

Public Speaking Aversion

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Appendix: Tables, Figures and Experimental Instructions

Table A1: Careers scored on public speaking requirements and starting wage

	Public Speaking requirement rank
Academia	12
Entrepreneur	11
Sales	10
Consulting	9
Front Office	8
Business Analyst	7
Researcher at public institution	6
Investment Banking	5
Management trainee	4
Data Analyst	3
Accounting	2
Back Office	1

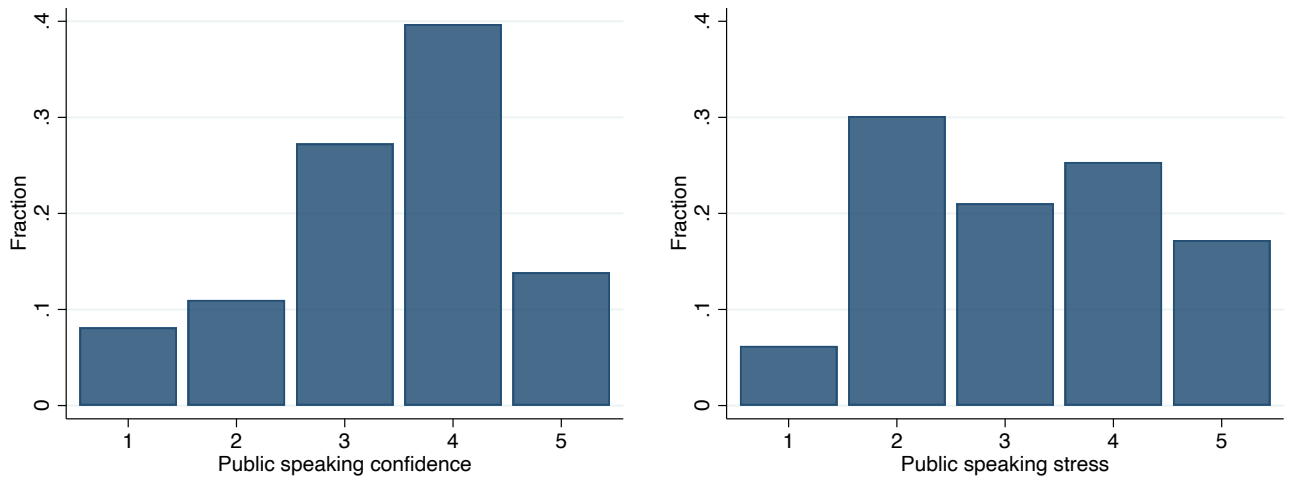
Careers were scored on public speaking requirements by Prolific participants (N=200). Higher rank means careers where public speaking is more important.

Table A2: Correlation between PSA and other preferences and traits

	PS conf.	PS stress	PSA	Extra.	Agree.	Consc.	Emo. Stab.	Open.	Honesty.	Competitive.	Risk Tol.	Confidence
PS confidence	1.00											
PS stress	-0.65	1.00										
PSA	-0.90	0.92	1.00									
Extraversion	0.55	-0.47	-0.56	1.00								
Agreeableness	-0.02	0.03	0.03	0.05	1.00							
Conscientiousness	0.04	-0.04	-0.04	0.11	-0.17	1.00						
Emotional Stability	0.25	-0.32	-0.31	0.26	0.15	-0.17	1.00					
Openness	0.11	-0.14	-0.14	0.05	-0.12	-0.04	0.02	1.00				
Honesty-Humility	-0.06	0.06	0.07	-0.10	0.18	0.07	-0.08	-0.01	1.00			
Competitiveness	0.23	-0.15	-0.21	0.26	-0.29	0.20	0.04	-0.02	-0.13	1.00		
Risk Tolerance	0.24	-0.22	-0.25	0.22	-0.03	-0.26	0.25	0.12	-0.13	0.28	1.00	
Confidence	0.36	-0.34	-0.39	0.55	0.07	0.12	0.19	0.01	-0.13	0.25	0.30	1.00

