

Supplementary Materials for ‘Peers at work: Evidence  
from the lab’

Roel van Veldhuizen    Hessel Oosterbeek    Joep Sonnemans

## 1 **A Instructions**

2 Welcome to this experiment.<sup>1</sup> During the experiment you are not allowed to  
3 communicate with other participants. If you have a question, please raise your  
4 hand. One of the experimenters will then come to your cubicle to answer your  
5 question.

6 Today's experiment consists of two parts; part two will take considerably  
7 more time than part one. Part two of the experiment will be explained after  
8 you have finished part one of the experiment. Your income will be determined  
9 on the basis of your results in the experiment. You will also receive a show-up  
10 fee of 7 Euros.

11 Please read through the following instructions carefully. As part of the in-  
12 structions you will be asked a practice question to test your understanding of  
13 the instructions. When you have correctly answered this question, the experi-  
14 ment will move on. Using the navigation bar at the top of your screen it will  
15 be possible to return to previous pages during the instructions and practice  
16 question.

### 17 **Instructions Part One**

18 In part one of the experiment the procedure will be as follows. The computer  
19 screen will display three two-digit numbers (as in the example below). Your task  
20 is to calculate the sum of these three numbers. For every correct answer you  
21 will receive 10 Euro cents. An incorrect answer does not earn you any money;  
22 after an incorrect answer you will automatically go on to the next exercise. This  
23 part of the experiment will take up 4 minutes in total; during these 4 minutes  
24 you can do as many exercises as you want. The clock in the lower right corner  
25 of the screen tells you how much time you have left. The number of exercises  
26 you have answered both correctly and incorrectly is displayed above the current  
27 exercise; the (+1) indicates if the previous exercise was answered correctly or  
28 incorrectly.

---

<sup>1</sup>These are an English translation of the instructions for treatment BaseProd. The Dutch originals and the instructions for the other treatments are available on request.

## Example of a possible exercise:

Correct Answers: 1 (+1)

Incorrect Answers: 0

What is the sum of the following numbers?

Number A: 16  
Number B: 72  
Number C: 23

A+B+C=

Your Answer:

### 29 Practice Question

30 Hank has finished 11 exercises, providing the correct answer to 8 and an incor-  
31 rect answer to 3. How many Euro cents has Hank earned?

### 32 Instructions End

33 You are now ready for part 1 of the experiment. By pressing the link below  
34 you will reach a waiting screen. The first part of the experiment starts as soon  
35 as all the others have also finished the instructions. On the waiting screen you  
36 can read back the text of the instructions.

### 37 Instructions Part Two

38 Like in part one, your task in part two will be to add three two-digit numbers.  
39 However, during this part of the experiment you will form a team with three  
40 other persons. The experiment will last until you and the other three people in  
41 your team have provided a correct answer to a fixed number of exercises. This  
42 fixed number of exercises will be somewhere between 750 and 1150 exercises.  
43 For this part of the experiment both you and all other team members will get  
44 a fixed payment of 10 Euros.

45 As soon as you and your team have solved the required number of exercises,  
46 the experiment will be over for your team after a short questionnaire. One  
47 of the experimenters will come to your cubicle to pay out your earnings for

48 the experiment. After payment you can leave the laboratory, even if the other  
49 teams are not done yet.

## 50 Information

51 During the experiment the left side of your screen provides an overview of your  
52 team, comparable to the figure displayed below. Each of the squares A, B,  
53 C and D represents one of the team members; your square will be colored in  
54 orange (in the example below you are participant B). Within the figure, the  
55 blue numbers above the squares indicate how many exercises each participant  
56 has solved in part 1 of the experiment. Thus, in the example below, participant  
57 A has solved 18 exercises, participant B 22, participant C 35 and participant D  
58 21.

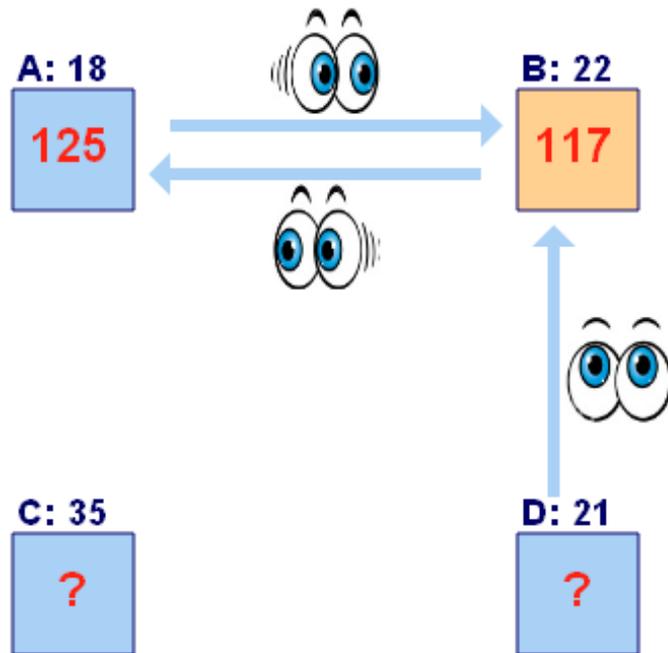
59 The figure also contains arrows between some participants. In the example  
60 below there is an arrow from participant D to participant B, an arrow from  
61 participant B to participant A and an arrow from participant A to participant  
62 B. These arrows represent information flows. An arrow from one participant  
63 to another indicates that this participant is able to see the **number of solved**  
64 **exercises** of the other participant in part two up to that point. Only the number  
65 of correct answers will be counted. The number of solved exercises by other  
66 participants will be displayed in **red** letters within the square that corresponds  
67 to said participant.

