

Personality Traits and Endogenous Group Formation

Appendix

James Ahloy*

John R. Hamman†

Contents

A	Experimental Instructions	2
B	Screenshots	12
C	HEXACO PI-R Details	20
D	Post-Experiment Questionnaire	23
	D.1 Personality Info	23
	D.2 Personality and Contribution Info	23
E	Statistical Appendix	25

*jamesahloy@gmail.com. State of Florida Department of Economic Opportunity, 107 E. Madison St., Tallahassee, Florida, 32399, USA.

†jhamman@fsu.edu. Associate Professor, Department of Economics. Florida State University, 113 Collegiate Loop, Rm 272, Tallahassee, Florida, 32306-2180, USA.

Appendix A Experimental Instructions

The following instructions are for all three treatments and are based on the instructions of Ahn, Isaac, and Salmon (2008). The text is identical for all three treatments except where noted.

[] – Text used in Personality Info treatment

/ / - Text used in Contribution and Personality Info treatment

General Information

This is an experiment on individual decision-making. In addition to a \$7 participation fee, you will be paid any money you accumulate during the experiment at the end of today's session.

All earnings during the experiment are denominated in Experimental Currency Units (ECU). At the end of the experiment, ECU will be converted to cash at the following rate:

$$150 \text{ ECU} = \$1$$

Upon completion of the experiment, your earnings will be converted to dollars and you will be paid privately, by check. The exact amount you receive will be determined during the experiment and will depend on your decisions and the decisions of others. The identities of participants will remain confidential, meaning that at no point in time will we identify the role or actions of any individual to other participants.

If you have any questions during the experiment, please raise your hand and wait for an experimenter to come to you. Please do not talk, exclaim, or try to communicate with other participants during the experiment. Participants intentionally violating these rules or otherwise behaving in a disruptive fashion may be asked to leave the experiment and may not be paid.

This experiment will consist of two Stages: I and II.

Stage I

In Stage I, you will complete a 60-question quiz. While more detailed instructions for the quiz will be presented on your computer screen when Stage I begins, we ask that you answer each question honestly and to the best of your ability. You will receive a fixed payment of 150 ECU for completing the quiz.

Stage II

Stage II of the experiment will consist of 20 periods. In each period, you will be a member of one of 12 groups, labeled A-L, and will be given 15 tokens that you can invest in two different accounts: your Individual Account and the Group Account. You must invest all 15 tokens each period, but they can be split between the two accounts any way you choose.

Effect of Your Investment Decision on Your Payoffs

The earnings per invested token differ depending on the account in which the investment was made. To assist you in understanding this investment decision, we have provided you with three tables. Please look first at the one titled “Effect of Your Choices on Your Payoff”. Since you have 15 tokens to invest, you have 16 possible ways of allocating them between the two accounts. The first two columns show you what each of those choices is. The third and fourth columns show you the earnings to yourself from each allocation. **For every token you invest in your Individual Account, you earn 0.5 ECU, while every token you invest in the group account earns 1.5 ECU. Investing in your Individual Account is costless, but investing in the Group Account is not.** For any number of tokens, x , that you invest in the group account, you pay a cost of $\frac{1}{27}x^3$ ECU.

We realize that this computation may be difficult to do in your head, so the fifth column of the table shows you the cost for each of the possible choices. Finally, the last column shows you your net payoff, which is the sum of your earnings from the two accounts less the cost of investment into the Group Account.

For example, if you invest 0 tokens in the Group Account, all 15 of your tokens will be invested in your Individual Account and your total earnings would be 7.5 ECU. If you invested 2 tokens in the Group Account, you would receive a net total of 9.2 ECU, with a breakdown of 6.5 ECU from the Individual Account, 3 ECU from the Group Account, and a cost of 0.3 ECU. You should be able to see what the earnings would be from any other investment choice.

Effect of Others’ Investment Decisions on Your Payoffs

You will notice that in the Net Earnings column, your earnings in the last example are listed as $9.2 + Y$. The Y reflects the fact that you receive earnings from the Group Account from the amounts others invest in it. For every token others invest in the Group Account, you receive 1.5 ECU. If you look at the second table “Effect of Choices of Group Members on Your Payoff”, you will see this effect. Each row represents a different possible total number of tokens other members in your group might invest. For example, if you have invested 2 tokens and the rest of your group

invested 0, your earnings are just the 9.2 ECU we calculated above. If they have invested a total of 10 tokens, your earnings rise to 24.2 ECU, and if they have invested a total of 100 tokens, you earn 159.2 ECU.

Note that not all possible amounts of group investments have been listed. If the rest of your group had invested a total of 102 tokens, for example, you would earn something in between the amounts listed for 100 and 105. This table should give you a good idea of how your payoffs work.

