
Instructions for Participants

This is a pilot study.
Thank you for your participation.

In this study your earnings will depend on an activity carried out by a group of several individuals. You can think of yourself as the leader of a team working on a week-long project. Your role will enable you to make decisions affecting project completion. It is crucial that you understand how the team works.

Please read carefully information about the task of the team in p.2-3. You will not participate in the task, but will be tested on your understanding of the task.

Team Task Information

Please read carefully the instructions.

The rules:

A team member is assigned to a team of either 2 or 4 members. S/he will be informed about the team to which s/he will finally belong.

A team leader will not participate in the task, but will observe team performance and will make decisions affecting this performance.

The team has to complete a project in 5 working days of a week.

Each team member will be asked each day, for 5 working days, to contribute an effort level, ranging from 1 hour to 7 hours {1, 2, 3, 4, 5, 6, 7}.

Each team member is rewarded based on his effort level and the minimum of effort levels in his/her team as a whole according to the Table below.

The Earnings of a Team Member

		Least effort chosen in her/his team						
		7	6	5	4	3	2	1
A member effort choice	7	13	11	9	7	5	3	1
	6	-	12	10	8	6	4	2
	5	-	-	11	9	7	5	3
	4	-	-	-	10	8	6	4
	3	-	-	-	-	9	7	5
	2	-	-	-	-	-	8	6
	1	-	-	-	-	-	-	7

Let us clarify the table: A member’s earnings in each day depend on her/his own effort choice (indicated by the first column of the table “your decision” 7, 6, ..., 1)) and on the least effort chosen in her/his team, including her/his effort contribution (indicated by the first row of the table 7, 6, 5, ...1).

Since any team member can decide to dedicate from 1 to 7 hours to the project daily, the least effort contribution can be a number from 1 to 7. One can find the daily earning of a member in the cell, which is the intersection of the row of her/his decision and the column of the least effort chosen in her/his team.

See examples below.

In the table there are cells with “- “. This indicates that a combination of a member choice and the least chosen effort in her/his team is not possible. For example if s/he chooses 4 hours, the smallest effort in her/his team cannot be 7, 6, or 5 (see - in the row “4” (your decision) with - in the columns “7”, “6”, “5”).

Examples:

If s/he has chosen 3 hours and the least effort in her/his team was 3, s/he wins 9 points (row “3” and column “3”)

If s/he has chosen 5 hours and the least effort in her/his team was 3, s/he wins 7 points (row “5” and column “3”)

If s/he has chosen 5 hours and the least effort in her/his team was 4, s/he wins 9 points (row “5” and column “4”)

If s/he has chosen 4 hours and the least effort in her/his team was 1, s/he wins 4 points (row “4” and column “1”)

If a member has chosen 3 hours, the least effort in her/his team cannot be 4 hours (there is a “-“ in row “3” and column “4.”)

Let’s see if you have understood:

If s/he has chosen 1 hour and the least effort in her/his team is 1 hour, her/his points are

_____ (WRITE DOWN HER/HIS POINTS)

If s/he has chosen 4 hours and the least effort in her/his team is 2 hours, her/his points are

_____ (WRITE DOWN HER/HIS POINTS)

If s/he has chosen 7 hours and the least effort in her/his team is 4 hours, her/his points are

_____ (WRITE DOWN HER/HIS POINTS)

Information after each day:

After each day each team member will be informed about the least effort contribution in her/his team, her/his own earnings and her/his accumulated earnings for all days of work.

S/he will also be reminded daily of her/his own effort decision.

Payments:

At the end of the week once the project is finished, all her/his cumulative points will be converted into Euros (5points =1 Euro) and paid to her/him.

Instruction Sheet for Leaders

Think of yourself as the leader in charge of a project completion. Your payoff will depend on your team performance as explained in the following page.

