

Online Appendix

The impact of gender information on hiring decisions based on self-set performance targets

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A. Instructions

A.1 Game Instructions

In this section, we present the experimental instructions. Section A.1.1 comprises the instructions identical for all subjects and in sections A.1.2 and A.1.3 we provide the instructions that are specific to the employees and the employers, respectively.

A.1.1 Welcome & Prolific IDs (identical for all roles and treatments)

Welcome!

Before starting, please read the following.

This is a study by researchers of the University of Cologne and the University of Passau. It should take around 14 minutes to complete and you will receive 2.1 pounds for your participation. You can also earn a bonus payment (more details will be provided on the next pages). You will receive your payment for this experiment within the next 10 days.

In this study, anonymized data on decisions you make as well as demographic data (gender, age range and ethnicity) will be collected. The data will be used for research purposes only. Anonymized data (decisions and demographic data) may be made available to other researchers. Your prolific ID is only collected for purposes of payment. The dataset containing your prolific ID will be stored anonymously and in accordance with European data protection laws and will not be made available to others.

Your participation is voluntary and you can quit this study at any time and for any reason. Please note that in this case, you will not receive the payments stated above.

During the experiment, you will be asked comprehension questions. You must answer the questions correctly to be able to continue with the experiment.

Please note that you must complete the entire experiment to receive the payments stated above.

To begin the study, please consent to these rules.

☐ I consent to the above rules
☐ I do not consent and want to quit the study
Continue

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Welcome to this experiment!

Please enter your Prolific ID below

Continue

Demographic questions

Before the experiment starts, please answer these short demographic questions.

What is your gender?

Female
Male
Other

How old are you?

younger than 20 years old
between 20 and 24 years old
between 25 and 29 years old
between 30 and 34 years old
between 35 and 39 years old
40 years old or older

Which ethnicity do you identify most with?

American Native (e.g. American Indian, Alaska Native, Native Hawaiian)
Asian (e.g. East Asian, Indian, Pakistani)
Black (e.g. Black British, African American, Caribbean, African)
Hispanic / Latino
Middle Eastern (e.g. Persian, Arabic)
White
Mixed
Other

Continue

A.1.2 Employee Instructions

The following scheme shows the sequence of the instructions given to subjects in the role of employees. It also shows which parts are identical for all subjects in the role of employees and which are treatment specific. By clicking at the boxes of the scheme, you can directly navigate to the respective part of the instructions.

General Instructions	
Part 1	
Part 2 Piece-Rate / Gender Hidden	Part 2 Target Bonus / Gender Revealed
Belief Elicitation	
Results & Bonus	

A.1.2.1 General instructions (identical for all treatments)

General instructions

Structure of the experiment

- The experiment consists of two parts.
- Part 1 consists of two rounds and you will receive the instructions for part 1 on the next few pages.
- After you have completed part 1, you will receive the instructions for part 2.

Total earnings in experiment

- You will earn 2.1 £ as a fixed payment for completing this experiment.
- Additionally, you can earn a variable bonus of up to a similar size.

Determination of bonus

- You can earn points during the experiment.
- 432 points equal 1 £.
- One round of part 1 has been randomly drawn by the computer. The points you earn in this round as well as the points you earn in part 2 will be summed up and determine your bonus. You will learn at the end of the experiment which round was randomly drawn.

Please note that you need to complete the entire experiment to receive stated payoffs.

Continue

A.1.2.2 Part 1 Instructions (identical for all treatments)

Instructions part 1

Overview

- Part 1 will last for 2 rounds.
- In each round, you will work on the "colors" task for 40 seconds.

The "colors" task

- You will be shown one of the eight words displayed below, and your task will be to press the button of the color the word is written in (i.e. the font color).
- In the task, the word and the color in which the word is written will not always correspond.
- For example, you might see the word **black**. In this case, your task is to press the **button named "orange"**, as the color in which the word is written is orange.
- If you see the word **pink**, your task is to press the **button named "blue"**, as the color in which the word is written is blue.
- You will **receive 10 points for each correctly identified font color**.

yellow blue black orange
pink green red brown

Try out task

Testing the colors task

- Task: press the button naming the font color of the word below.
- As soon as you press a button, a new word will appear, irrespective of whether your answer was correct or not.
- Please try out this task three times.

Correct answers: 1

Test colors worked on: 2

brown

yellow

pink

blue

green

black

red

orange

brown

Testing the colors task

You have completed the three test tasks and these are your results:

Correct answers: 2

Test colors worked on: 3

Please now continue to the first round.

Start part 1

Start task

Reminder

- You will work on the colors task for **40 seconds**.
- For each correctly identified color, you will receive **10 points**.

Please now press the button below to start the task.

Start task

Select the font color of the word below.

Correct answers: 3

blue

yellow

pink

blue

green

black

red

orange

brown

Remaining time: 00: 25

Results of Part 1 - Round 1

Results

- Correctly identified colors: 3

Points

Points for identified colors:

3 * 10 = 30

Continue

--> Round 2 of part 1 is identical to round 1 of part 1

A.1.2.3 Part 2 Instructions (treatment-specific)

Treatment Piece-Rate (gender hidden, difference for gender revealed marked)

Part 2 is about to start.

You will now receive further instructions for part 2.

Show further instructions

Instructions part 2

Overview

- Part 2 consists of 1 round.
- For part 2, you will be called Player K and be matched with two other participants, Player A and Player L.

Your and Player L's task

- You will work on the colors task once for 40 seconds.
- Before working on the colors task, you will be **asked to set a goal for the upcoming round**. This means that you must state how many colors you think you will identify correctly within 40 seconds.
- Player L will do the same, independently of you.

Player A's task

- Player A will be **shown your goal and Player L's goal**.
- Player A must select either you or Player L before being informed about your and Player L's actual performance in part 2.
- Player A's payoff depends on **the performance** of the person they select.
- Player A will receive **30 points** for each color the person they selected (i.e. you or Player L) correctly identifies in part 2.

Gender-revealed treatment adds sentence:
Additionally, Player A will learn your and Player L's

Your payoff in part 2

- For each correctly identified color, you will receive a certain amount of points.
- If you are selected by Player A, you will receive **30 points** for each correctly identified color in part 2.
- If you are not selected by Player A, you will receive **5 points** for each correctly identified color in part 2.

Note: Player A will be shown your and Player L's goals and make their decision after you have finished this experiment. This means that you will be paid your bonus in a few days. You will then also receive a message on Prolific telling you whether or not you were selected by Player A.

Show example 1

Example 1

Goals:

- You set a goal of **8**
- Player L sets a goal of **8**

Choice:

- Player A is informed about your goal as well as Player L's goal and chooses **you**

Performances:

- You identify **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case you, is **higher than the goal**

Payoffs:

- Your payoff: $11 * 30 = 330$ points
- Player L's payoff: $10 * 5 = 50$ points
- Player A's payoff: $11 * 30 = 330$ points

Show example 2

Example 2

Goals:

- You set a goal of **8**
- Player L sets a goal of **11**

Choice:

- Player A is informed about your goal as well as Player L's goal and chooses **Player L**

Performances:

- You identify **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **lower than the goal**

Payoffs:

- Your payoff: $11 * 5 = 55$ points
- Player L's payoff: $10 * 30 = 300$ points
- Player A's payoff: $10 * 30 = 300$ points

Please click on the "Show questions" button and then answer the questions.

Important: Please answer the questions carefully. You need to answer the questions correctly to continue.

Show questions

Please take a look at the following situation and answer the questions below.

Goals:

- You set a goal of **8**
- Player L sets a goal of **8**

Choice:

- Player A chooses **Player L**

Performances:

- You identify **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **higher than the goal**

Not all of your answers are correct. Please look at the feedback below and correct your answers.

Question 1: What is your payoff in this case?

Your answer to question 1 is not correct. You were not selected by Player A, therefore you receive 5 points for each correctly identified color. Please correct your answer.

Your last answer to question 1 was: 300

Question 2: What is Player L's payoff in this case?

Your answer to question 2 is correct.

Your last answer to question 2 was: 300

Question 3: What is Player A's payoff in this case?

Your answer to question 3 is not correct. Player L was selected by Player A. Therefore, Player A receives 30 points for each correctly identified color by Player L. Please correct your answer.

Your last answer to question 3 was: 50

Submit answers to questions

Part 2

Please now press the button below to start part 2.

Start part 2

Setting your goal

Setting a goal

- You will work on the colors task for 40 seconds.
- Please set a goal for this task, that is, the **number of colors you think you will identify correctly** within 40 seconds.
- Player A will **see your goal as well as Player L's goal** and **must select you or Player L**.

Entering your goal

- To enter a goal, please enter in the field below the number of colors you think you will identify correctly within 40 seconds and press the "Enter" button.
- You can still edit your goal afterwards. The last goal you enter before starting the task will be the goal that is saved for you.

Past performance

- Recall that in part 1, you also worked on the colors task for 40 seconds.
- In round 1 of part 1, you identified 3 colors correctly and in round 2 of part 1, you identified 2 colors correctly.

Reminder

- If you are selected, you will receive **30 points** for each correctly identified color.
- If you are not selected, you will receive **5 points** for each correctly identified color.
- Player A will receive **30 points** for each color the **person they selected** (i.e. you or Player L) correctly identifies in part 2.

Note: As soon as you have submitted a goal, a button will appear to continue.

Please enter your goal for the upcoming task in the field below:

Submit goal

Note: You can still change your goal until you press "Continue".