Effect of Your Investment Decision on Others' Payoffs

Just as the choices of others affect your payoffs, your investment choices affect the payoffs of the other members of your group. For every token you invest into the Group Account, the other members of your group earn 1.5 ECU each. Please look at the third table, "Effects of your Choices on Rest of Group". Here you see, for every possible choice you could make, both what it generates to you and what it generates in total for the rest of your group for all possible group sizes. Each group size indicated would include you. So if you were in a group of size 5 (4 people and yourself), and you invested 6 tokens in the group account, you would generate 5.5 ECU to yourself plus a total of 36 ECU to the other members of your group, for a net total group earnings of 41.5 ECU. Your actual earnings, of course, would be $5.5 + Y$ where the Y is determined by the investments of others. The 41.5 is simply what your decision generates for the whole group.

Negative Earnings

As you can see from the payoff tables, it is possible for you to lose money. If you look back at the second table, "Effect of Choices of Group Members on Your Payoffs", you will see that if you select high investments in the Group Account, your earnings will be negative unless the rest of your group invests enough into the Group Account to make up for the loss. To allow for this possibility, everyone will start with an initial balance of 50 ECU. As you make investment decisions, this balance will rise as you make money and fall if you have periods with negative earnings. If you lose so much money that your overall balance goes below 0, you will be declared bankrupt. The first time this happens to you, we will re-initialize you, starting you over with a new positive initial balance of 50 ECU. If your earnings balance goes negative a second time, however, you will be asked to leave the experiment with only your \$7.00 show up fee.

Note, the examples in each of the above sections are not intended to be taken as suggested investment levels. Examples were randomly chosen to illustrate how the payoffs work. While we realize these payoff calculations might seem complicated,

the tables and the software you will be using should assist in seeing how they work.

Investment Decision Screen

In addition to the payoff tables, you were given 3 copies of screenshots. Please refer to the screenshot titled “Investment Decision Screen”.

At the top of the screen, you will be told what group you belong to and the number of members in your group. Immediately below this information is the area where you will input your decision. Notice there is a single text box allowing you to enter the number of tokens you wish to invest into the Group Account. Any of your 15 tokens not invested into the Group Account for your group will automatically be invested into your Individual Account.

To the right and slightly below this area, there is a grey button you can press to “test” your choice. If you enter a number of tokens into the box and press this button, at the bottom it will show you the calculations of how many ECU that choice generates to you and other members of your group, according to account type. This information is identical to what is summarized in the tables we discussed before. Note that you cannot invest more than 15 tokens per period and you cannot invest negative or fractional numbers. Once you have decided on your investment decision you can press the red OK button at the bottom of the screen to accept it.

Investment Decision Outcome

After all participants have made their decisions in a period, you will see a screen reporting to you the outcome. On this outcome screen, you will see two sets of information. The first set will remind you of your current group, the number of members in your group, and your investment choice, and will show you the total investment into the Group Account by all members, including yourself. The second set of information shows you your earnings for the period and breaks them down according to earnings from your investment to your Individual Account, earnings from your investment to the Group Account, and earnings from investments by the other group members to the Group Account.

Group Selection

In addition to your investments, you will be able to choose which of the 12 groups you would like to be a member of. In Period 1, you will be randomly assigned to one of the 12 groups as its sole member and will make an investment choice in this group consisting only of yourself. From periods 2-20, prior to making an investment choice in a period, you will be asked to choose whether you would like to switch groups, and if so, which group you would like to be a member of.

Group Selection Screens

Please look at the screenshot titled “Group Selection Screen (1)”.

On this screen, you are provided with the recent history for each of the 12 groups labeled A-L. For each group you can see the number of members who were in the group at the end of the previous period. You can also see the average number of tokens that members of a group have invested in the Group Account and the number of members of that group, in parentheses, for each of the previous 5 periods. Note that some groups will have had 0 members over this time period. Since this screenshot was taken during period 4, you can only see the history for the previous 3 periods; however, the history for the previous 5 periods will be displayed once that becomes possible.

[/ Information about Stage I Quiz and Group Selection Screens

The quiz you took in Stage I assesses the six major dimensions of personality: Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness to Experience. Scores for each dimension lie between 1 and 5, and brief descriptions of each dimension for high scorers are below. You can assume the opposite of each description is true for low scorers.

Honesty-Humility: Individuals with high scores in this dimension avoid manipulating others for personal gain, feel little temptation to break rules, are uninterested in lavish wealth and luxuries, and feel no special entitlement to elevated social status.

Emotionality: Individuals with high scores in this dimension experience fear of physical dangers, experience anxiety in response to life’s stresses, feel a need for emotional support from others, and feel empathy and sentimental attachments with others.

Extraversion: Individuals with high scores in this dimension feel positively about themselves, feel confident when leading or addressing groups of people, enjoy social gatherings and interactions, and experience positive feelings of enthusiasm and energy.

Agreeableness: Individuals with high scores in this dimension forgive the wrongs that they have suffered, are lenient in judging others, are willing to compromise and cooperate with others, and can easily control their temper.