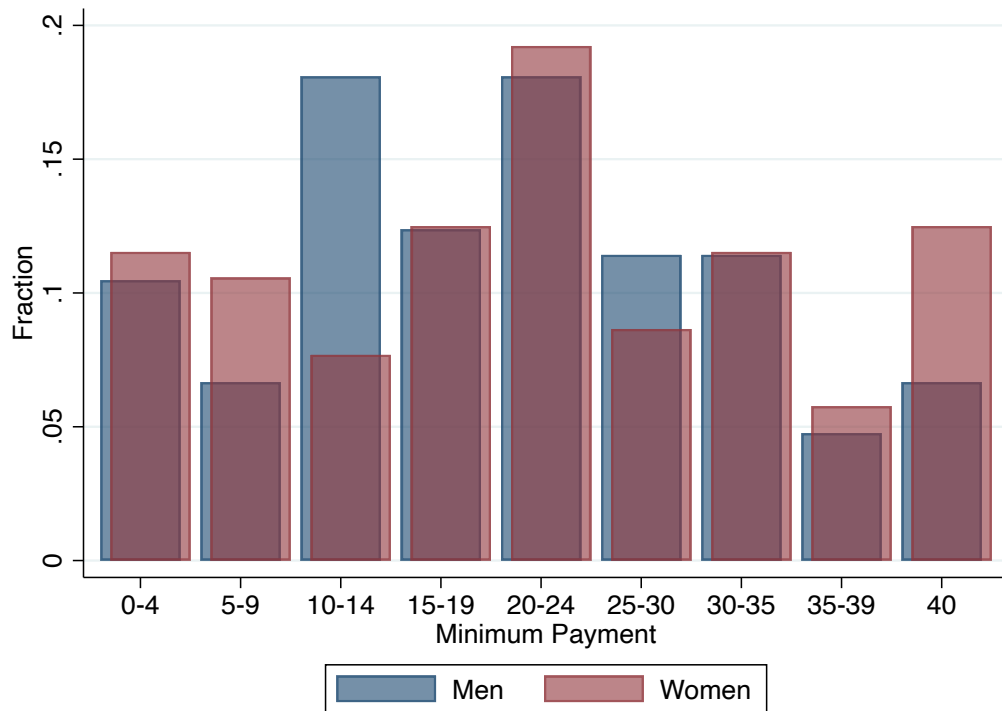
Correlation matrix of public speaking aversion measures and other personality traits.

Figure A1: Distribution of answers to the two survey questions



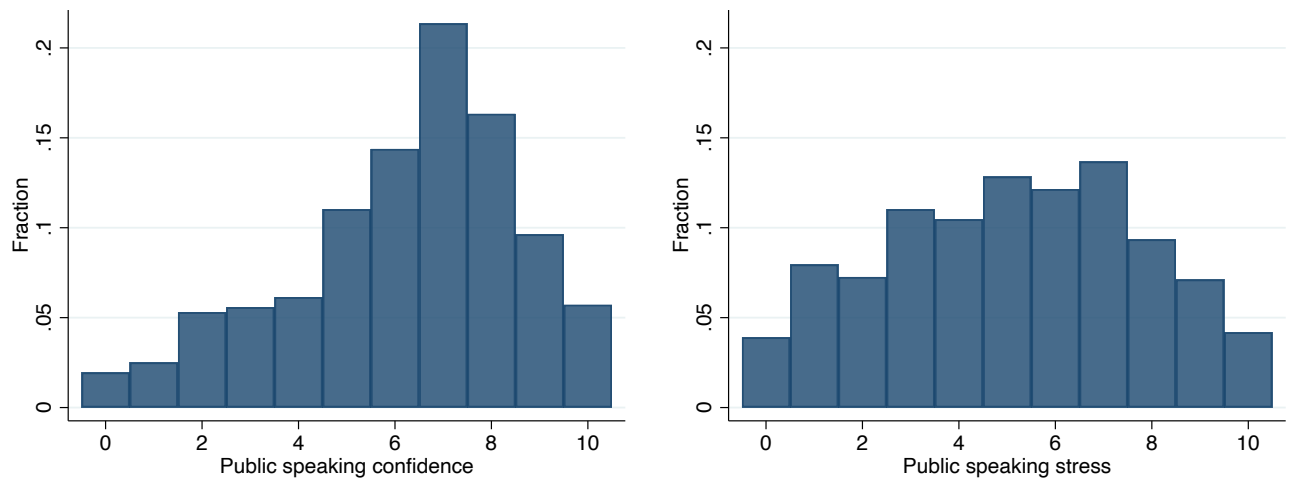
Note: The histograms show the proportion of participants who picked each of five possible answer options to the two survey questions on public speaking preferences, where 1 indicates the least agreement and 5 indicates the most agreement. “Public speaking confidence” refers to the question “I am good at presenting in front of a group” and “Public speaking stress” refers to the question “I find presenting in front of a group stressful”.