Please enter your goal for the upcoming task in the field below:

Change goal

The goal you submitted for the upcoming round is: 5

Note: You can still change your goal until you press "Continue".

Continue

Treatment Target Bonus (gender-revealed, difference for gender hidden marked)

Instructions part 2

Overview

- Part 2 consists of 1 round.
- For part 2, you will be called Player K and will be matched with two other participants, Player A and Player L.

Your and Player L's task

- You will work on the colors task once for 40 seconds.
- Before working on the colors task, you will be **asked to set a goal for the upcoming round**. This means that you must state how many colors you think you will identify correctly within 40 seconds.
- Player L will do the same, independently of you.

Gender-hidden treatment omits last

Player A's task

- Player A will be **shown your goal and Player L's goal**. Additionally, Player A will learn your and Player L's gender.
- Player A must select either you or Player L before being informed about your and Player L's actual performance in part 2.
- Player A's payoff depends on **the performance and goal** of the person they select.
- Player A will receive **5 points** for each color the person they selected (i.e. you or Player L) correctly identifies in part 2.
- Additionally, if the performance of the selected player is **equal to or higher than** their goal, Player A will receive a **prize of 25 times the goal** the selected player set. Otherwise, Player A will receive **no prize**.

Your payoff in part 2

- For each correctly identified color, you will receive a certain amount of points.
- If you are selected by Player A, you will receive **30 points** for each correctly identified color in part 2.
- If you are not selected by Player A, you will receive **5 points** for each correctly identified color in part 2.

Note: Player A will be shown your and Player L's goals and make their decision after you have finished this experiment. This means that you will be paid your bonus in a few days. You will then also receive a message on Prolific telling you whether or not you were selected by Player A.

Show example 1

Example 1

Goals:

- You set a goal of **8**
- Player L sets a goal of **8**

Choice:

- Player A chooses **you**

Performances:

- You identify **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case you, is **higher than the goal**

Payoffs:

- Your payoff: $11 \cdot 30 = 330$ points
- Player L's payoff: $10 \cdot 5 = 50$ points
- Player A's payoff: $(11 \cdot 5) + (8 \cdot 25) = 55 + 200 = 255$ points

Show example 2

Example 2

Goals:

- You set a goal of **8**
- Player L sets a goal of **11**

Choice:

- Player A chooses **Player L**

Performances:

- You identify **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **lower than the goal**

Payoffs:

- Your payoff: $11 \cdot 5 = 55$ points
- Player L's payoff: $10 \cdot 30 = 300$ points
- Player A's payoff: $(10 \cdot 5) + 0 = 50$ points

Please click on the "Show questions" button and then answer the questions.

Important: Please answer the questions carefully. You need to answer the questions correctly to continue.

Show questions

Please take a look at the following situation and answer the questions below.

Goals:

- You set a goal of **8**
- Player L sets a goal of **8**

Choice:

- Player A chooses **Player L**

Performances:

- You identify **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **higher than the goal**

Question 1: What is your payoff in this case?

Question 2: What is Player L's payoff in this case?

Question 3a: How large is the prize that Player A receives because their selected player (Player L) reached their goal?

Question 3b: How many points does Player A receive for the colors correctly identified by the selected player (Player L)?

Question 3c: What is Player A's total payoff in this case?

Submit answers to questions

Setting your goal

Setting a goal

- You will work on the colors task for 40 seconds.
- Please set a goal for this task, that is, the **number of colors you think you will identify correctly** within 40 seconds.
- Player A will **see your goal as well as Player L's goal** and **must select you or Player L**.

Entering your goal

- To enter a goal, please enter in the field below the number of colors you think you will identify correctly within 40 seconds and press the "Enter" button.
- You can still edit your goal afterwards. The last goal you enter before starting the task will be the goal that is saved for you.

Past performance

- Recall that in part 1, you also worked on the colors task for 40 seconds.
- In round 1 of part 1, you identified 19 colors correctly and in round 2 of part 1, you identified 27 colors correctly.

Reminder

- If you are selected, you will receive **30 points** for each correctly identified color.
- If you are not selected, you will receive **5 points** for each correctly identified color.
- Player A will receive **5 points** for each color **the person they selected** (i.e. you or Player L) correctly identifies in part 2.
- Additionally, if the performance of the selected person is **equal to or higher than their goal**, Player A will receive a prize of **25 times the goal** the selected player set. Otherwise, Player A will receive **no prize**.

Note: As soon as you have submitted a goal, a button will appear to continue.

Please enter your goal for the upcoming task in the field below:

Submit goal

Note: You can still change your goal until you press "Continue".

A.1.2.4 Belief elicitation (identical for all treatments)

Expectations

Please answer the following 2 questions. We will increase your bonus by additional 50 points for each of your answers that is correct or that is one below or one above the correct answer.

Reminder of your data:

- In round 1 of part 1, you identified 3 colors correctly.
- In round 2 of part 1, you identified 2 colors correctly.
- For the upcoming round, you set a goal of 5 colors.

How many colors do you think Player L will identify correctly in part 2?

Which goal do you think Player L will set in part 2?

Proceed

Start task

Please now press the button below to start the task.

The task will start as soon as you click "Start task" below!

Start task

Select the font color of the word below.

For this round, you submitted a goal of: 5

Correct answers: 4

brown

yellow

blue

black

orange

pink

green

red

brown

Remaining time: 00: 24

Select the font color of the word below.

For this round, you submitted a goal of: 5

Correct answers: 5

You have reached your goal!

black

yellow

pink

blue

green

black

red

orange

brown

Remaining time: 00: 09

Results of Part 2

Results

- Correctly identified colors: 5
- Goal: 5

Points

Points for identified colors if selected:

$$5 * 30 = 150$$

Points for identified colors if not selected:

$$5 * 5 = 25$$

Continue

A.1.2.5 Results and Bonus (after completing questionnaires, identical for all treatments)

Results and Bonus

Points earned in part 1

The computer randomly determined that the points you earned in the following round of part 1 will determine your bonus from part 1: **Round 2** in which you earned **20 points**.

Points earned in part 2

Recall: The size of your bonus from part 2 **depends on whether or not Player A will select you**. You will receive a message in a few days informing you about whether Player A selected you and will also receive your bonus then:

- If you are **selected** by Player A, you will receive **30** points times the number of correctly identified colors for part 2, so $5 * 30 = 150$.
- If you are **not selected**, you will receive **5** points times the number of correctly identified colors for part 2, so $5 * 5 = 25$.

Points earned in questionnaire

Your answers regarding the average number of correctly identified colors by men and women in previous sessions were neither correct nor 1 above or below the correct answers. Therefore, you receive no additional points for these questions.

If you receive additional points for correctly guessing the goal and/or performance of Player L, this will be added to your bonus and you will be informed about this via Prolific message.

Total bonus

Your bonus in points from this study thus equals: 20 points from task 1 + the points you receive from part 2 + 0 points from guessing the previous performance of women and men + possible points from guessing Player L's goal and performance.

Recall: 432 points equal 1 £.

Note: You will receive your entire bonus in a few days when Player A has made their decision. Your submission may be approved prior to this.

Continue

Thank you very much for participating in this experiment!

If there is anything else you would like to tell us, please enter it in the field below.

After pressing the "Finish Experiment" button, you will receive the link to return to Prolific.

Finish Experiment

A.1.3 Employer Instructions

The following scheme shows the sequence of the instructions given to subjects in the role of employers. It also shows which parts are identical for all subjects in the role of employers and which are treatment specific. By clicking at the boxes of the scheme, you can directly navigate to the respective part of the instructions.

General Instructions	
Matching Information: Gender Hidden	Matching Information: Gender Revealed
Instructions Overview & Testing of Task	
Task and Payoff Information: Piece-Rate	Task and Payoff Information: Target Bonus
Hiring Decision & Questionnaire: Gender Hidden	Hiring Decision & Questionnaire: Gender Revealed
Results: Piece-Rate / Gender Hidden	Results Target Bonus / Gender Revealed
Final Screen	

A.1.3.1 General instructions

General instructions

Total earnings in experiment

- You will earn 1.8 £ as a fixed payment for completing this experiment.
- Additionally, you can earn a variable bonus of up to a similar size.

Determination of bonus

- You can earn points during the experiment.
- 432 points equal 1 £.
- You will receive further instructions on the next pages.

Please note that you need to complete the entire experiment to receive stated payoffs.

Continue

A.1.3.2 Matching Information: Gender Hidden

Other players

- In this study, you will be shown the data of two other persons.
- To ensure anonymity, we will simply call them **Player K** and **Player L**.

Continue

A.1.3.3 Matching Information: Gender Revealed

Other players

- In this study, you will be shown the data of two other persons.
- To ensure anonymity, these persons will be **assigned first names that correspond with their gender**.
- Until you are shown the data of these two persons, we will simply call them **Player K and Player L**.

button appears in 3 seconds

A.1.3.4 Instructions Overview & Testing of Task (identical for all treatments)

Instructions overview

Overview

- Your task will be to select one of two players, Player K or Player L, who have already performed a task in an earlier session of this experiment.
- You will receive points depending on the selected player's behavior in the task.