Conscientiousness: Individuals with high scores in this dimension organize their time and physical surroundings, work in a disciplined way toward their goals, strive

for accuracy and perfection in their tasks, and deliberate carefully when making decisions.

Openness to Experience: Individuals with high scores in this dimension become absorbed in the beauty of art and nature, are inquisitive about various domains of knowledge, use their imagination freely in everyday life, and take an interest in unusual ideas or people.

Now please look at the screenshot titled “Group Selection Screen (1)”. /]

[On this screen, you will see your scores in each personality dimension and the average scores in each dimension for all 12 groups in the previous period. **Scores in a dimension that are within 1 point of yours will be highlighted in green.** You can also see the number of members who were in each group at the end of the previous period.]

Beneath this investment history, you will see your scores in each personality dimension and the average scores in each dimension for all 12 groups in the previous period. Scores in a dimension that are within 1 point of yours will be highlighted in green. /

At the bottom of the screen, you are asked to decide if you would like to remain in your current group or if you would like to move to a new group. If you decide you would like to switch groups, you will go through the following process: check the box indicating you wish to move to a new group and press the red OK button at the bottom of the screen.

If you have decided that you would like to switch groups, you will see the screen shown on “Group Selection Screen (2)”.

As you can tell, this new screen is very similar to the screen before, but with two differences. The first is that you will now see each group listed with the number of members who have chosen to remain in their groups, instead of the total number who were in the group at the end of the previous period. The second difference is that there are now buttons at the bottom of the screen that allow you to choose which group you would like to join. To become a member of a group, simply click on the button that corresponds to the group. You are allowed to choose any group from the list, A-L. This includes groups with no current members and groups that you were a member of during any previous period, including the most recent one. Those who originally chose to remain in their groups will see a waiting screen at this point until those who are switching groups have selected their new groups.

Once all group-change choices are complete, you will then go on to make investment choices just as we discussed before.

Stage II earnings

Your earnings for Stage II will be your combined earnings for the 20 periods in the stage.

Summary

To summarize, the experiment consists of two Stages: I and II. In Stage I, you will complete a 60-question quiz. In Stage II, you will make an investment decision as a member of a group in each period about how to allocate 15 tokens between an Individual Account and the Group Account. Stage II will last 20 periods in total. In period 1, you will be randomly assigned to one of 12 groups and will make the investment decision as its sole member. In each of the following periods, you will be allowed to choose your group before making the investment decision.

Session Earnings

Your earnings for the session will be the sum of your \$7 show-up fee, the payment for Stage I, and your earnings for all 20 periods of Stage II.

Table 1: Effect Of Your Choices on Your Payoffs

Effect of Your Choices on Your Payoff

Possible Allocations Group Acc	Indiv Acc	Earnings From Individual Account	Earnings From Group Account	Cost of Investment to	Net Earnings to You
0	15	7.50	0.00	0.00	7.50 + Y
1	14	7.00	1.50	0.04	8.46 + Y
2	13	6.50	3.00	0.30	9.20 + Y
3	12	6.00	4.50	1.00	9.50 + Y
4	11	5.50	6.00	2.37	9.13 + Y
5	10	5.00	7.50	4.63	7.87 + Y
6	9	4.50	9.00	8.00	5.50 + Y
7	8	4.00	10.50	12.70	1.80 + Y
8	7	3.50	12.00	18.96	-3.46 + Y
9	6	3.00	13.50	27.00	-10.50 + Y
10	5	2.50	15.00	37.04	-19.54 + Y
11	4	2.00	16.50	49.30	-30.80 + Y
12	3	1.50	18.00	64.00	-44.50 + Y
13	2	1.00	19.50	81.37	-60.87 + Y
14	1	0.50	21.00	101.63	-80.13 + Y
15	0	0.00	22.50	125.00	-102.50 + Y

* - The "Y" stands for the sum of all investments by other members of your group to the group account multiplied by 1.5.