Figure A2: Distribution of willingness to present in the lab experiment by gender



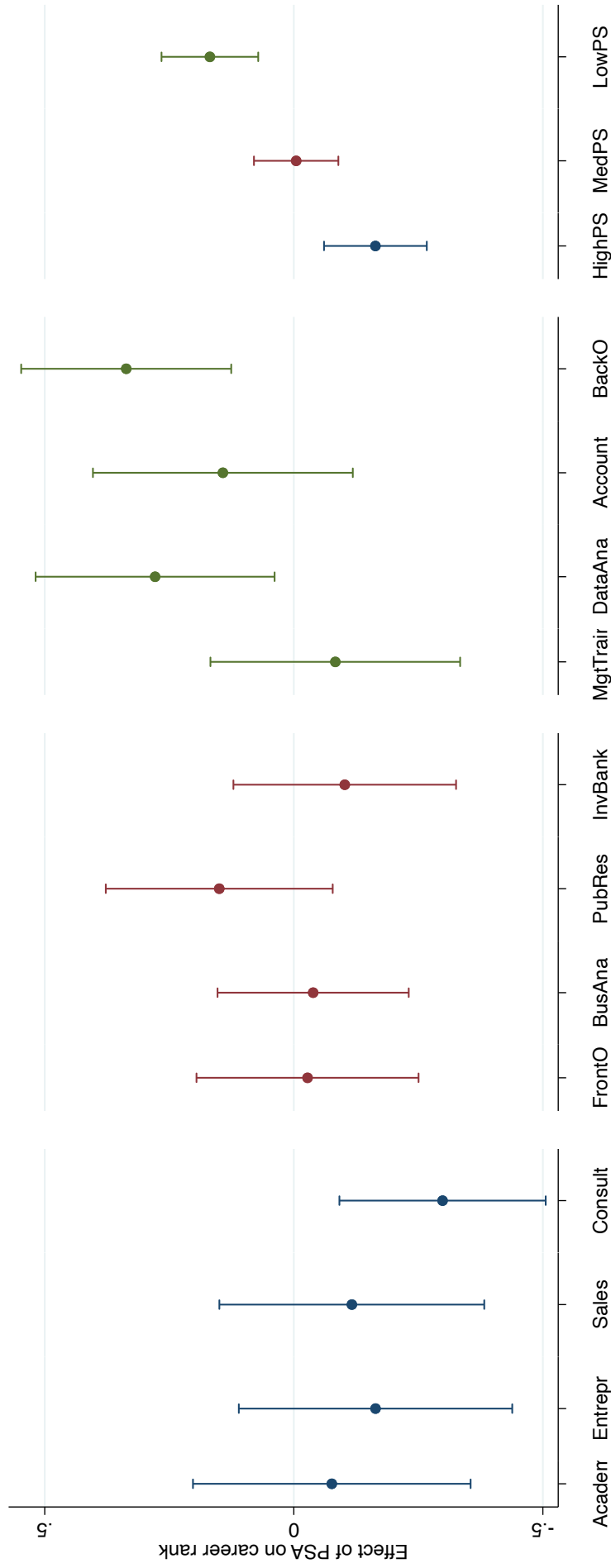
Minimum payment requested (in Euros) by gender. Includes data from 105 males and 104 female speakers.

Figure A3: Distribution of answers to the two survey questions in the student survey



Note: The histograms show the proportion of participants who picked each of five possible answer options to the two survey questions on public speaking preferences, where 0 indicates the least agreement and 10 indicates the most agreement. “Public speaking confidence” refers to the question “I am good at presenting in front of a group” and “Public speaking stress” refers to the question “I find presenting in front of a group stressful”.

