much do you dislike Subject XXX?
5. How livid do you feel toward Subject XXX?
6. How furious do you feel toward Subject XXX?
7. How outraged do you feel toward Subject XXX?
8. How grateful do you feel toward Subject XXX?
9. How much guilt do you feel?
10. How obligated do you feel to do something positive for Subject XXX in return?
11. How thankful do you feel towards Subject XXX?
12. How appreciative do you feel towards Subject XXX?

## **Study 2 – Negotiation Instructions & Payoff Charts**

### **CANDIDATE NEGOTIATION INSTRUCTIONS**

This task involves a negotiation between two people during a job interview. You have been assigned the role of the candidate. Your counterpart, Subject N723 has been assigned the role of the recruiter. There are five remaining issues of concern that need to be worked out in this negotiation:

1. Job Type
2. Salary
3. Start date
4. Insurance coverage
5. Bonus

Your goal is to reach the best possible agreement on all of these issues. To better understand your interests the possible agreements have been translated into the payoff schedule that you see in the lower part of the screen. The five issues are listed separately along with the six different settlement options available for each issue. There are points associated with each option. You may choose any of the six options with any of the five issues. Thus, there are a large number of possible agreements that you and your counterpart could reach.

The total points from the agreement will simply be the sum of the points you receive from the settlement of each issue. Note that this payoff chart provides you with information only about the point totals that you will receive from different settlements. Your counterpart may have different point totals. After the experiment has ended, the points you received from any agreement that you reach will be translated into dollars. You will earn \$ 1.00 for each 1000 points in the settlement. These earnings will be added to any other earnings from this experiment to determine the total amount you will be paid in today's session.

All communications with your counterpart regarding these issues are to be conveyed via computer messaging. In addition to specifying proposed settlement of each issue you will also be able to select text messages to send to the other party. You may select from a list of 24 prewritten messages to send to your candidate with each offer. (You also have to option to send no message if you prefer.)

You, the candidate, will make the first offer to the recruiter. The recruiter's counter-offers will appear on the left side of your computer screen during the session. You will be able to choose offers from the right side of the screen. You may also select text messages to accompany your offers.

Below is the pay-off table for the issues. For each issue, you may agree on one of the 6 different options. The attractiveness of each option to you is represented by the amount of profit (points) you would receive if you and the candidate agree to that option. As a negotiator, you need to settle on each issue, though you can do so at any of the nine levels on each issue.

For example, if you agree on Job Type C (2400), Salary \$70,000 (0), and 1-Aug Start Date (800), Insurance Plan B (2000), and Bonus A (2000) your total points will be 7200.

Pay-off Table (You will always be able to view the table. So, you do not have to memorize it)

Job Type	F(0)	E (800)	D (1600)	C (2400)	B (3200)	A (4000)
Salary	\$70,000(0)	\$72,000 (600)	\$74,000 (1200)	\$76,000 (1800)	\$78,000 (2400)	\$80,000 (3000)
Start Date	1-Jun (0)	15-Jun (200)	1-Jul (400)	15-Jul (600)	1-Aug (800)	15-Aug (1000)
Insurance Plan	Plan F (0)	Plan E (500)	Plan D (1000)	Plan C (1500)	Plan B (2000)	Plan A (2500)
Bonus	F (0)	E (400)	D (800)	C (1200)	B (1600)	A (2000)

## RECRUITER NEGOTIATION INSTRUCTIONS

This task involves a negotiation between two people during a job interview. You have been assigned the role of the recruiter. Your counterpart, Subject F704 has been assigned the role of the candidate. There are five remaining issues of concern that need to be worked out in this negotiation:

1. Job Type
2. Salary
3. Start date
4. Insurance coverage
5. Bonus

Your goal is to reach the best possible agreement on all of these issues. To better understand your interests the possible agreements have been translated into the payoff schedule that you see in the lower part of the screen. The five issues are listed separately along with the six different settlement options available for each issue. There are points associated with each option. You may choose any of the six options with any of the five issues. Thus, there are a large number of possible agreements that you and your counterpart could reach.