Table 2: Effect Of Choices of Group Members on Your Payoffs

Effect of Choices of Group Members on Your Payoffs

	Number of Tokens You Invested Into Group Account																
	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Total Investment of Rest of Your Group into Group Account	0	7.50	8.46	9.20	9.50	9.13	7.87	5.50	1.80	-3.46	-10.50	-19.54	-30.80	-44.50	-60.87	-80.13	-102.50
	5	15.00	15.96	16.70	17.00	16.63	15.37	13.00	9.30	4.04	-3.00	-12.04	-23.30	-37.00	-53.37	-72.63	-95.00
	10	22.50	23.46	24.20	24.50	24.13	22.87	20.50	16.80	11.54	4.50	-4.54	-15.80	-29.50	-45.87	-65.13	-87.50
	15	30.00	30.96	31.70	32.00	31.63	30.37	28.00	24.30	19.04	12.00	2.96	-8.30	-22.00	-38.37	-57.63	-80.00
	20	37.50	38.46	39.20	39.50	39.13	37.87	35.50	31.80	26.54	19.50	10.46	-0.80	-14.50	-30.87	-50.13	-72.50
	25	45.00	45.96	46.70	47.00	46.63	45.37	43.00	39.30	34.04	27.00	17.96	6.70	-7.00	-23.37	-42.63	-65.00
	30	52.50	53.46	54.20	54.50	54.13	52.87	50.50	46.80	41.54	34.50	25.46	14.20	0.50	-15.87	-35.13	-57.50
	35	60.00	60.96	61.70	62.00	61.63	60.37	58.00	54.30	49.04	42.00	32.96	21.70	8.00	-8.37	-27.63	-50.00
	40	67.50	68.46	69.20	69.50	69.13	67.87	65.50	61.80	56.54	49.50	40.46	29.20	15.50	-0.87	-20.13	-42.50
	45	75.00	75.96	76.70	77.00	76.63	75.37	73.00	69.30	64.04	57.00	47.96	36.70	23.00	6.63	-12.63	-35.00
	50	82.50	83.46	84.20	84.50	84.13	82.87	80.50	76.80	71.54	64.50	55.46	44.20	30.50	14.13	-5.13	-27.50
	55	90.00	90.96	91.70	92.00	91.63	90.37	88.00	84.30	79.04	72.00	62.96	51.70	38.00	21.63	2.37	-20.00
	60	97.50	98.46	99.20	99.50	99.13	97.87	95.50	91.80	86.54	79.50	70.46	59.20	45.50	29.13	9.87	-12.50
	65	105.00	105.96	106.70	107.00	106.63	105.37	103.00	99.30	94.04	87.00	77.96	66.70	53.00	36.63	17.37	-5.00
	70	112.50	113.46	114.20	114.50	114.13	112.87	110.50	106.80	101.54	94.50	85.46	74.20	60.50	44.13	24.87	2.50
	75	120.00	120.96	121.70	122.00	121.63	120.37	118.00	114.30	109.04	102.00	92.96	81.70	68.00	51.63	32.37	10.00
	80	127.50	128.46	129.20	129.50	129.13	127.87	125.50	121.80	116.54	109.50	100.46	89.20	75.50	59.13	39.87	17.50
	85	135.00	135.96	136.70	137.00	136.63	135.37	133.00	129.30	124.04	117.00	107.96	96.70	83.00	66.63	47.37	25.00
	90	142.50	143.46	144.20	144.50	144.13	142.87	140.50	136.80	131.54	124.50	115.46	104.20	90.50	74.13	54.87	32.50
	95	150.00	150.96	151.70	152.00	151.63	150.37	148.00	144.30	139.04	132.00	122.96	111.70	98.00	81.63	62.37	40.00
	100	157.50	158.46	159.20	159.50	159.13	157.87	155.50	151.80	146.54	139.50	130.46	119.20	105.50	89.13	69.87	47.50
	105	165.00	165.96	166.70	167.00	166.63	165.37	163.00	159.30	154.04	147.00	137.96	126.70	113.00	96.63	77.37	55.00
	110	172.50	173.46	174.20	174.50	174.13	172.87	170.50	166.80	161.54	154.50	145.46	134.20	120.50	104.13	84.87	62.50
	115	180.00	180.96	181.70	182.00	181.63	180.37	178.00	174.30	169.04	162.00	152.96	141.70	128.00	111.63	92.37	70.00
	120	187.50	188.46	189.20	189.50	189.13	187.87	185.50	181.80	176.54	169.50	160.46	149.20	135.50	119.13	99.87	77.50
	125	195.00	195.96	196.70	197.00	196.63	195.37	193.00	189.30	184.04	177.00	167.96	156.70	143.00	126.63	107.37	85.00
	130	202.50	203.46	204.20	204.50	204.13	202.87	200.50	196.80	191.54	184.50	175.46	164.20	150.50	134.13	114.87	92.50
	135	210.00	210.96	211.70	212.00	211.63	210.37	208.00	204.30	199.04	192.00	182.96	171.70	158.00	141.63	122.37	100.00
	140	217.50	218.46	219.20	219.50	219.13	217.87	215.50	211.80	206.54	199.50	190.46	179.20	165.50	149.13	129.87	107.50
	145	225.00	225.96	226.70	227.00	226.63	225.37	223.00	219.30	214.04	207.00	197.96	186.70	173.00	156.63	137.37	115.00
	150	232.50	233.46	234.20	234.50	234.13	232.87	230.50	226.80	221.54	214.50	205.46	194.20	180.50	164.13	144.87	122.50
	155	240.00	240.96	241.70	242.00	241.63	240.37	238.00	234.30	229.04	222.00	212.96	201.70	188.00	171.63	152.37	130.00
	160	247.50	248.46	249.20	249.50	249.13	247.87	245.50	241.80	236.54	229.50	220.46	209.20	195.50	179.13	159.87	137.50
	165	255.00	255.96	256.70	257.00	256.63	255.37	253.00	249.30	244.04	237.00	227.96	216.70	203.00	186.63	167.37	145.00