Player K's and Player L's task

- Player K and Player L were shown one of the eight words displayed below, and their task was to press the button of the color the word is written in (i.e. the font color).
- In the task, the word and the color in which the word is written would not always correspond.
- For example, a player might see the word **black**. In this case, their task was to press the **button named "orange"**, as the color in which the word is orange.
- If a player saw the word **pink**, their task was to press the **button named "blue"**, as the color in which the word is written is blue.
- Whenever they pressed a button, a new word appeared.
- On the next screen, you can try out the task that Player K and Player L performed. After that, you will receive further instructions on your task.

Note: all players stated to have no issues seeing colors when asked whether they experience colorblindness.

yellow blue black orange
pink green red brown

Try out task

Testing Player K's and Player L's task

Testing the task

- As soon as you are ready, press the "Test task" button.
- You will then have 20 seconds to test the task.

What to do in the task

- Press the button naming the font color of the word below.
- As soon as you press a button, a new word will appear, irrespective of whether your answer was correct or not.
- You can continue as soon as you have completed 20 seconds testing this task.

Test task

Testing Player K's and Player L's task

Correct answers: 0

Test colors worked on: 0

orange

yellow

pink

blue

green

black

red

orange

brown

Remaining time in seconds: 15

Testing Player K's and Player L's task

Correct answers: 0

Test colors worked on: 0

Show further instructions

A.1.3.5 Task and Payoff Information: Piece-Rate

Further instructions

Player K's and Player L's task

- Player K and Player L worked on the task for **40 seconds** for three rounds.
- Before working on the task in the third round, they were each **asked to set a goal for the upcoming round**. This means that they had to state how many colors they thought they would identify correctly within **40 seconds**.

Your task and payoff

- You will be shown Player K's and Player L's goals.
- You must then select either Player K or Player L, before being informed about their actual performance in the third round.
- Your payoff depends on the **performance of the person you select**.
- You will receive **30 points** for each color the person you selected (i.e. Player K or Player L) identified correctly in the third round.

Consequences of your selection for Player K and Player L

- The player who is **selected by you** will receive **30 points** for each correctly identified color in the third round.
- The player who is **not selected by you** will receive **5 points** for each correctly identified color in the third round.
- Player K and Player L were aware of your task and the consequences of your selection before setting their goals.

Recall: all players stated to have no issues seeing colors when asked whether they experience colorblindness.

Show example 1

Example 1

Goals:

- Player K sets a goal of **8**
- Player L sets a goal of **8**

Choice:

- You are informed about Player K's as well as Player L's goal and choose **Player K**

Performances:

- Player K then identifies **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player K, is **higher than the goal**

Payoffs:

- Player K's payoff: $11 * 30 = 330$ points
- Player L's payoff: $10 * 5 = 50$ points
- Your payoff: $11 * 30 = 330$ points

Show example 2

Example 2

Goals:

- Player K sets a goal of **8**
- Player L sets a goal of **11**

Choice:

- You are informed about Player K's as well as Player L's goal and choose **Player L**

Performances:

- Player K then identifies **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **lower than the goal**

Payoffs:

- Player K's payoff: $11 * 5 = 55$ points
- Player L's payoff: $10 * 30 = 300$ points
- Your payoff: $10 * 30 = 300$ points

Please click on the "Show questions" button and then answer the questions.

Important: Please answer the questions carefully. You need to answer the questions correctly to continue.

Show questions

Please take a look at the following situation and answer the questions below.

Goals:

- Player K sets a goal of 8
- Player L sets a goal of 8

Choice:

- You choose **Player L**

Performances:

- Player K identifies **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **higher than the goal**

Your answers to all questions are correct. You can now continue.

Question 1: What is Player K's payoff in this case?

55

Your answer to question 1 is correct.

Your last answer to question 1 was: 55

Question 2: What is Player L's payoff in this case?

300

Your answer to question 2 is correct.

Your last answer to question 2 was: 300

Question 3: What is your payoff in this case?

300

Your answer to question 3 is correct.

Your last answer to question 3 was: 300

Continue

A.1.3.6 Task and Payoff Information: Target Bonus

Further instructions

Player K's and Player L's task

- Player K and Player L worked on the task for **40 seconds** for three rounds.
- Before working on the task in the third round, they were each **asked to set a goal for the upcoming round**. This means that they had to state how many colors they thought they would identify correctly within **40 seconds**.

Your task and payoff

- You will be shown Player K's and Player L's goals as well as their assigned names.
- You must then select either Player K or Player L, before being informed about their actual performance in the third round.
- Your payoff depends on the **performance and goal of the person you select**.
- You will receive **5 points** for each color the person you selected (i.e. Player K or Player L) identified correctly in the third round.
- Additionally, if the performance of the selected person is equal to or higher than their goal, you will receive **a prize of 25 points times the goal** the selected player set.

Consequences of your selection for Player K and Player L

- The player who is **selected by you** will receive **30 points** for each correctly identified color in the third round.
- The player who is **not selected by you** will receive **5 points** for each correctly identified color in the third round.
- Player K and Player L were aware of your task and the consequences of your selection before setting their goals.

Recall: all players stated to have no issues seeing colors when asked whether they experience colorblindness.

Show example 1

Example 1

Goals:

- Player K sets a goal of **8**
- Player L sets a goal of **8**

Choice:

- You are informed about Player K's as well as Player L's goal and choose **Player K**

Performances:

- Player K then identifies **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player K, is **higher than the goal**

Payoffs:

- Player K's payoff: $11 \cdot 30 = 330$ points
- Player L's payoff: $10 \cdot 5 = 50$ points
- Your payoff: $(11 \cdot 5) + (8 \cdot 25) = 55 + 200 = 255$ points

Show example 2

Example 2

Goals:

- Player K sets a goal of **8**
- Player L sets a goal of **11**

Choice:

- You choose **Player L**

Performances:

- Player K then identifies **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **lower than the goal**

Payoffs:

- Player K's payoff: $11 \cdot 5 = 55$ points
- Player L's payoff: $10 \cdot 30 = 300$ points
- Your payoff: $(10 \cdot 5) + 0 = 50$ points

Please click on the "Show questions" button and then answer the questions.

Important: Please answer the questions carefully. You need to answer the questions correctly to continue.

Show questions

Important: Please answer the questions carefully. You need to answer the questions correctly to continue.

Please take a look at the following situation and answer the questions below.

Goals:

- Player K sets a goal of **8**
- Player L sets a goal of **8**

Choice:

- You choose **Player L**

Performances:

- Player K identifies **11** colors correctly
- Player L identifies **10** colors correctly
- The performance of the selected player, in this case Player L, is **higher than the goal**

Question 1: What is Player K's payoff in this case?

Question 2: What is Player L's payoff in this case?

Question 3a: How large is the prize that you receive because your selected player (Player L) reached their goal?

Question 3b: How many points do you receive for the colors correctly identified by your selected player (Player L)?

Question 3c: What is your total payoff in this case?

Submit answers to questions

A.1.3.7 Hiring Decision & Treatment-specific Questionnaire: Gender Hidden

In the following, you will be shown the goals of two persons, **Player K** and **Player L**.

You can now select Player K or Player L.

- **Player K** set a **goal of 20** for the colors task.
- **Player L** set a **goal of 21** for the colors task.

Please now make your selection!

☐	Player K
☐	Player L

Save decision and continue

Questionnaire I/IV

Please answer the following questions. For the first two questions, we will increase your bonus by additional 50 points for each of your answers that is correct or that is one below or one above the correct answer.

Player K set a goal of **20**. How many **colors do you think Player K identified correctly** within 40 seconds?

Player L set a goal of **21**. How many **colors do you think Player L identified correctly** within 40 seconds?

What do you think was most important to Player K when setting their goal?

☐	Player K wanted to set a goal they could reach
☐	Player K wanted to be selected by you
☐	Player K did not really think about what they were doing
☐	I don't know

What do you think was most important to Player L when setting their goal?

☐	Player L wanted to set a goal they could reach
☐	Player L wanted to be selected by you
☐	Player L did not really think about what they were doing
☐	I don't know

Continue

A.1.3.8 Hiring Decision & Treatment-specific Questionnaire: Gender Revealed

In the following, you will be shown the goals of two persons, **James** and **Katherine**.

You can now select James or Katherine.

- **James** set a **goal of 21** for the colors task.
- **Katherine** set a **goal of 20** for the colors task.

Please now make your selection!

☐	James
☐	Katherine

Save decision and continue

Questionnaire I/IV

Please answer the following questions. For the first two questions, we will increase your bonus by additional 50 points for each of your answers that is correct or that is one below or one above the correct answer.

James set a goal of **21**. How many **colors** do you think **James identified correctly** within 40 seconds?

Katherine set a goal of **20**. How many **colors** do you think **Katherine identified correctly** within 40 seconds?

What do you think was most important to James when setting their goal?

☐	James wanted to set a goal he could reach
☐	James wanted to be selected by you
☐	James did not really think about what he was doing
☐	I don't know

What do you think was most important to Katherine when setting their goal?

☐	Katherine wanted to set a goal she could reach
☐	Katherine wanted to be selected by you
☐	Katherine did not really think about what she was doing
☐	I don't know

Continue

A.1.3.9 Results: Piece-Rate / Gender Hidden

Results

Your selection

- You selected **Player L**.
- Player L set a **goal of 21** and **identified 22 colors** correctly.

Your payoff from selecting a player

- Therefore, your payoff equals: $22 \cdot 30 = 660$ points.

Your payoff from guessing the players' performances

- You guessed the performances of both Player K and Player L correctly (or guessed one below or above the correct value). Therefore, you will receive 100 additional points.