Figure A4: Effect of public speaking aversion on ranking of careers



Note: Each plot shows the coefficient on our standardized PSA measure from a regression of the ranking students gave to a particular career option on PSA controlling for gender and study major. The careers are ordered by public speaking intensity. Additionally, in the three right-most plots, we group the career options into three categories: high public speaking (academia, entrepreneur, sales, and consulting), medium public speaking (front office, business analyst, researcher in the public sector, and investment banking), and low public speaking (management trainee, data analyst, accounting, and back office) and use the average ranking as the outcome variable.

Figure A5: Instructions lab experiment

Welcome!

This experiment consists of two parts. The first part contains a questionnaire, which takes approximately 15-20 minutes to complete.

The rest of the experiment will be explained at the start of the second part. Click on the "OK" button at the bottom right of the screen to continue.

Please enter your participant number:

What is your gender? Male
 Female

How old are you?

What is your native language (mother tongue)? You can enter multiple native languages here

What is your proficiency in English? Very bad Very good

What is your major?

What year are you in? 1st year Bachelor
 2nd year Bachelor
 3rd year Bachelor
 1st year Master
 2nd year Master
 Other

How do you see yourself: are you generally a person who is fully prepared to take risks or do you try to avoid taking risks?

0=Not at all willing to take risks; 10=Very willing to take risks 0 ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ 10

How competitive are you?

0=Not at all competitive; 10=Very competitive 0 ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ 10

How much do you agree or disagree with the following statement: I have confidence in my abilities

0=Strongly disagree; 10=Strongly agree 0 ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ ○ 10

OK

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.

There are 62 statements in total, spread over 6 screens. It usually takes less than 15 minutes to complete this questionnaire.

Your answers will not affect the payment you receive at the end of this experiment.

OK

Please read each statement and decide how much you agree or disagree with that statement.

- I would be quite bored by a visit to an art gallery 1 ○ ○ ○ ○ ○ 5
- I plan ahead and organize things, to avoid scrambling at the last minute 1 ○ ○ ○ ○ ○ 5
- I find presenting in front of a group stressful 1 ○ ○ ○ ○ ○ 5
- I rarely hold a grudge, even against people who have badly wronged me 1 ○ ○ ○ ○ ○ 5
- I feel reasonably satisfied with myself overall 1 ○ ○ ○ ○ ○ 5
- I would feel afraid if I had to travel in bad weather conditions 1 ○ ○ ○ ○ ○ 5
- I wouldn't use flattery to get a raise or promotion at work, even if I thought it would succeed 1 ○ ○ ○ ○ ○ 5
- I'm interested in learning about the history and politics of other countries 1 ○ ○ ○ ○ ○ 5
- I often push myself very hard when trying to achieve a goal 1 ○ ○ ○ ○ ○ 5
- People sometimes tell me that I am too critical of others 1 ○ ○ ○ ○ ○ 5
- I rarely express my opinions in group meetings 1 ○ ○ ○ ○ ○ 5

Key:

1: Strongly disagree 2: Disagree 3: Neutral (neither agree nor disagree) 4: Agree 5: Strongly agree

OK

Please read each statement and decide how much you agree or disagree with that statement.

- I sometimes can't help worrying about little things 1 ○ ○ ○ ○ ○ 5
- If I knew that I could never get caught, I would be willing to steal a million dollars 1 ○ ○ ○ ○ ○ 5
- I would enjoy creating a work of art, such as a novel, a song, or a painting 1 ○ ○ ○ ○ ○ 5
- When working on something, I don't pay much attention to small details 1 ○ ○ ○ ○ ○ 5
- People sometimes tell me that I'm too stubborn 1 ○ ○ ○ ○ ○ 5
- I prefer jobs that involve active social interaction to those that involve working alone 1 ○ ○ ○ ○ ○ 5
- When I suffer from a painful experience, I need someone to make me feel comfortable 1 ○ ○ ○ ○ ○ 5
- Having a lot of money is not especially important to me 1 ○ ○ ○ ○ ○ 5
- I think that paying attention to radical ideas is a waste of time 1 ○ ○ ○ ○ ○ 5
- I make decisions based on the feeling of the moment rather than on careful thought 1 ○ ○ ○ ○ ○ 5

Key:

1: Strongly disagree 2: Disagree 3: Neutral (neither agree nor disagree) 4: Agree 5: Strongly agree

OK

Please read each statement and decide how much you agree or disagree with that statement.