Table 3: Effect Of Your Choices on Rest of Group

Effect of your Choices on Rest of Group

Possible Allocations		Net Earnings to You	Net Earnings Generated to Rest of Group										
Group Acc	Indiv Acc		n = 2	n=3	n = 4	n = 5	n = 6	n=7	n = 8	n = 9	n = 10	n = 11	n = 12
0	15	$7.50 + Y$	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1	14	$8.46 + Y$	1.50	3.00	4.50	6.00	7.50	9.00	10.50	12.00	13.50	15.00	16.50
2	13	$9.20 + Y$	3.00	6.00	9.00	12.00	15.00	18.00	21.00	24.00	27.00	30.00	33.00
3	12	$9.50 + Y$	4.50	9.00	13.50	18.00	22.50	27.00	31.50	36.00	40.50	45.00	49.50
4	11	$9.13 + Y$	6.00	12.00	18.00	24.00	30.00	36.00	42.00	48.00	54.00	60.00	66.00
5	10	$7.87 + Y$	7.50	15.00	22.50	30.00	37.50	45.00	52.50	60.00	67.50	75.00	82.50
6	9	$5.50 + Y$	9.00	18.00	27.00	36.00	45.00	54.00	63.00	72.00	81.00	90.00	99.00
7	8	$1.80 + Y$	10.50	21.00	31.50	42.00	52.50	63.00	73.50	84.00	94.50	105.00	115.50
8	7	$-3.46 + Y$	12.00	24.00	36.00	48.00	60.00	72.00	84.00	96.00	108.00	120.00	132.00
9	6	$-10.50 + Y$	13.50	27.00	40.50	54.00	67.50	81.00	94.50	108.00	121.50	135.00	148.50
10	5	$-19.54 + Y$	15.00	30.00	45.00	60.00	75.00	90.00	105.00	120.00	135.00	150.00	165.00
11	4	$-30.80 + Y$	16.50	33.00	49.50	66.00	82.50	99.00	115.50	132.00	148.50	165.00	181.50
12	3	$-44.50 + Y$	18.00	36.00	54.00	72.00	90.00	108.00	126.00	144.00	162.00	180.00	198.00
13	2	$-60.87 + Y$	19.50	39.00	58.50	78.00	97.50	117.00	136.50	156.00	175.50	195.00	214.50
14	1	$-80.13 + Y$	21.00	42.00	63.00	84.00	105.00	126.00	147.00	168.00	189.00	210.00	231.00
15	0	$-102.50 + Y$	22.50	45.00	67.50	90.00	112.50	135.00	157.50	180.00	202.50	225.00	247.50

Appendix B Screenshots

Investment Decision Screen

Period: 1

Your Group is: C
Number of members in your group: 1

You have 15 tokens.
Invest this many tokens in the group account:
All tokens not invested in the group account are invested in your individual account.

Individual Account		Group Account	
If you invested this many tokens in your individual account:	15	If you invested this many tokens in the group account:	0
Your individual account tokens would yield...		Your group account tokens would yield...	
To you:	7.50	To you:	0.00
The cost to you:	0	The cost to you:	0.00
Your total payoff from your individual account:	7.50	Your total payoff from the group account:	0.00
To each member of your group (other than you):	0.00	To each member of your group (other than you):	0.00

Your total net payoff (Individual Acct. + Group Acct.) would be: 7.50

NOTE: Your actual total payoff will be this total net payoff plus an amount determined by the amount of tokens the other members of your group invest into the group account.

Investment Decision Screen

Period: 1

Your Group is: C
Number of members in your group: 1

You have 15 tokens.
Invest this many tokens in the group account:
All tokens not invested in the group account are invested in your individual account.

Try This Investment

Individual Account		Group Account	
If you invested this many tokens in your individual account:	15	If you invested this many tokens in the group account:	0
Your individual account tokens would yield...		Your group account tokens would yield...	
To you:	7.50	To you:	0.00
The cost to you:	0	The cost to you:	0.00
Your total payoff from your individual account:	7.50	Your total payoff from the group account:	0.00
To each member of your group (other than you):	0.00	To each member of your group (other than you):	0.00

Your total net payoff (Individual Acct. + Group Acct.) would be: 7.50

NOTE: Your actual total payoff will be this total net payoff plus an amount determined by the amount of tokens the other members of your group invest into the group account.