Your final bonus

- Your final bonus in points equals: **760 points**.
- This converts into a bonus in pounds of **1.76 GBP**.

Continue

A.1.3.10 Results: Target Bonus / Gender Revealed

Results

Your selection

- You selected **Katherine**.
- Katherine set a **goal of 20** and **identified 21 colors** correctly.

Your payoff from selecting a player

- Katherine's performance was thus **higher than the goal**.
- Therefore, your payoff equals: $(21 \cdot 5) + (20 \cdot 25) = 605$ points.

Your payoff from guessing the players' performances

- You guessed the performances of both James and Katherine correctly (or guessed one below or above the correct value). Therefore, you will receive 100 additional points.

Your final bonus

- Your final bonus in points equals: **705 points**.
- This converts into a bonus in pounds of **1.64 GBP**.

Continue

A.1.3.11 Final Screen (identical for all treatments)

Thank you very much for participating in this experiment!

If there is anything else you would like to tell us, please enter it in the field below.

After pressing the "Finish Experiment" button, you will receive the link to return to Prolific.

Finish Experiment

A.2 Questionnaires

A.2.1 Details on Questionnaires

All participants answered a post-experimental questionnaire, which consisted of two parts. The first part was designed to elicit gender norms. Participants were asked to imagine a player who was randomly allocated one of the male or female names listed in section 2.2.⁴ They were then asked to imagine that this player set an extremely high target, and asked what such a target signals about the player. Possible answers were (only one choice allowed): person will exert a lot of effort; person is very skilled; person is overconfident; person is being unrealistic just to be selected; person is competitive; person enjoys taking risks; none of the options. Further, they were asked to imagine that the person set an extremely high target, but did not believe that they could reach it, and set the target only to be selected by the employer. Participants were then asked to rate how morally appropriate they themselves considered this behavior and how morally appropriate they think others would consider that behavior on a scale from 0 (extremely morally inappropriate) to 10 (extremely morally appropriate).⁵

The second part elicited participants personal characteristics. Participants were asked 5 (employers) or 7 (employees) questions that they had to answer on a scale from 0 (not at all) to 10 (very). The questions asked how much regret participants feel if they could have achieved a better outcome if they had acted differently, how willing they are to take risks, how competitive they consider themselves to be, how ambitious they consider themselves to be, and how important it is to them to reach their self-set goals in life. Employees were additionally asked how stressed they felt during the task and how much they enjoyed the task.

⁴ For employers in the “gender-revealed” treatments, this was a different name to the ones assigned to their two employees.

⁵ Unfortunately, due to a programming error, the personal opinion was overwritten for employers, such that we only have their ratings for how they think others would rate the behaviour. For the employees, the two ratings are strongly and significantly correlated (Person correlation coefficient = 0.756, $p < 0.001$) such that we are confident to not have lost too much information.

A.2.2 Screenshots of Questionnaires (employees, identical for all treatments)

Questionnaire I/IV

Please answer the following 2 questions. We will increase your bonus by additional 50 points for each of your answers that is correct or that is one below or one above the correct answer.

Reminder of your data:

- In round 1 of part 1, you identified 3 colors correctly.
- In round 2 of part 1, you identified 2 colors correctly.
- in part 2, you set a goal of 5 and identified 5 colors correctly.

Recall that in round 2 of part 1, you had experience from round 1 and did not have to set a goal like in round 3.

In previous sessions of this study, participants also worked on the colors task for 40 seconds.

How many colors do you think women identified correctly on average in round 2 in these previous sessions?

How many colors do you think men identified correctly on average in round 2 in these previous sessions?

Continue

Questionnaire II/IV

Please answer the following questions.

When setting your goal, how important was it to you that your goal was realistic?

not at all important ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ extremely important

When setting your goal, how important was it to you that you would be selected by Player A?

not at all important ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ extremely important

Which criteria do you think Player A will use when selecting a player? You can select several options if you like. Player A will select...

☐	...I really do not know.
☐	...the player with the lowest goal.
☐	...the player with the most realistic goal.
☐	...the player with the highest goal.
☐	...any player at random.

Continue

Questionnaire III/IV

Please answer the following questions.

Imagine another player, let's call her Julia.

Julia sets an extremely high goal. In your opinion, what does such a goal **signal about Julia**?

Please select the option below that you consider most applicable.

☐	None of these options.
☐	Julia is competitive.
☐	Julia is being unrealistic just to be selected.
☐	Julia is very skilled at this task.
☐	Julia enjoys taking risks.
☐	Julia will exert a lot of effort.
☐	Julia is overconfident.

Imagine Julia set an extremely high goal, but did not believe that she could reach it, and set the goal so high just to be selected by Player A.

How morally appropriate do you personally consider her behavior to be?

extremely morally inappropriate ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ extremely morally appropriate

How morally appropriate do you think other people would consider her behavior to be?

extremely morally inappropriate ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ extremely morally appropriate

Continue

Questionnaire IV/IV

Please answer the following questions.

How stressed did you feel during the tasks?

very relaxed ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ very stressed

How much did you enjoy the tasks?

not at all ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ very much

If you think of a situation in which you could have achieved a better outcome if you had decided or acted differently, how much regret do you typically feel in such a situation?

no regret at all ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ very much regret

How willing are you to take risks, in general?

not at all willing to take risks ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ very willing to take risks

How competitive do you consider yourself to be?

not competitive at all ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ very competitive

How ambitious do you consider yourself to be?

not ambitious at all ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ very ambitious

How important is it to you to reach your self-set goals in life?

not at all important ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ very important

Continue to results

A.2.3 Prolific messages (employees)

Possible messages for Employees received via Prolific depending on whether they were hired and whether they answered zero, one or two of the questions regarding the other player's performance and goal correctly:

Selected, and both questions correct	Thank you for participating in our study. This message is to inform you that you were selected by Player A. You therefore received 30 points per correctly solved color in part 2. You guessed both the performance and the goal of Player L correctly (or one above/below the correct value), so that additional 100 points were added to your total bonus in points. Your submission has just been approved and your bonus has been paid.
Selected, and goal question correct	Thank you for participating in our study. This message is to inform you that you were selected by Player A. You therefore received 30 points per correctly solved color in part 2. You guessed the goal of Player L correctly (or one above/below the correct value), however not the performance, so that additional 50 points were added to your total bonus in points. Your submission has just been approved and your bonus has been paid.
Selected, and performance question correct	Thank you for participating in our study. This message is to inform you that you were selected by Player A. You therefore received 30 points per correctly solved color in part 2. You guessed the performance of Player L correctly (or one above/below the correct value), however not the goal, so that additional 50 points were added to your total bonus in points. Your submission has just been approved and your bonus has been paid.
Selected, and no question correct	Thank you for participating in our study. This message is to inform you that you were selected by Player A. You therefore received 30 points per correctly solved color in part 2. You guessed neither the performance nor the goal of Player L correctly (or one above/below the correct value), so that no additional points were added to your total bonus. Your submission has just been approved and your bonus has been paid.
Not selected, and both questions correct	Thank you for participating in our study. This message is to inform you that you were not selected by Player A. You therefore received 5 points per correctly solved color in part 2. You guessed both the performance and the goal of Player L correctly (or one above/below the correct value), so that additional 100 points were added to your total bonus in points. Your submission has just been approved and your bonus has been paid.
Not selected, and goal question correct	Thank you for participating in our study. This message is to inform you that you were not selected by Player A. You therefore received 5 points per correctly solved color in part 2. You guessed the goal of Player L correctly (or one above/below the correct value), however not the performance, so that additional 50 points were added to your total bonus in points. Your submission has just been approved and your bonus has been paid.
Not selected, and performance question correct	Thank you for participating in our study. This message is to inform you that you were not selected by Player A. You therefore received 5 points per correctly solved color in part 2. You guessed the performance of Player L correctly (or one above/below the correct value), however not the goal, so that additional 50 points were added to your total bonus in points. Your submission has just been approved and your bonus has been paid.
Not selected, and no question correct	Thank you for participating in our study. This message is to inform you that you were not selected by Player A. You therefore received 5 points per correctly solved color in part 2. You guessed neither the performance nor the goal of Player L correctly (or one above/below the correct value), so that no additional points were added to your total bonus. Your submission has just been approved and your bonus has been paid.

A.2.4 Screenshots of Questionnaires (employers, identical for all treatments)

Questionnaire II/IV

Please answer the following questions.

Do you expect women or men to identify more colors correctly on average in the colors task?

Women identify more colors correctly than men ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ Men identify more colors correctly than women

Which was the most important criterion you used when selecting a player? I selected...

☐	...a player at random.
☐	...the player with the lowest goal.
☐	...the player with the most realistic goal.
☐	...the player with the highest goal.

Continue

Questionnaire III/IV

Please answer the following questions.

Imagine another player, let's call him James.

James sets an extremely high goal. In your opinion, what does such a goal **signal about James**?

Please select the option below that you consider most applicable.

☐	James is competitive.
☐	James enjoys taking risks.
☐	James will exert a lot of effort.
☐	James is very skilled at this task.
☐	James is being unrealistic just to be selected.
☐	James is overconfident.
☐	None of these options.

Imagine James set an extremely high goal, but did not believe that he could reach it, and set the goal so high just to be selected.

How morally appropriate do you personally consider his behavior to be?

extremely morally inappropriate ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ extremely morally appropriate

How morally appropriate do you think other people would consider his behavior to be?

extremely morally inappropriate ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ extremely morally appropriate

Continue to results

Questionnaire IV/IV

Please answer the following questions.