- People think of me as someone who has a quick temper 1 ○ ○ ○ ○ ○ 5
- I am good at presenting in front of a group 1 ○ ○ ○ ○ ○ 5
- On most days, I feel cheerful and optimistic 1 ○ ○ ○ ○ ○ 5
- I feel like crying when I see other people crying 1 ○ ○ ○ ○ ○ 5
- I think that I am entitled to more respect than the average person is 1 ○ ○ ○ ○ ○ 5
- If I had the opportunity, I would like to attend a classical music concert 1 ○ ○ ○ ○ ○ 5
- When working, I sometimes have difficulties due to being disorganized 1 ○ ○ ○ ○ ○ 5
- My attitude toward people who have treated me badly is "forgive and forget" 1 ○ ○ ○ ○ ○ 5
- I feel that I am an unpopular person 1 ○ ○ ○ ○ ○ 5
- When it comes to physical danger, I am very fearful 1 ○ ○ ○ ○ ○ 5
- If I want something from someone, I will laugh at that person's worst jokes 1 ○ ○ ○ ○ ○ 5

Key:

1: Strongly disagree 2: Disagree 3: Neutral (neither agree nor disagree) 4: Agree 5: Strongly agree

OK

Please read each statement and decide how much you agree or disagree with that statement.

- I've never really enjoyed looking through an encyclopedia 1 ○ ○ ○ ○ ○ 5
- I do only the minimum amount of work needed to get by 1 ○ ○ ○ ○ ○ 5
- I tend to be lenient in judging other people 1 ○ ○ ○ ○ ○ 5
- In social situations, I'm usually the one who makes the first move 1 ○ ○ ○ ○ ○ 5
- I worry a lot less than most people do 1 ○ ○ ○ ○ ○ 5
- I would never accept a bribe, even if it were very large 1 ○ ○ ○ ○ ○ 5
- People have often told me that I have a good imagination 1 ○ ○ ○ ○ ○ 5
- I always try to be accurate in my work, even at the expense of time 1 ○ ○ ○ ○ ○ 5
- I am usually quite flexible in my opinions when people disagree with me 1 ○ ○ ○ ○ ○ 5
- The first thing that I always do in a new place is to make friends 1 ○ ○ ○ ○ ○ 5

Key:

1: Strongly disagree 2: Disagree 3: Neutral (neither agree nor disagree) 4: Agree 5: Strongly agree

OK

Please read each statement and decide how much you agree or disagree with that statement.

- I can handle difficult situations without needing emotional support from anyone else 1 ○ ○ ○ ○ ○ 5
- I would get a lot of pleasure from owning expensive luxury goods 1 ○ ○ ○ ○ ○ 5
- I like people who have unconventional views 1 ○ ○ ○ ○ ○ 5
- I make a lot of mistakes because I don't think before I act 1 ○ ○ ○ ○ ○ 5
- Most people tend to get angry more quickly than I do 1 ○ ○ ○ ○ ○ 5
- Most people are more upbeat and dynamic than I generally am 1 ○ ○ ○ ○ ○ 5
- I feel strong emotions when someone close to me is going away for a long time 1 ○ ○ ○ ○ ○ 5
- I want people to know that I am an important person of high status 1 ○ ○ ○ ○ ○ 5
- I don't think of myself as the artistic or creative type 1 ○ ○ ○ ○ ○ 5
- People often call me a perfectionist 1 ○ ○ ○ ○ ○ 5

Key:

1: Strongly disagree 2: Disagree 3: Neutral (neither agree nor disagree) 4: Agree 5: Strongly agree

OK

Please read each statement and decide how much you agree or disagree with that statement.