68 In the example below you are participant B and can see how many exercises  
69 you have solved (117) and how many exercises participant A has solved (125).  
70 In the example below you have **no** information about the number of exercises  
71 solved by participants C and D, who therefore have a “?” in their corresponding  
72 square. This means that you will at no stage get to know the number of exercises  
73 solved by participants C and D (not even after the experiment).

74 Finally, note that both participant A and participant D can see how many  
75 exercises you have solved up to that point. Participant C, however, does not  
76 know how many exercises you have solved and will at no stage get to know this  
77 number (not even after the experiment).

78 The figure below only represents an example of a who-sees-who; the who-  
79 sees-who that will be used in the experiment (which can have fewer, more or  
80 different arrows) will be announced after the instructions. However, the who-  
81 sees-who will remain the same during the experiment; id est, both the arrows,  
82 your participant letter and the participant letter of the other participants will  
83 remain the same for the whole of the experiment. The composition of your  
84 team will not change during the experiment either.

### Example of a who-sees-who



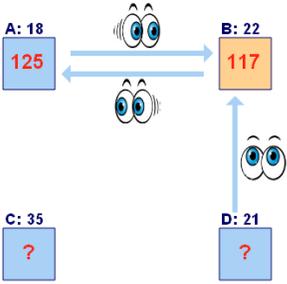
85 Example Screen

The left part of the screen contains the who-sees-who

On the right part of the screen you do the exercises

If you give a wrong answer, "Oops, incorrect!" will appear on screen during the next exercise

**You are participant B**



A: 18  
125

B: 22  
117

C: 35  
?

D: 21  
?

The diagram shows four participants: A (18), B (22), C (35), and D (21). A and B are connected by a double-headed arrow with eyes above it. A and C are connected by a double-headed arrow with eyes below it. B and D are connected by a double-headed arrow with eyes to the right of it. Each participant has a box below their name containing a number or a question mark.

**Oops, incorrect!**

What is the sum of the following numbers?

Number A: 23  
Number B: 59  
Number C: 24

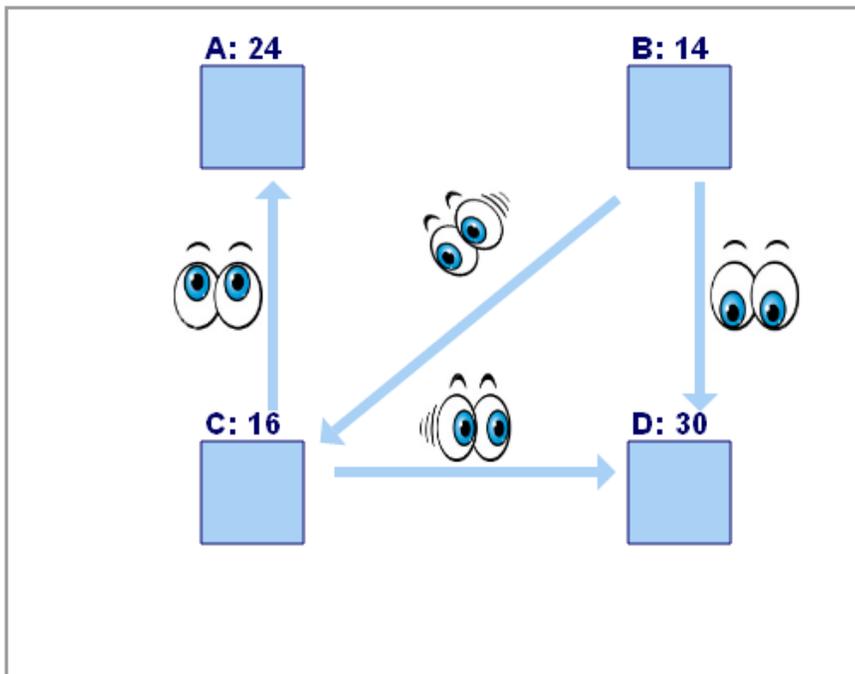
A+B+C=

Your Answer:

86 **Check-Up Question 1**

87 The figure below gives an example of a who-sees-who. Indicate for every team  
 88 member for which team member he or she can see the number of solved exercises.  
 89 Also indicate for every team member who can see the number of exercises solved  
 90 by them.