If you think of a situation in which you could have achieved a better outcome if you had decided or acted differently, how much regret do you typically feel in such a situation?

no regret at all  very much regret

How willing are you to take risks, in general?

not at all willing to take risks ●●●●●●●●●● very willing to take risks

How competitive do you consider yourself to be?

not competitive at all  very competitive

How ambitious do you consider yourself to be?

not ambitious at all very ambitious

How important is it to you to reach your self-set goals in life?

not at all important very important

A.2.5 Additional employer survey on expectations and gender equality attitudes

Welcome!

Before starting, please read the following.

This is a study by researchers of the University of Cologne and the University of Passau. It should take around 5 minutes to complete and you will receive 1.00 pound for your participation. You can also earn a bonus payment (more details will be provided on the next pages). You will receive your participation payment of 1.00 pound for this study within the next few days. Possible bonus payments will be paid after 06 June 2023.

In this study, anonymized data on decisions you make will be collected. The data will be used for research purposes only. Anonymized data may be made available to other researchers. Your prolific ID is only collected for purposes of payment. The dataset containing your prolific ID will not be made available to others.

Your participation is voluntary and you can quit this study at any time and for any reason. Please note that in this case, you will not receive the payments stated above.

Important

- During the study, please **do not close this window** or leave the study's web pages in any other way.
- If you do close your browser or leave the task, you will not be able to re-enter and we will not be able to pay you.

To begin the study, please confirm that you have read these rules and consent to them.

☐	I have read the rules and consent to them
☐	I do not consent to the rules and want to quit the study
Continue	

Instructions

On the following screens, we will ask you questions in 7 question sets.

Question sets 1-6 will each contain two sub-questions:

- In the first sub-question, we will ask you your personal opinion.
- In the second sub-question, we will ask which response to the first question you think will be selected most frequently by other Prolific users who participate in this survey between 23 May 2023 and 06 June 2023.

At the end, the computer will randomly draw one of the question sets 1-6:

- For the randomly drawn question set, we will determine the response which was selected most frequently by other Prolific users for the first sub-question.
- If your answer to the second sub-question matches this response, you will receive € 0.50 as a bonus in addition to your reward for participation.

Question set 7 has only one question. You can earn up to € 0.50 as an additional bonus for this question (more details will be provided later).

Please answer the following short attention check questions before you proceed!

1. What does the first sub-question in each question set 1-6 ask you?

☐	Your personal opinion
☐	General knowledge facts
☐	Mathematical calculations

2. What does the second sub-question in each question set 1-6 ask you?

☐	Your personal opinion
☐	What you think will be selected most frequently by other Prolific users as their personal opinion in the first question
☐	General knowledge facts

3. In which case do you receive € 0.50 as a bonus for the randomly drawn question set 1-6?

☐	You receive the bonus if your answer to the second sub-question in the randomly drawn question set matches the MOST frequently chosen response by other Prolific users in the first sub-question
☐	You receive the bonus in any case
☐	You receive the bonus if your answer to the second sub-question in the randomly drawn question set matches the LEAST frequently chosen response by other Prolific users in the first sub-question

Continue

Question set 1

Sub-question 1: Please respond on a scale from 0 to 10 whether you think that women or men are more willing to take risks in general, with 0 standing for "women are far more willing to take risks than men" and 10 standing for "men are far more willing to take risks than women". You can use the values in between to nuance your answer.

0: Women are far more willing to take risks than men ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men are far more willing to take risks than women

Sub-question 2: Please select the response that you think is most frequently chosen in sub-question 1 by other Prolific users participating in this survey between 23 May 2023 and 06 June 2023.

0: Women are far more willing to take risks than men ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men are far more willing to take risks than women

Proceed to question set 2

Question set 2

Sub-question 1: Please respond on a scale from 0 to 10 whether you think that women or men are more overconfident in general, with 0 standing for "women are far more overconfident than men" and 10 standing for "men are far more overconfident than women". With overconfidence, we mean that people think they can do better than they actually can. You can use the values in between to nuance your answer.

0: Women are far more overconfident than men ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men are far more overconfident than women

Sub-question 2: Please select the response that you think is most frequently chosen in sub-question 1 by other Prolific users participating in this survey between 23 May 2023 and 06 June 2023.

0: Women are far more overconfident than men ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men are far more overconfident than women

Proceed to question set 3

Question set 3

Sub-question 1: Please respond on a scale from 0 to 10 whether you think that women or men are in general more willing to say they can do better than they actually think in order to gain an advantage, with 0 standing for "women are far more willing than men to say they can do better than they actually think" and 10 standing for "men are far more willing than women to say they can do better than they actually think". You can use the values in between to nuance your answer.

0: Women are far more willing than men to say they can do better than they actually think ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men are far more willing than women to say they can do better than they actually think

Sub-question 2: Please select the response that you think is most frequently chosen in sub-question 1 by other Prolific users participating in this survey between 23 May 2023 and 06 June 2023.

0: Women are far more willing than men to say they can do better than they actually think ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men are far more willing than women to say they can do better than they actually think

Proceed to question set 4

Question set 4

Sub-question 1: Some people say that because of past discrimination, women should be given preference in hiring and promotion. Others say that such preference in hiring and promotion of women is wrong because it discriminates against men. What about your opinion - are you for or against preferential hiring and promotion of women? Please respond on a scale from 0 to 10, with 0 standing for "strongly in favour of preferential treatment of women" and 10 for "strongly against preferential treatment of women". You can use the values in between to nuance your answer.

0: Strongly in favour of preferential treatment of women ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Strongly against preferential treatment of women

Sub-question 2: Please select the response that you think is most frequently chosen in sub-question 1 by other Prolific users participating in this survey between 23 May 2023 and 06 June 2023.

0: Strongly in favour of preferential treatment of women ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Strongly against preferential treatment of women

Proceed to question set 5

Question set 5

Sub-question 1: Please respond on a scale from 0 to 10 whether you think that women or men make better business executives in general, with 0 standing for "women make far better business executives than men do" and 10 standing for "men make far better business executives than women do". You can use the values in between to nuance your answer.

0: Women make far better business executives than men do ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men make far better business executives than women do

Sub-question 2: Please select the response that you think is most frequently chosen in sub-question 1 by other Prolific users participating in this survey between 23 May 2023 and 06 June 2023.

0: Women make far better business executives than men do ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: Men make far better business executives than women do

Proceed to question set 6

Question set 6

Sub-question 1: Please respond on a scale from 0 to 10 whether you think that when jobs are scarce, women or men should have more right to a job, with 0 standing for "when jobs are scarce, women should have more right to a job than men" and 10 standing for "when jobs are scarce, men should have more right to a job than women". You can use the values in between to nuance your answer.

0: When jobs are scarce, women should have more right to a job than men ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: When jobs are scarce, men should have more right to a job than women

Sub-question 2: Please select the response that you think is most frequently chosen in sub-question 1 by other Prolific users participating in this survey between 23 May 2023 and 06 June 2023.

0: When jobs are scarce, women should have more right to a job than men ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ 10: When jobs are scarce, men should have more right to a job than women

Proceed to question set 7

Question set 7

We will now explain a task to you and would like to know how good you think women and men are at this task. If you answer the question correctly, you will receive € 0.50 as a bonus in addition to anything else you receive in this survey.

Task

- Players are shown one of eight words (yellow, blue, black, orange, pink, green, red, brown), and their task is to press the button of the colour the word is written in (i.e. the font colour).
- In the task, the word and the colour in which the word is written do not always correspond.
- For example, a player might see the word **black**. In this case, their task is to press the button named "orange", as the colour in which the word is written is orange.
- If a player sees the word **pink**, their task is to press the button named "blue", as the colour in which the word is written is blue.
- Players have to identify as many colours correctly as possible within 40 seconds.

Below, you can see a screenshot of the task. In this case, the player would have to press the button named "yellow".



In this question, you will be asked to guess the average number of colours correctly identified in previous sessions. You will receive a bonus of € 0.50 which will be reduced by € 0.05 per 0.1 units that your answer differs from the correct answer.

- This means that if your answer is exactly correct, you receive € 0.50
- The more you deviate from the correct answer, the less you receive
- Example 1: If you deviate by 0.3, you will receive € 0.35. It does not matter whether your answer is 0.3 above or below the correct answer.
- Example 2: If you deviate by 0.8, you will receive € 0.10. It does not matter whether your answer is 0.8 above or below the correct answer.
- You cannot receive less than € 0.00

Question: In previous sessions of the task described above, participants played the task for three rounds of 40 seconds each. In the third round, women on average identified 20.5 colours correctly. How many colours do you think men identified correctly on average in the third round (rounded to one decimal place)?

Continue

B. Further details and analyses

B.1 Exclusion criteria

We had three preregistered exclusion criteria (asPredicted #108248): non-binary gender or gender which deviates from sex at birth, non-completion of the study, and technical problems. We dropped the data of entire triples if at least one subject of the triple had to be excluded. As pre-registered, we tried to minimize the number of observations we would lose by, whenever possible, matching excluded subjects into the same triples: If employees had to be excluded, we tried to match them with another employee within their treatment and condition, who also had to be excluded. If there was no other employee available who had to be excluded as well, we matched them with a non-excluded employee and nevertheless dropped the data of the entire triple later. After the exclusion procedure, we collected as many additional observations per gender as needed to end up with just about 400 pairs of employees in total.

