Appendix 1

Meeting lateness scenarios from Rogelberg et al., (2014)

For each scenario, participants answered the question: ‘‘Would you consider yourself late?’’ (yes/no)

S1: When you arrived at the scheduled start time for the meeting, the group had already started working on the agenda items. You were the last person to arrive.

S2: When you arrived at the scheduled start time for the meeting, the group had already started working on the agenda items. One or more of your other group members had not arrived when you got there.

S3: You arrived at the scheduled start time for a meeting. When you arrived, people were chit-chatting with one another. You were the last member of your group to arrive.

S4: When you arrived at the scheduled start time for the meeting, people were chit-chatting with one another. One or more of your other group members had not arrived when you showed up.

S5: When you arrived at the meeting 5 minutes after the scheduled start time, the group had already started working on the agenda items. You were the last member of your group to arrive.

S6: You arrived at a meeting 5 minutes after the scheduled start time. When you showed up, the group had already started working on the agenda items. One or more of your other group members had not arrived.

S7: When you arrived at the meeting 5 minutes after the scheduled start time, people were chit-chatting with one another. You were the last member of your group to arrive.

S8: When you arrived 5 minutes after the scheduled start time, people were chit-chatting with one another. One or more of your other group members had not arrived when you got there.

Appendix 2

Four scenarios to assess lateness (White, Valk, & Dialmy, 2011)

A teacher asks a student to meet him in his office at 3:00 p.m.

1. Suppose the student arrives sometime after 3:00. At what time would you consider the student to be inappropriately late?

2. Suppose the teacher does not arrive to his office until after 3:00. At what time would you consider the teacher to be inappropriately late?

A government official asks a government worker to meet him at a café at 10:00 a.m.

3. Suppose the worker does not arrive until after 10:00. At what time would you consider the person to be inappropriately late?

4. Suppose the government official does not arrive at the café until after 10:00. At what time would you consider the government official to be inappropriately late?

Appendix 3

1. Dutch respondents	No. of times mentioned more than 4 times (time related words in bold)
	29 afgesproken (agreed) **27 tijd (time)** 16 meeting 13 laat (late) 9 begonnen (started) 8 aanwezig (present) **8 minuten (minutes)** **8 later** 7 afspraak (agreement / appointment) 5 komen (to come) 5 komt (come) **5 uur (hour)** 5 dus (so) **4 tijdstip (point in time)** 4 persoon (person) 4 iemand (somebody) 4 binnen (inside)

2. South African respondents	No. of times mentioned more than 4 times (time related words in bold)
	46 **time** 38 meeting 29 late 16 start **15** **minutes** 15 agreed 13 person 12 arrived 10 without **6** **scheduled** 6 started 6 waiting 5 everyone 4 arrive 4 will

Appendix 3 (Continued)

Pakistani respondents 	**42** **time** 41 meeting 41 late 12 already 12 started **11** **minutes** 11 person **9** **scheduled** 9 start 6 arrived 5 important 5 consider 5 given 4 discussion 4 considered 4 without 4 traffic **4** **mins** 4 come 4 one **4** **due**