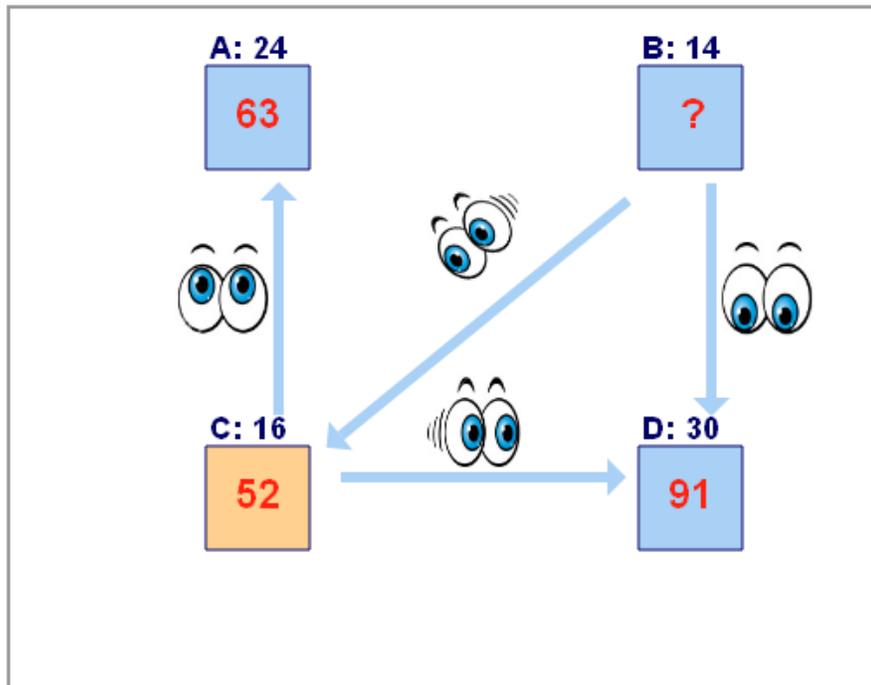
	Participant A	Participant B	Participant C	Participant D
Participant <b>A</b> knows the number of exercises solved by:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participant <b>B</b> knows the number of exercises solved by:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participant <b>C</b> knows the number of exercises solved by:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participant <b>D</b> knows the number of exercises solved by:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This participant knows the number of exercises solved by participant <b>A</b> :	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This participant knows the number of exercises solved by participant <b>B</b> :	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This participant knows the number of exercises solved by participant <b>C</b> :	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
This participant knows the number of exercises solved by participant <b>D</b> :	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



91 **Check-Up Question 2**

92 The figure below gives an example of a who-sees-who (the same one as in the  
 93 previous question). You are participant C, therefore you have all the information  
 94 that participant C has access to. Indicate for all participants how many

95 exercises they have solved in part one of the experiment. When possible, indi-  
96 cate for every participant how many exercises this participant has solved so far  
97 in this part of the experiment (part two). If the number of solved exercises is  
98 not known, do not fill in anything.



### 99 Check-Up Question 3

100 Finish the sentence: this part of the experiment ends when *you/your team*  
101 *mates/you and your team mates/everybody in the experiment* have given the  
102 correct answer to 750/1150/a fixed number between 750 and 1150 exercises.

### 103 Check-Up Question 4

104 Which participants will know after the experiment how many exercises you have  
105 answered correctly?

- 106 • All participants in the experiment
- 107 • All participants who during the experiment could see the number of exe-  
108 rcises you solved.
- 109 • All participants of which during the experiment you could see the number  
110 of exercises solved.
- 111 • Nobody

112 **Instructions End**

113 You are now ready to start part two of the experiment. By pressing the link  
114 below you will arrive at a waiting screen. Part two of the experiment will start  
115 as soon as all participants have finished the instructions. On the waiting screen  
116 you can read back the instructions of this part of the experiment as well.

117 **B Screenshots**

118 Figs 1 and 2 are screenshots of the baseline and production phase of the exper-  
119 iment respectively.

Correct Answers: 1 (+1)

Incorrect Answers: 0

What is the sum of the following numbers?

Number A: 22  
Number B: 36  
Number C: 75

A+B+C=

Your Answer:

Figure 1: Screenshot of the Baseline Phase

**You are participant B**

A: 17  
46

B: 23  
55

C: 22  
?

D: 31  
?

**Blue: number of solved exercises in part one**  
**Red: number of solved exercises in this part**

What is the sum of the following numbers?

Number A: 23  
Number B: 58  
Number C: 24

A+B+C=

Your Answer:

Figure 2: Screenshot of the Production Phase