If employers indicated a non-binary gender or a gender which is not their sex at birth in the beginning, we immediately directed them toward a separate set of data which only contained data of employees who also had to be excluded. If more employers in a treatment had have to have been ex ante excluded than there were pairs of excluded employees, they would have been directed to the standard set of data containing data of non-excluded employees. Afterwards, we then would have excluded the entire triple. However, this case never occurred. If employers had to be excluded ex post due to technical problems, we recollected data for the entire triple, to ensure that all decisions of each participant were payoff-relevant. In case an employer dropped out of the study after being matched to a pair of employees that did not have to be excluded, we recruited a new employer for that pair. Apart from those subjects who were excluded, all matching was done randomly within each treatment and condition.

B.2 Selection of names for gender-revealed condition

We identified the names that were rated as most typical (or most average) in all characteristics for the respective gender among the 10 highly popular male and female names used in that study by iterative elimination: In each iteration, we first computed the mean score by gender for each characteristic. Second, we computed a deviation score as the sum of the squared differences from the gender mean for each name. Third, we identified the name with the highest deviation score and eliminated it, before proceeding to the next iteration. With this procedure, we ensured that we always dropped the name for which the associated characteristics were least average for the respective gender and that larger deviations from the mean loomed larger than smaller deviations. Furthermore, this ensured that the remaining names were only compared to one another and not to “irrelevant” names anymore.

This iterative elimination resulted in three male (Matthew, James, Thomas) and three female names (Julia, Sarah, Katherine). A similarity analysis, in which we computed pairwise scores as sums of squared deviations from one another in each characteristic, confirms that these are also the names that

are perceived as most similar in terms of all characteristics. To ensure that there are nevertheless no significant differences between our names, we ran Mann-Whitney U-Tests for pairwise comparisons of the names for each gender for each characteristic. We did not detect any difference between the chosen names for each gender that reached significance at the 5%-level. The only exception is a difference in the perceived religiosity between Julia and Katherine ($p=0.047$). As religiosity should not play a role in this study, we do not regard this difference as problematic for the present study.

C. Further Analyses

C.1 Pre-registered hypotheses that are not discussed in the main body of the paper:

Employees:

HC.1.1: The difference in targets between treatments piece-rate and target bonus is larger for female employees than for male employees.

Table C.1.1: Regression table with interaction of treatment and employee gender

	(1) target
ability	0.69*** (0.019)
Target Bonus	-1.81*** (0.24)
Female employee	-0.63*** (0.24)
Target Bonus x female employee	0.37 (0.34)
Constant	3.15*** (0.42)
Observations	3116
Pseudo R^2	0.319

OLS regression, standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Result C.1.1:

The difference in targets between treatments piece-rate and target bonus is not larger for female employees than for male employees.

Employers:

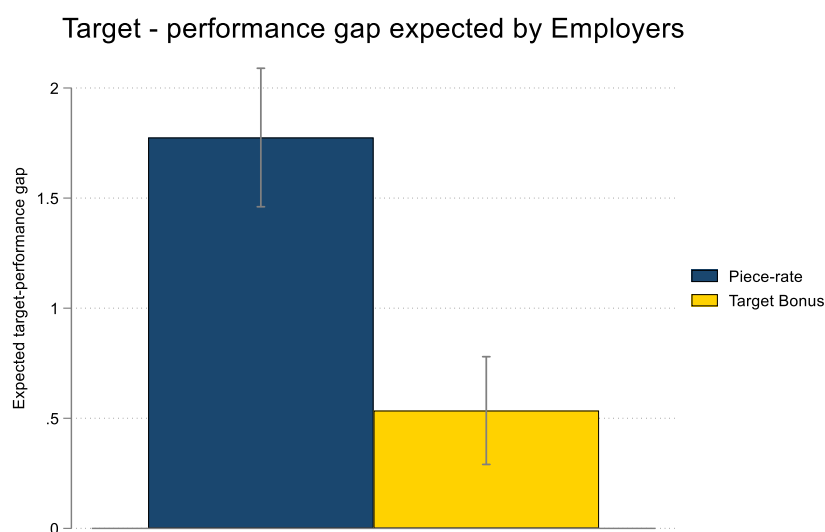
HC.1.2: Employers make a rational choice based on their expectations on employees' performances.

Result C.1.2:

Employers make a rational choice. In piece-rate, 61% of the employers select the employee of whom they expect the higher performance. In target bonus, 73% of the employers select the payoff-maximizing employee, i.e. the employee who grants them the highest payoff given the target and the performance the employer expects from each employee. Both differences are significantly different from 50% according to a Wilcoxon-Sign-Rank test (all p-values < 0.0001).

HC.1.3: In treatment piece-rate, employers expect a larger target-performance gap compared to treatment target bonus.

Figure C.1.3: Expected target-performance gap by treatment



Result C.1.3:

In treatment piece-rate, employers expect a larger target-performance gap compared to treatment target bonus (MW-test, $p < 0.0001$).

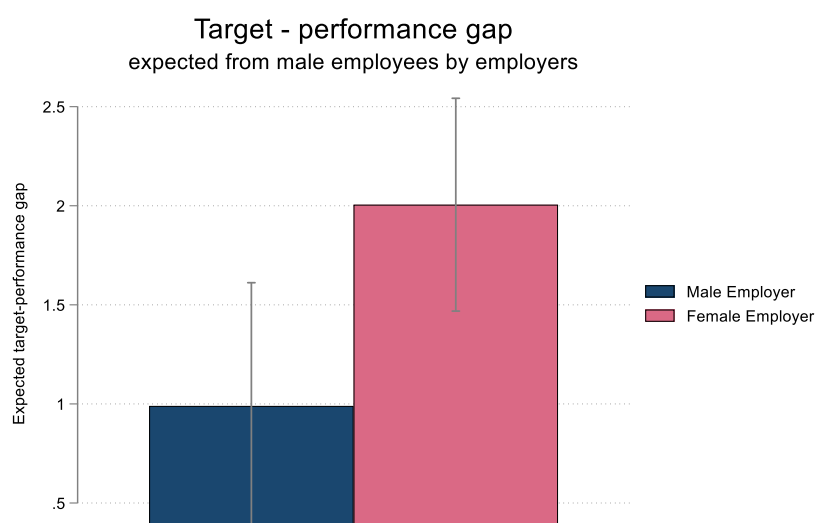
HC.1.4: In the gender-hidden condition, the likelihood of being chosen is higher for male than for female employees

Result C.1.4:

In the gender-hidden condition, the likelihood of being chosen is NOT higher for male than for female employees (it is even higher for female than male employees, Fisher's exact test, $p < 0.0001$).

HC.1.5: In the gender-revealed condition, female employers expect a larger target-performance gap from male employees than male employers do.

Figure C.1.5: Expected target-performance gap by employer gender

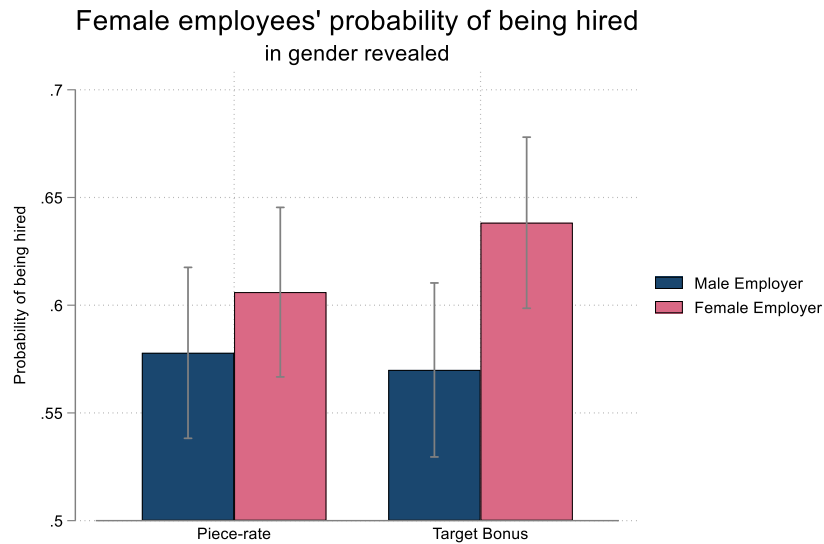


Result C.1.5:

In the gender-revealed condition, female employers expect a larger target-performance gap from male employees than male employers do (MW-test, $p = 0.02$)

HC.1.6: In the gender-revealed condition, the likelihood for female employees of being chosen is higher if the employer is female compared to if the employer is male.

Figure C.1.6: Female employees' probability of being hired



Result C.1.6:

In the gender-revealed condition, the likelihood for female employees of being chosen is NOT higher if the employer is female compared to if the employer is male (1-sided Fisher's exact test, $p=0.01$).