OK

Contribution Info - Group Selection Screen (1)

Period: 4

Average Investment into Group Account (Number of Group Members)

Your current group is: F

Group: Number of Members

Avg. Contribution in:	You	Group A: 1	Group B: 0	Group C: 1	Group D: 2	Group E: 0	Group F: 2	Group G: 3	Group H: 0	Group I: 2	Group J: 1	Group K: 0	Group L: 0
Period 3	1.00	4.00 (1)	-	2.00 (1)	1.50 (2)	-	1.50 (2)	5.33 (3)	-	4.50 (2)	1.00 (1)	-	-
Period 2	7.00	3.00 (1)	4.00 (1)	7.00 (1)	3.00 (1)	2.00 (1)	5.00 (1)	7.00 (1)	6.00 (1)	4.00 (1)	7.00 (1)	1.00 (1)	6.00 (1)
Period 1	2.00	6.00 (1)	3.00 (1)	2.00 (1)	5.00 (1)	4.00 (1)	3.00 (1)	3.00 (1)	1.00 (1)	7.00 (1)	7.00 (1)	6.00 (1)	5.00 (1)
-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-

Do you wish to switch groups?

☐ Yes

☐ No

OK

Contribution Info - Group Selection Screen (2)

Period: 4

Average Investment into Group Account (Number of Group Members)

Your previous group was: F

Group: Number of Members

Avg. Contribution in:	You	Group A: 1	Group B: 0	Group C: 1	Group D: 1	Group E: 0	Group F: 1	Group G: 2	Group H: 0	Group I: 2	Group J: 1	Group K: 0	Group L: 0
Period 3	1.00	4.00 (1)	-	2.00 (1)	1.50 (2)	-	1.50 (2)	5.33 (3)	-	4.50 (2)	1.00 (1)	-	-
Period 2	7.00	3.00 (1)	4.00 (1)	7.00 (1)	3.00 (1)	2.00 (1)	5.00 (1)	7.00 (1)	6.00 (1)	4.00 (1)	7.00 (1)	1.00 (1)	6.00 (1)
Period 1	2.00	6.00 (1)	3.00 (1)	2.00 (1)	5.00 (1)	4.00 (1)	3.00 (1)	3.00 (1)	1.00 (1)	7.00 (1)	7.00 (1)	6.00 (1)	5.00 (1)
-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-
		JOIN	JOIN	JOIN	JOIN	JOIN	REMAIN	JOIN	JOIN	JOIN	JOIN	JOIN	JOIN

Personality Info - Group Selection Screen (1)

Period: 4

Last-Period Average Group Personality Information

Your current group is: D

Group: Number of Members

Personality Trait	You	Group A: 1	Group B: 0	Group C: 1	Group D: 3	Group E: 2	Group F: 1	Group G: 2	Group H: 0	Group I: 0	Group J: 0	Group K: 2	Group L: 0
Honesty-Humility	4.27	2.19	-	4.37	3.14	2.60	2.20	3.71	-	-	-	3.68	-
Emotionality	1.91	2.46	-	2.67	2.72	3.98	4.82	1.69	-	-	-	2.71	-
Extraversion	1.70	2.36	-	4.67	2.32	2.60	1.87	2.98	-	-	-	4.04	-
Agreeableness	4.56	2.01	-	2.31	3.70	3.28	4.76	2.38	-	-	-	3.46	-
Conscientiousness	4.77	4.51	-	2.62	2.96	4.23	1.79	3.73	-	-	-	2.92	-
Openness to Experience	2.64	3.33	-	1.29	2.75	3.13	3.18	3.09	-	-	-	3.23	-

Do you wish to switch groups? ☐ Yes
☐ No

OK

[illegible]

Contribution and Personality Info - Group Selection Screen (1)

Period: 4

Average Investment into Group Account (Number of Group Members) and Last-Period Average Group Personality Information

Your current group is: L

Group: Number of Members

Avg. Contribution in:	You	Group A: 1	Group B: 1	Group C: 1	Group D: 1	Group E: 0	Group F: 2	Group G: 1	Group H: 0	Group I: 0	Group J: 1	Group K: 2	Group L: 2
Period 3	6.00	7.00 (1)	1.00 (1)	6.00 (1)	6.00 (1)	-	4.50 (2)	6.00 (1)	-	-	4.00 (1)	1.50 (2)	6.00 (2)
Period 2	2.00	6.00 (1)	6.00 (2)	2.50 (2)	6.00 (1)	-	2.67 (3)	-	-	6.00 (1)	-	4.00 (1)	3.00 (1)
Period 1	3.00	3.00 (1)	5.00 (1)	6.00 (1)	2.00 (1)	7.00 (1)	7.00 (1)	3.00 (1)	3.00 (1)	1.00 (1)	7.00 (1)	4.00 (1)	3.00 (1)
-	-	-	-	-	-	-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-	-	-	-	-	-
Avg. Score for:	You	Group A: 1	Group B: 1	Group C: 1	Group D: 1	Group E: 0	Group F: 2	Group G: 1	Group H: 0	Group I: 0	Group J: 1	Group K: 2	Group L: 2
Honesty-Humility	4.53	2.66	2.34	3.28	2.50	-	2.47	2.07	-	-	3.88	3.44	4.43
Emotionality	3.96	1.31	1.21	4.31	1.55	-	2.10	1.62	-	-	2.06	2.18	2.85
Extraversion	4.64	2.66	1.51	3.25	3.05	-	1.75	1.01	-	-	4.40	2.72	3.28
Agreeableness	2.41	1.35	3.47	4.14	4.89	-	4.70	2.88	-	-	2.46	1.80	2.94
Conscientiousness	2.74	3.97	4.92	2.79	3.99	-	2.54	2.59	-	-	4.17	2.52	2.35
Openness to Experience	1.43	1.50	2.96	2.62	2.16	-	4.41	4.75	-	-	3.24	3.91	2.16