The total points from the agreement will simply be the sum of the points you receive from the settlement of each issue. Note that this payoff chart provides you with information only about the point totals that you will receive from different settlements. Your counterpart may have different point totals. After the experiment has ended, the points you received from any agreement that you reach will be translated into dollars. You will earn \$ 1.00 for each 1000 points in the settlement. These earnings will be added to any other earnings from this experiment to determine the total amount you will be paid in today's session.

All communications with your counterpart regarding these issues are to be conveyed via computer messaging. In addition to specifying proposed settlement of each issue you will also be able to select text messages to send to the other party. You may select from a list of 24 prewritten messages to send to your candidate with each offer. (You also have to option to send no message if you prefer.)

The candidate will make the first offer to you the recruiter. The candidate's offers will appear on the left side of your computer screen during the session. You will be able to choose offers from the right side of the screen. You may also select text messages to accompany your offers.

Below is the pay-off table for the issues. For each issue, you may agree on one of the 6 different options. The attractiveness of each option to you is represented by the amount of profit (points) you would receive if you and the candidate agree to that option. As a negotiator, you need to settle on each issue, though you can do so at any of the nine levels on each issue.

For example, if you agree on Job Type C (800), Salary \$70,000 (3000), and 1-Aug Start Date (200), Insurance Plan B (2000), and Bonus A (0) your total points will be 6000.

Pay-off Table (You will always be able to view the table. So, you do not have to memorize it)

Job Type	F(2000)	E (1600)	D (1200)	C (800)	B (400)	A (0)
Salary	\$70,000(3000)	\$72,000 (2400)	\$74,000 (1800)	\$76,000 (1200)	\$78,000 (600)	\$80,000 (0)
Start Date	1-Jun (1000)	105-Jun (800)	1-Jul (600)	15-Jul (400)	1-Aug (200)	15-Aug (0)
Insurance Plan	Plan F (0)	Plan E (500)	Plan D (1000)	Plan C (1500)	Plan B (2000)	Plan A (2500)
Bonus	F (4000)	E (3200)	D (2400)	C (1600)	B (800)	A (0)

**Study 2 – Negotiation Quiz** (Testing comprehension of negotiation instructions)

1. What role have you been assigned to play in this negotiation experiment?
  - a) a real estate agent
  - b) a recruiter
  - c) a job candidate
  - d) a senator
  
2. How many points will you earn if you convince the other subject to agree to Plan B on the Insurance issue?
  - a) 0
  - b) 1500
  - c) 1600
  - d) 2000
  
3. How many issues must you reach agreement on with the other subject before you have a successful deal?
  - a) None
  - b) 5
  - c) 1
  - d) 9
  
4. If you earned 3200 points from the agreement that you reached with the other subject then how much money would you earn from the negotiation experiment?
  - a) \$0.03
  - b) \$3.20
  - c) \$3.00
  - d) \$32.00
  
5. How many points will you earn if you convince the other subject to agree to E on the Job Type issue?
  - a) 0
  - b) 800
  - c) 1600
  - d) 2000
  
6. Which subject will you be negotiating with in this upcoming task:
  - a) W857
  - b) D178
  - c) [ID of the same or different counterpart from dictator game inserted here]
  - d) I340
  
7. You will soon negotiate with a subject in this room. Are you paired with the paired with the same subject as in the allocation task, or someone else?
  - a) Same subject who allocated money
  - b) Someone else

## Study 2 – Post Negotiation Survey Questions

1. How satisfied are you with the outcome of this decision? ((1) extremely satisfied – (5) extremely dissatisfied)
2. How fair do you think the behavior of your counterpart (Subject XXX from the negotiation) was? ((1) extremely fair – (5) extremely unfair)
3. How much do you like your negotiation counterpart? ((1) like a lot – (5) dislike a lot)
4. How much do you trust your negotiation counterpart? ((1) trust a lot – (5) distrust a lot)
5. If you were given the opportunity to so, how likely is it that you would choose to work with this person (Subject XXX from the negotiation) again in the future? ((1) extremely unlikely – (5) extremely likely)
6. What is your gender?
7. What is your age?
8. Where are you from? (Where have you spent most of your life to date?)
9. How many years have you lived in the United States?
10. Have you ever engaged in a negotiation simulation exercise similar to this one before?