C.2 Supporting Analyses

C.2.1 Employees

Figure C2.1.1: Absolute and normalized targets by gender

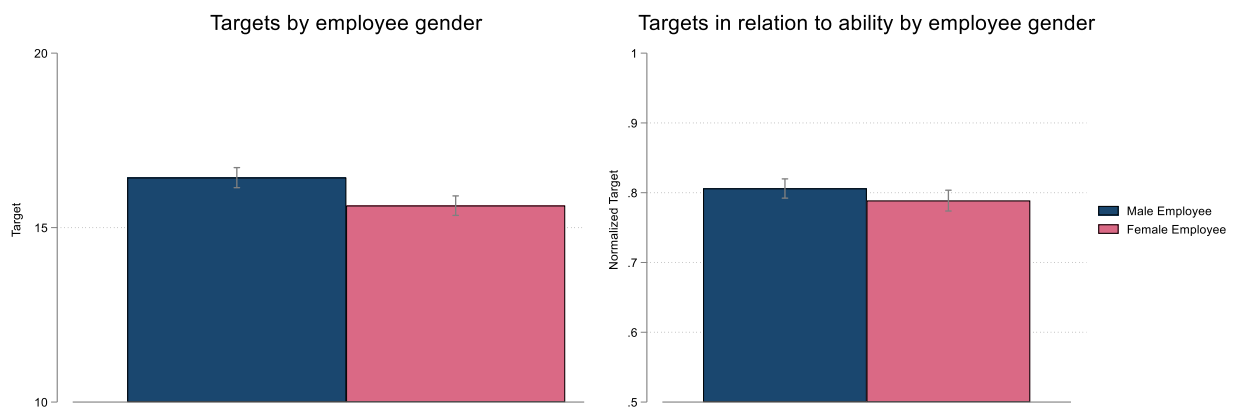


Table C.2.1.2: OLS regression results, dependent variable: target

Dependent variable	(1) target	(2) target	(3) target	(4) target	(5) target
Gender revealed	-0.20 (0.26)	-0.21 (0.26)	-0.28 (0.33)	-0.20 (0.26)	-0.25 (0.26)
Target bonus	-1.77*** (0.23)	-1.77*** (0.23)	-1.63*** (0.41)	-1.70*** (0.23)	-1.81*** (0.23)
Gender revealed x Target bonus	0.30 (0.34)	0.31 (0.34)	0.53 (0.43)	0.31 (0.34)	0.34 (0.33)
ability	0.68*** (0.019)	0.68*** (0.019)	0.49*** (0.072)	0.68*** (0.019)	0.68*** (0.018)
female	-0.45*** (0.17)	-0.44*** (0.17)	-0.29 (0.22)	-0.34** (0.17)	-0.42** (0.18)
age		-0.18*** (0.070)			
Exp. performance other			0.18* (0.11)		
Exp. target other			0.18 (0.14)		
Importance realistic target				-0.24*** (0.091)	
Importance being chosen				0.18*** (0.033)	
Stressed					0.16*** (0.032)
Enjoyed					-0.0044 (0.049)
Risks					0.034 (0.045)
Competitive					-0.024 (0.058)
Ambitious					0.18*** (0.044)
Importance reach goals					0.055 (0.059)
Regret					0.046 (0.029)
Constant	3.19*** (0.43)	4.01*** (0.56)	1.82** (0.71)	4.04*** (0.94)	0.75 (0.62)
Observations	3116	3116	1935	3116	3115
R ²	0.319	0.320	0.441	0.331	0.333

OLS regressions, robust standard errors in parentheses

* p<0.10, ** p<0.05, *** p<0.01

Regressions 2-5 include additional control variables, to assess the robustness of our findings and analyze in an exploratory way further influences on employees' self-set targets. Regression 2 includes age as a demographic control. Including age does not change the effect of the other explanatory variables in any meaningful way, but has a significantly negative impact in itself, thus older people set lower performance targets. In regression 3, beside the standard explanatory variables, we include employees'

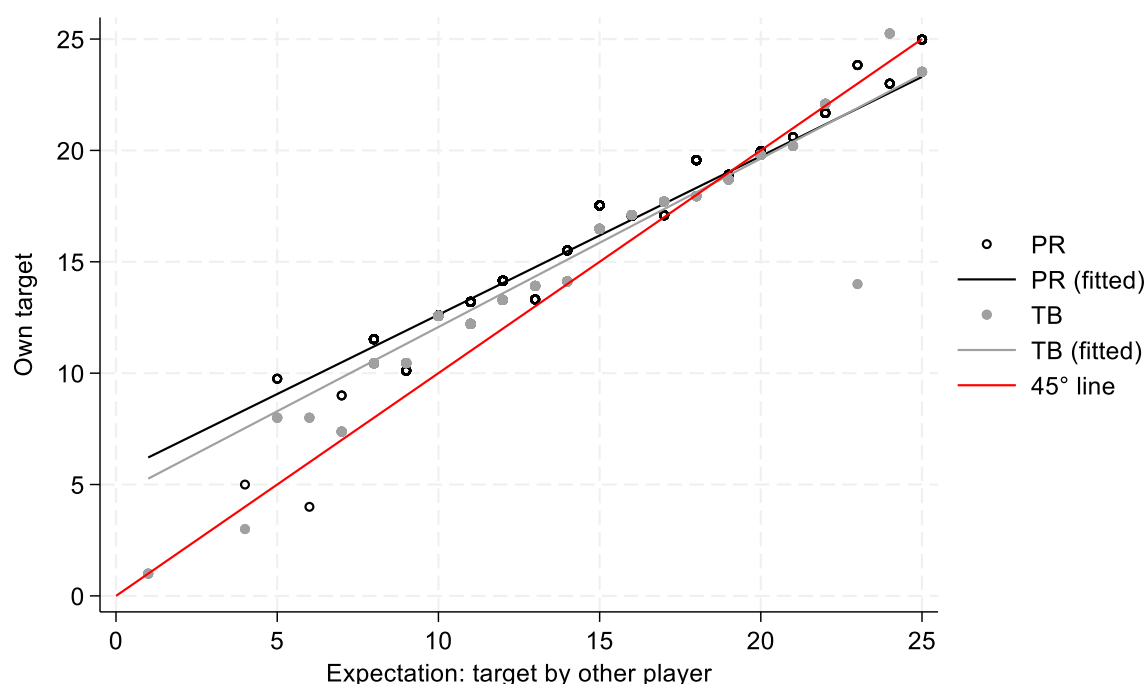
expectations regarding the other employee's target and performance.⁶ We observe two main results. First, the coefficient for the expected performance of the other employee is significant, albeit only at a 10%-level. Thus, we find tentative evidence that employees increase their targets when they expect higher performances of others. The expectation regarding others' targets has no influence in itself. Second, we observe that including these controls renders the coefficient for female insignificant. Running regressions including only one of the two expectations at a time shows that this is caused by the expectation regarding others' targets. Further analyses show that women expect significantly lower targets from the other employee than men do (13.9 vs 15.2; MWU, $p < 0.001$). While we find a strong and significantly positive correlation between own targets and expected targets of others for women (Pearson correlation coefficient = 0.711, $p < 0.001$), we cannot evaluate the direction of causality. Women might expect lower targets from others and thus set lower targets, or they might expect lower targets from others because they set lower targets themselves.

Regression 4 includes employees' answers to the questions how important it was to them to set realistic targets and how important it was to them to be chosen, with higher values signifying more importance. While we find no meaningful variation in the main explanatory variables compared to regression 1, we see that both additional variables have a significant influence in the expected direction: the more important it is to employees to set a realistic target, the lower their target, and the more important it is to employees to be chosen, the higher their target. Running regression 4 separately for the piece-rate and target bonus treatments reveals that the positive impact of the importance of being chosen can only be found in the piece-rate treatments. In the target bonus treatments, the coefficient is close to zero and not significant. Thus, employees for whom it is important to be chosen appear to take the differing incentives for employers in the piece-rate and target bonus treatments into account, and strategically set their targets accordingly. In regression 5, we include employees' answers to our questionnaire regarding their appreciation of the task (how stressed they felt and how much they enjoyed it), and their self-reports regarding their risk preferences, their competitiveness, their ambitiousness, how important it is to reach self-set goals in life and how much regret they feel if a different action could have produced better outcomes.⁷ Again, including these control variables does not result in any meaningful variation of our main explanatory variables compared to regression 1. We find two of the additional variables to have a significant impact, namely a positive correlation between the level of stress felt and the set target. This makes intuitive sense, given that setting higher targets may induce more stress during the task. Secondly, we observe a positive correlation between self-reported competitiveness and self-set targets. Again, this is intuitively plausible, as more competitive people are likely to set higher targets.

⁶ Due to a programming error, these expectations were not saved for all employees, for this reason, the number of observations is smaller for this regression, as we only include those employees for whom the data exists.

⁷ For one single participant, the risk preference was not saved. For this reason, regression 5 contains one observation less.