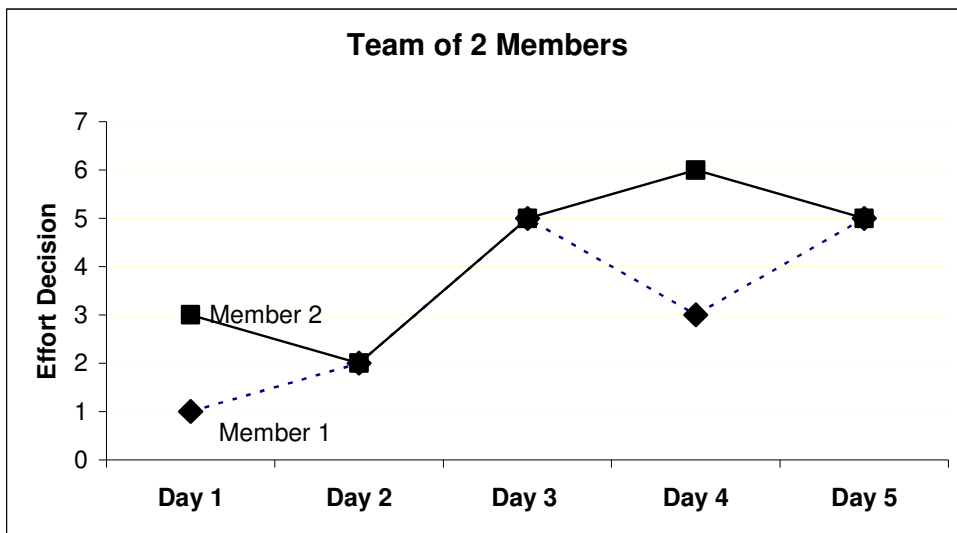
Team members you can work with come from two different populations: Members are either graduates of ITM University or TIM University.

ITM University= {I1, I2, I3, I4, I5, I6, I7, I8}, each element is the label of a team member from ITM university.

TIM University= {T1, T2, T3, T4, T5, T6, T7, T8}, each element is the label of a team member from TIM university.

You will be informed about the performance of your team by a graph. The horizontal axis of the graph will refer to the days of the week. The vertical axis will refer to effort contributions by team members. The contributions of each team member over the days of the week will be plotted in these axes and connected by a line of a particular style for a particular team member.

Below you can see a sample graph.



For example, team member 1 chooses to devote 1 hour on day 1, 2 hour on day 2, and so on.

What is the least effort choice on Day 1, Day 3, Day 5?

_____, _____, _____.

Instruction Sheet for Leaders

Please observe in the following page how the three teams A, B and C have performed the task (explained in p.2-3) last week.

Team A

I1	I2	I3	I4
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Team B

T1	T2
----	----

Team C

T3	T4
----	----

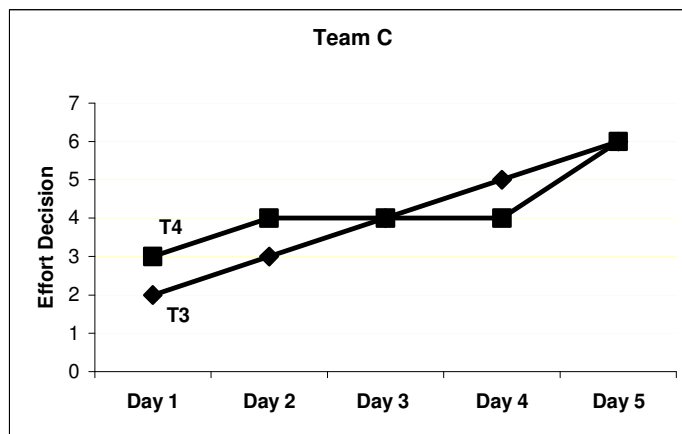
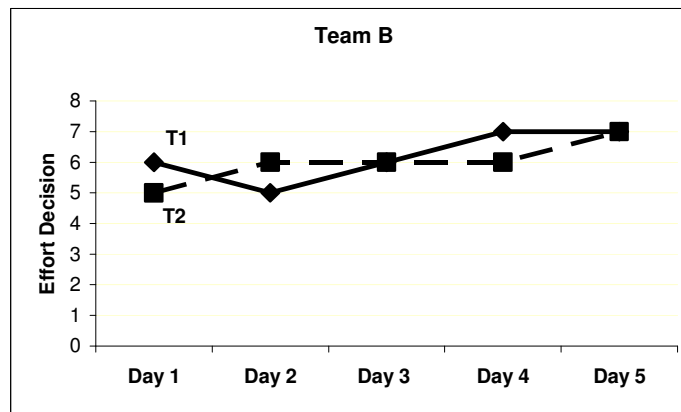
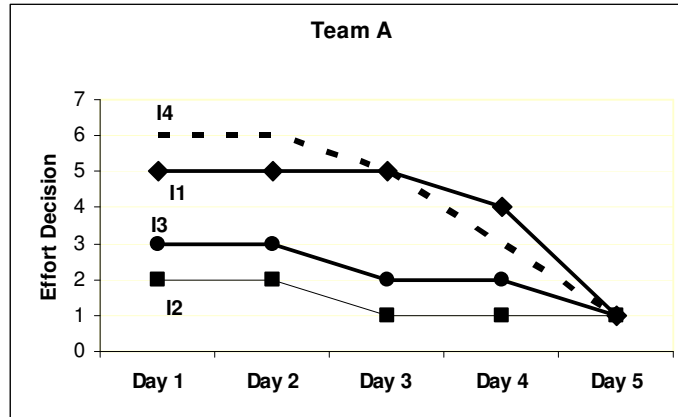
Team A consists of members I1, I2, I3 y I4 from ITM University.