- Even when people make a lot of mistakes, I rarely say anything negative 1 ○ ○ ○ ○ ○ 5
- I sometimes feel that I am a worthless person 1 ○ ○ ○ ○ ○ 5
- Even in an emergency I wouldn't feel like panicking 1 ○ ○ ○ ○ ○ 5
- I wouldn't pretend to like someone just to get that person to do favors for me 1 ○ ○ ○ ○ ○ 5
- I find it boring to discuss philosophy 1 ○ ○ ○ ○ ○ 5
- I prefer to do whatever comes to mind, rather than stick to a plan 1 ○ ○ ○ ○ ○ 5
- When people tell me that I'm wrong, my first reaction is to argue with them 1 ○ ○ ○ ○ ○ 5
- When I'm in a group of people, I'm often the one who speaks on behalf of the group 1 ○ ○ ○ ○ ○ 5
- I remain unemotional even in situations where most people get very sentimental 1 ○ ○ ○ ○ ○ 5
- I'd be tempted to use counterfeit money, if I were sure I could get away with it 1 ○ ○ ○ ○ ○ 5

Key:

1: Strongly disagree 2: Disagree 3: Neutral (neither agree nor disagree) 4: Agree 5: Strongly agree

OK

Instructions

This is an explanation of the second part of the experiment. In this part you can earn money on top of the show-up fee of 7 euros. It works as follows.

You will be given the option to give a presentation of 5 minutes for a bonus payment. The payment you receive will be determined by the computer, but you decide whether you want to give the presentation for this payment. First you are asked to enter the minimum payment for which you would like to give the presentation of 5 minutes. You do this by choosing a payment between 0 and 40 euros. Then you will be given 20 minutes to prepare for the presentation. You have to use the 20 minutes for preparation regardless of the minimum payment you choose.

The topic of the presentation is revealed at the start of the 20 minutes. It is unlikely that you will know the topic well, but you are allowed to use the internet during preparation. There is sufficient information on wikipedia and other websites. The presentation is given in front of an audience of approximately 6 jury members. They will score your presentation, but your scores will not be revealed to you.

You are allowed to use your own mobile phones to look for information on the internet. You can also ask for a tablet computer to access the internet. During the presentation you are not allowed to use notes.

After the preparation time the computer determines whether you will have to give your presentation. The computer will randomly choose a number between 0 and 40.

- 1) If the minimum payment you chose is higher than the number generated by the computer, you will not be asked to give your presentation. You will also not receive the bonus payment.
- 2) If the minimum payment you chose is equal or lower than the number generated by the computer, you will have to give your presentation. You will receive the randomly generated number (in euros) as payment.

You are not allowed to change your choice after you enter your minimum payment. You will receive only the show-up fee if you do not give the presentation and the show-up fee plus the bonus payment if you do present.

The next question will check whether you understood the explanations of the experiment correctly. Please read the instructions above carefully before you continue.

OK

This question checks whether you understood the explanations of the experiment correctly.

Assume that you chose a minimum payment of 10 euros and the computer randomly generated the number 18. Which of the following statements would be correct?

- I do not have to give a presentation and do not receive a bonus payment
- I have to give the presentation and receive a bonus payment of 10 euros
- I have to give the presentation and receive a bonus payment of 18 euros
- I have to give the presentation and receive a bonus payment of 40 euros

OK

Assume that you chose a minimum payment of 10 euros and the computer randomly generated the number 18. Which of the following statements would be correct?
Correct answer : I have to give the presentation and receive a bonus payment of 18 euros

The answer you selected was **correct**.

OK

After the preparation time of 20 minutes the computer will randomly generate a number between 0 and 40.

- 1) If the minimum payment you chose is higher than the number generated by the computer, you will not be asked to give your presentation. You will also not receive the bonus payment.
- 2) If the minimum payment you chose is equal or lower than the number generated by the computer, you will have to give your presentation. You will receive **the randomly generated number** (in euros) as payment.

What is the minimum payment (in euros) you want for giving the presentation? (Choose a number between 0 and 40)

OK

Presentation instructions and preparation

You have 20 minutes to prepare a presentation. The presentation must be exactly 5 minutes. After 20 minutes you will automatically advance to the next screen.

The topic of the presentation is the **German emperor Otto I the great**. Google and wikipedia can be used for the preparation.

You are allowed to use your own phone to find information on the internet. You can also ask for a tablet to access the internet. Please raise your hand if you need a tablet.

The randomly generated number is: **27 euros**

The minimum payment you wanted for the presentation is: **20 euros**

You now have to give a presentation of 5 minutes. On top of the show-up fee of 7 euros you will also receive a bonus payment of 27 euros for the presentation. Please raise your hand to indicate that you finished this part of the experiment.

Please do not continue to the next screen

End experiment