Do you wish to switch groups? ☐ Yes ☒ No

OK

Contribution and Personality Info - Group Selection Screen (2)

Period: 4

Average Investment into Group Account (Number of Group Members) and Last-Period Average Group Personality Information

Your previous group was: L

Group: Number of Members

[illegible]

Appendix C HEXACO PI-R Details

HEXACO-PI-R

(SELF REPORT FORM)

© Kibeom Lee, Ph.D., & Michael C. Ashton, Ph.D.

DIRECTIONS

On the following pages you will find a series of statements about you. Please read each statement and decide how much you agree or disagree with that statement. Then write your response in the space next to the statement using the following scale:

- 5 = strongly agree
- 4 = agree
- 3 = neutral (neither agree nor disagree)
- 2 = disagree
- 1 = strongly disagree

Please answer every statement, even if you are not completely sure of your response.

Please provide the following information about yourself.

Sex (circle): Female Male

Age: years

1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree

- 1 _____ I would be quite bored by a visit to an art gallery.
- 2 _____ I plan ahead and organize things, to avoid scrambling at the last minute.
- 3 _____ I rarely hold a grudge, even against people who have badly wronged me.
- 4 _____ I feel reasonably satisfied with myself overall.
- 5 _____ I would feel afraid if I had to travel in bad weather conditions.
- 6 _____ I wouldn't use flattery to get a raise or promotion at work, even if I thought it would succeed.
- 7 _____ I'm interested in learning about the history and politics of other countries.
- 8 _____ I often push myself very hard when trying to achieve a goal.
- 9 _____ People sometimes tell me that I am too critical of others.
- 10 _____ I rarely express my opinions in group meetings.
- 11 _____ I sometimes can't help worrying about little things.
- 12 _____ If I knew that I could never get caught, I would be willing to steal a million dollars.
- 13 _____ I would enjoy creating a work of art, such as a novel, a song, or a painting.
- 14 _____ When working on something, I don't pay much attention to small details.
- 15 _____ People sometimes tell me that I'm too stubborn.
- 16 _____ I prefer jobs that involve active social interaction to those that involve working alone.
- 17 _____ When I suffer from a painful experience, I need someone to make me feel comfortable.
- 18 _____ Having a lot of money is not especially important to me.
- 19 _____ I think that paying attention to radical ideas is a waste of time.
- 20 _____ I make decisions based on the feeling of the moment rather than on careful thought.
- 21 _____ People think of me as someone who has a quick temper.
- 22 _____ On most days, I feel cheerful and optimistic.
- 23 _____ I feel like crying when I see other people crying.
- 24 _____ I think that I am entitled to more respect than the average person is.
- 25 _____ If I had the opportunity, I would like to attend a classical music concert.
- 26 _____ When working, I sometimes have difficulties due to being disorganized.
- 27 _____ My attitude toward people who have treated me badly is "forgive and forget".
- 28 _____ I feel that I am an unpopular person.
- 29 _____ When it comes to physical danger, I am very fearful.
- 30 _____ If I want something from someone, I will laugh at that person's worst jokes.

Continued...

1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree

- 31 _____ I've never really enjoyed looking through an encyclopedia.
- 32 _____ I do only the minimum amount of work needed to get by.
- 33 _____ I tend to be lenient in judging other people.
- 34 _____ In social situations, I'm usually the one who makes the first move.
- 35 _____ I worry a lot less than most people do.
- 36 _____ I would never accept a bribe, even if it were very large.
- 37 _____ People have often told me that I have a good imagination.
- 38 _____ I always try to be accurate in my work, even at the expense of time.
- 39 _____ I am usually quite flexible in my opinions when people disagree with me.
- 40 _____ The first thing that I always do in a new place is to make friends.
- 41 _____ I can handle difficult situations without needing emotional support from anyone else.
- 42 _____ I would get a lot of pleasure from owning expensive luxury goods.
- 43 _____ I like people who have unconventional views.
- 44 _____ I make a lot of mistakes because I don't think before I act.
- 45 _____ Most people tend to get angry more quickly than I do.
- 46 _____ Most people are more upbeat and dynamic than I generally am.
- 47 _____ I feel strong emotions when someone close to me is going away for a long time.
- 48 _____ I want people to know that I am an important person of high status.
- 49 _____ I don't think of myself as the artistic or creative type.
- 50 _____ People often call me a perfectionist.
- 51 _____ Even when people make a lot of mistakes, I rarely say anything negative.
- 52 _____ I sometimes feel that I am a worthless person.
- 53 _____ Even in an emergency I wouldn't feel like panicking.
- 54 _____ I wouldn't pretend to like someone just to get that person to do favors for me.
- 55 _____ I find it boring to discuss philosophy.
- 56 _____ I prefer to do whatever comes to mind, rather than stick to a plan.
- 57 _____ When people tell me that I'm wrong, my first reaction is to argue with them.
- 58 _____ When I'm in a group of people, I'm often the one who speaks on behalf of the group.
- 59 _____ I remain unemotional even in situations where most people get very sentimental.
- 60 _____ I'd be tempted to use counterfeit money, if I were sure I could get away with it.