Team B consists of members T1 y T2 from TIM University.

Team C consists of members T3 y T4 from TIM University.

Instruction Sheet for Leaders

Below you see the graphs of each team's performance:



Instruction Sheet for Leaders

Leader Payoff: Your daily earnings as the leader will be the least effort contribution in your team in that day, which will be added up over the week and translated into Euros (1hour =1Point).

In other words, if the least effort chosen in your team is 1 hour in the first day, you will only obtain 1 point for that day, say 3 hours in the second day, you will earn 3 points. At the end of the project, you will obtain the weekly sum. In the following instructions, we will explain how points are converted into Euros.

Let's see whether it is clear to you!

Please fill in the missing cells in the tables, to see the leader payoff in points of Team A, B, C.

Team A -Leader Payoff					
	Day 1	Day 2	Day 3	Day 4	Day 5
Leader	2 hours x1 =2 points	2	...	...	...

Team B -Leader Payoff					
	Day 1	Day 2	Day 3	Day 4	Day 5
Leader	5	5	...	...	...

Team C -Leader Payoff					
	Day 1	Day 2	Day 3	Day 4	Day 5
Leader	2	3	...	...	...

Please fill the missing part in your Leader payoff						
Team	Day 1	Day 2	Day 3	Day 4	Day 5	Overall
Team A	2	2	...	...	... →	...
Team B	5	5	...	...	... →	29 points
Team C	2	3	...	...	... →	...

If you have a question, please raise your hand and the instructor will answer your question in private.

Instruction Sheet for Leaders

PART A

Please answer the following questions based on the results obtained last week. Use the information provided in page 6 and 7. You will earn 5 Euros for filling in Part A.

- Rate the teams' overall performance in the project.
(1=very poor; 9=excellent)

Team A 1 2 3 4 5 6 7 8 9

Team B 1 2 3 4 5 6 7 8 9

Team C 1 2 3 4 5 6 7 8 9

- How would you explain this performance?

In Team A:

In Team B:

In Team C:

- Team A could have performed better if...

- Assume that you are given 100 Euros for each member and you are supposed to give a certain amount of it to each member according to his/her task performance in last week's project.

Please indicate the amount (from 0 to 100) you would like allocate to each team member.

I1___ T1___ I2___ T2___ I3___ T3___ I4___ T4___

Instrucciones para Líderes

Section B

Below there is a list of different teams you can work with in the next project. The team members are the same whose performance you have seen in the previous project and in addition there are other graduates from ITM University (I5, I6, I7, I8) and TIM University (T5, T6, T7, T8) you can work with. Each time, choose only one team.

Remember again, your payment will be based on the accumulated sum (over 5 days) of the least daily effort chosen in your team. Notice that, team performances are hypothetical and inferred from the literature.

In this section, if your team brings more points to you at the end of the week, you will earn 2 euros for your choice, if not 0 euros for your choice.

Choice 1: Four members from TIM University are in one team and two members ITM University are in the other team.

- Which team would you like to lead? Please make a cross.

Team(T1&T2&T3&T4)		Team(I1&I3)				
T1	T2	T3	T4	Vs.	I1	I3
<input style="width: 40px; height: 20px;" type="checkbox"/>				<input style="width: 40px; height: 20px;" type="checkbox"/>		

Choice 2: Two members from ITM University are in one team and six members from TIM University are in the other team.

- Which team would you like to lead? Please make a cross.

Team(I2&I3)		Team(T1&T2&T3&T4&T5&T6)						
I2	I3	Vs.	T1	T2	T3	T4	T5	T6
<input style="width: 40px; height: 20px;" type="checkbox"/>			<input style="width: 40px; height: 20px;" type="checkbox"/>					

Choice 3: Six members from TIM University are in one team and two members from ITM University are in the other team.

- Which team would you like to lead? Please make a cross.

Team(T1&T2&T3&T4&T5&T6)		Team(I1&I4)						
T1	T2	T3	T4	T5	T6	Vs.	I1	I4
<input style="width: 40px; height: 20px;" type="checkbox"/>							<input style="width: 40px; height: 20px;" type="checkbox"/>	

Instrucciones para Líderes

Choice 4: Two members from ITM University are in one team and four members from TIM University are in the other team.

- Which team would you like to lead? Please make a cross.

Team(I5&I6)		Team(T5&T6&T7&T8)	
I5	I6		
	Vs.		
T5	T6	T7	T8

Choice 5: Four members from TIM University are in one team and four members from ITM University are in the other team.

- Which team would you like to lead? Please make a cross.

Team(T1&T2&T3&T4)		Team(I1&I2&I3&I4)	
T1	T2	T3	T4
	Vs.		
I1	I2	I3	I4

Choice 6: Four members from TIM University joint with two members from ITM University are in one team and two members from ITM University are in the other team.

- Which team would you like to lead? Please make a cross.

Team(T1&T2&T3&T4&I5&I6)		Team(I5&I6)			
T1	T2	T3	T4	I5	I6
	Vs.				
I5	I6				

Instruction Sheet for Leaders

PART C

You have been assigned to be the leader of Team A for this week. (The same team members you have seen in Part A.)

In addition to information on the performance of Team A last week, we inform you about the performance of another team, team C.
(For past performance of Team A and Team C, see information in page 6.)

Your earnings could be higher!

We offer you to choose one of the alternatives.

Alternative A. Replace members I2 and I3 with members T3 and T4 and earn the cumulative sum of least daily effort.

Alternative B. Split your team into two 2-member teams and be rewarded by the cumulative sum of least daily effort of one team chosen randomly, i.e. either by the effort of team(I1+I2) or team(I3+I4).

Please make a cross for your choice:

<p>Alternative A</p> <table border="1" style="margin-left: auto; margin-right: auto;"><tr><td style="padding: 5px;">I1</td><td style="padding: 5px;">I4</td><td style="padding: 5px;">T3</td><td style="padding: 5px;">T4</td></tr></table>	I1	I4	T3	T4	<p>vs.</p>	<p>Alternative B</p> <table border="1" style="margin-left: auto; margin-right: auto;"><tr><td style="padding: 5px;">I1</td><td style="padding: 5px;">I2</td><td style="padding: 5px;">+</td><td style="padding: 5px;">I3</td><td style="padding: 5px;">I4</td></tr></table>	I1	I2	+	I3	I4
I1	I4	T3	T4								
I1	I2	+	I3	I4							
<input style="width: 40px; height: 20px; margin: 10px auto;" type="checkbox"/>		<input style="width: 40px; height: 20px; margin: 10px auto;" type="checkbox"/>									

- Please explain why you made this choice?

In this section, if your strategy brings more points to you at the end of the week, you will earn 2 euros, if not 0 euros for your alternative.