Appendix D Post-Experiment Questionnaire

The following questionnaires were administered at the end of sessions for the Personality Info, and Personality and Contribution Info treatments.

D.1 Personality Info

Please take a few minutes to answer some additional questions.

1. Did you change groups at least once during the session?
2. If you did change groups at least once, which 2 personality traits were most important when deciding which group to join? If you did not change groups, please select “N/A”.
3. If you changed groups at least once, was it important to join a group whose average traits were similar to yours in the dimensions you selected above? Again, if you did not change groups, please select “N/A”.
4. If you changed groups at least once and it was not important to join a group whose average traits were similar to yours in the dimensions selected above, what did you look for? Please enter “N/A” if this question does not apply to you.

D.2 Personality and Contribution Info

Please take a few minutes to answer the following questions.

1. Did you change groups at least once during the session?
2. If you did change groups at least once, which was typically more important to your decision – personality history or investment history? If you did not change groups, please select “N/A”.
3. If you changed groups at least once and personality history was typically more important to your decision, which 2 personality traits did you pay the most attention to when deciding which group to join? Please select “N/A” if the question does not apply to you.
4. If you changed groups at least once and personality history was typically more important to your decision, was it important to join a group whose average

traits were similar to yours in the dimensions you selected above? Please select “N/A” if the question does not apply to you.

5. If you changed groups at least once and personality history was typically more important to your decision, but it was not important to join a group whose average traits were similar to yours in the dimensions selected above, what did you look for? Please enter “N/A” if this question does not apply to you.

Appendix E Statistical Appendix

Table E1: Spearman Rank Correlations for Personality Traits Across All Conditions

	Honesty-Humility	Emotionality	Extraversion	Agreeableness	Conscientiousness	Openness to Experience
Honesty-Humility	1.00	-0.16	-0.07	0.29	0.07	0.24
Emotionality	-0.16	1.00	0.03	-0.04	0.10	0.04
Extraversion	-0.07	0.03	1.00	0.13	0.23	0.04
Agreeableness	0.29	-0.04	0.13	1.00	-0.01	0.15
Conscientiousness	0.07	0.10	0.23	-0.01	1.00	-0.01
Openness to Experience	0.24	0.04	0.04	0.15	-0.01	1.00

Table E2: Spearman Rank Correlations for Personality Traits in Contribution Info

	Honesty-Humility	Emotionality	Extraversion	Agreeableness	Conscientiousness	Openness to Experience
Honesty-Humility	1.00	-0.02	0.03	0.17	0.04	0.40
Emotionality	-0.02	1.00	0.19	0.10	0.06	0.00
Extraversion	0.03	0.19	1.00	-0.09	0.27	0.20
Agreeableness	0.17	0.10	-0.09	1.00	0.16	-0.03
Conscientiousness	0.04	0.06	0.27	0.16	1.00	-0.15
Openness to Experience	0.40	0.00	0.20	-0.03	-0.15	1.00

Table E3: Spearman Rank Correlations for Personality Traits in Personality Info

	Honesty-Humility	Emotionality	Extraversion	Agreeableness	Conscientiousness	Openness to Experience
Honesty-Humility	1.00	-0.28	-0.11	0.10	0.04	0.04
Emotionality	-0.28	1.00	0.01	-0.07	0.09	-0.08
Extraversion	-0.11	0.01	1.00	0.40	0.20	0.16
Agreeableness	0.10	-0.07	0.40	1.00	0.02	0.13
Conscientiousness	0.04	0.09	0.20	0.02	1.00	0.04
Openness to Experience	0.04	-0.08	0.16	0.13	0.04	1.00

Table E4: Spearman Rank Correlations for Personality Traits in Personality & Contribution Info

	Honesty-Humility	Emotionality	Extraversion	Agreeableness	Conscientiousness	Openness to Experience
Honesty-Humility	1.00	-0.17	-0.14	0.51	0.01	0.21
Emotionality	-0.17	1.00	-0.07	-0.13	0.10	0.17
Extraversion	-0.14	-0.07	1.00	0.02	0.21	-0.09
Agreeableness	0.51	-0.13	0.02	1.00	-0.21	0.25
Conscientiousness	0.01	0.10	0.21	-0.21	1.00	0.03
Openness to Experience	0.21	0.17	-0.09	0.25	0.03	1.00