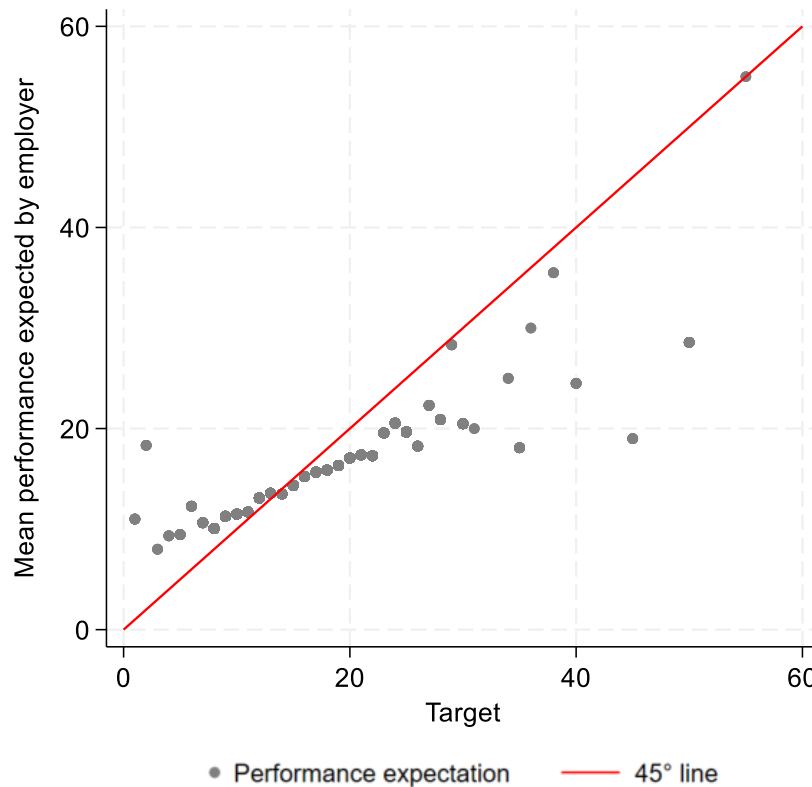
Figure C.2.1.3: Employees own target in relation to target expected from others



The fact that both men and women do not set too high but rather too low targets comes at a surprise. A question that may come to mind is whether employees realized that the self-set target was relevant for being hired and that the employer would be likely to select the employee with the higher target (if it seemed realistic). To shed more light on this question, we can make use of employees' beliefs regarding the other employee's target, which we elicited in an incentivized way. Figure C.2.1.3 plots employees' targets conditional on their expectation regarding the other employee's target. Figure C.2.1.3 shows that employees, on average, try to set their target slightly above the other employee's target, unless they expect the other employee's target to be very high (above 20). They also set lower targets in target bonus than in piece-rate, i.e. they seem to be taking into account that employers might be more cautious in target bonus.

C.2.2 Employers

Figure C.2.2.1: Employers' mean performance expectations by targets



The grey circles in figure C.2.2.1 show the average expected performance for each target level. The figure further includes a 45° line. Figure C.2.2.1 illustrates the significantly positive correlation (Spearman's $\rho = 0.598$; $p < 0.001$) between the self-set target and employers' performance expectations. While average performance expectations are above the 45° line for comparatively low targets smaller than 14 (34.5% of all observations), average performance expectations are below the 45° line for higher targets. This is corroborated when we look at the correlation between the self-set target and the target-performance gap expected by employers, which is also highly significant (Spearman's $\rho = 0.560$; $p < 0.001$). This correlation suggests that the expected target-performance gap also increases with higher targets. So, while employers on the one hand do expect higher performances from employees with higher targets, they also expect these employees to overstate more. This implies that the higher the target, the more employers expect employees to underperform relative to their targets.

Table C.2.2.2: Balance table of employers who did and did not complete the survey

	Survey not completed	Survey completed	Difference
Own characteristics			
female	45.6%	51.4%	5.8
	(0.499)	(0.500)	(0.039)
Age	28.226	28.583	0.358
	(5.602)	(5.861)	(1.277)
risk appetite	5.608	5.444	-0.164
	(2.331)	(2.316)	(0.181)
ambitiousness	6.692	6.409	-0.283
	(2.202)	(2.225)	(0.173)
competitiveness	6.397	6.434	0.038
	(2.545)	(2.463)	(0.194)
prone to regret	6.228	6.437	0.209
	(2.437)	(2.248)	(0.180)
important to reach goals	7.354	7.311	-0.044
	(1.920)	(1.770)	(0.142)
performance in Stroop	6.468	6.732	0.264
	(2.932)	(2.940)	(0.229)
Decisions and gender attitudes			
Hired female employee	62.9%	58.4%	4.5
	(0.484)	(0.493)	(0.038)
TPG expected from female employee	0.785	1.065	0.280
	(4.419)	(5.972)	(0.432)
TPG expected from male employee	1.932	1.301	-0.631
	(4.747)	(6.282)	(0.456)
Gender difference in expected TPG	1.148	0.237	-0.911*
	(6.144)	(7.078)	(0.530)
Stereotype that women are better in Stroop	6.030	5.806	-0.224
	(2.130)	(1.942)	(0.156)
Appropriate to set a high goal	3.506	3.652	0.146
	(2.016)	(1.924)	(0.152)
Appropriate to set a high goal female	3.652	3.601	-0.050
	(1.921)	(1.831)	(0.206)
Appropriate to set a high goal male	3.376	3.714	0.338
	(2.097)	(2.033)	(0.226)
Observations	237	541	778

* p<0.10, ** p<0.05, *** p<0.01

For almost all variables, there is no significant difference between the subsamples. The only difference is that the employers who completed the survey are slightly less likely to expect a lower target-performance gap from female than from male employees (significant at the 10%-level) than the employers who did not complete the survey.

Table C.2.2.3: Regressions with items from additional follow-up survey

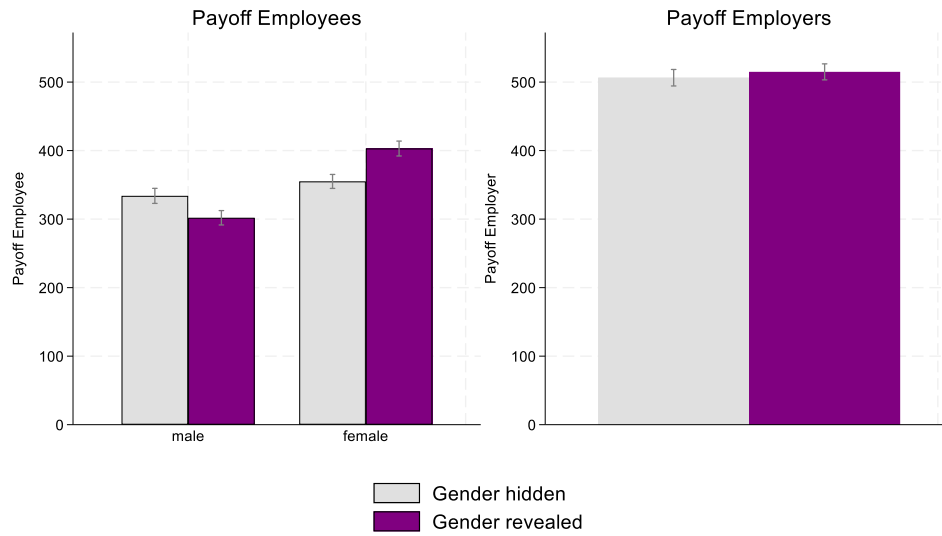
Dependent variable: hired					
	(1) PR	(2) PR	(3) TB	(4) TB	(5) TB
target	0.19*** (0.043)	0.19*** (0.044)	0.045 (0.046)	0.053 (0.044)	0.051 (0.044)
expected target-performance gap	-0.23*** (0.052)	-0.24*** (0.052)	-0.35*** (0.072)	-0.27*** (0.071)	-0.26*** (0.070)
female	0.37*** (0.13)	0.15 (0.19)	0.41** (0.21)	0.34* (0.20)	0.32 (0.21)
female x employer pro affirm. action	-0.097 (0.13)	-0.11 (0.13)			
female x employer pro women right to job	-0.027 (0.13)	-0.062 (0.13)			
female x employer women better executives	0.18 (0.13)	0.14 (0.13)			
female x employer men more risk-taking	-0.12 (0.14)	-0.11 (0.14)			0.16 (0.16)
female x employer men more overconfident	0.033 (0.14)	0.030 (0.14)			
female x employer men more overstatement	0.059 (0.14)	0.055 (0.14)			
female x female employer		0.43 (0.27)	-0.18 (0.31)	-0.14 (0.32)	-0.12 (0.32)
employer risk aversion x expected target-performance gap			-0.080*** (0.021)	-0.077*** (0.022)	-0.076*** (0.022)
female employer x expected target-performance gap				-0.20** (0.081)	-0.21** (0.082)
female x employer risk aversion					-0.024 (0.072)
Observations	552	552	530	530	530
Pseudo R^2	0.114	0.120	0.290	0.308	0.311

Conditional logit with group-level fixed effects, standard errors in parentheses

* p<0.10, ** p<0.05, *** p<0.0

C.2.3 Payoffs

Figure C.2.3.1 – Payoff for employees (a) and employers (b) by gender information



C.2.4 Balance tests

Table C.2.4.1 – Balance tests for employees across treatments

	(1) Piece-rate, hidden	(2) Target Bonus, hidden	(3) Piece-rate, revealed	(4) Target Bonus, revealed	(5) Target Bonus – Piece-rate	(6) Gender revealed - hidden
Prolific data						
age	29.72 (5.76)	29.76 (6.15)	29.48 (5.84)	29.99 (5.83)	0.22 (0.27)	0.13 (0.28)
studying	0.19 (0.40)	0.23 (0.42)	0.20 (0.40)	0.20 (0.40)	0.02 (0.01)	-0.01 (0.01)
working	0.76 (0.43)	0.72 (0.45)	0.75 (0.43)	0.73 (0.45)	-0.03* (0.02)	0.00 (0.02)
UK Nationality	0.94 (0.23)	0.93 (0.25)	0.95 (0.22)	0.95 (0.23)	-0.01 (0.01)	0.01 (0.01)
White	0.85 (0.35)	0.83 (0.38)	0.85 (0.35)	0.82 (0.38)	-0.03** (0.01)	-0.00 (0.01)
Black	0.04 (0.20)	0.05 (0.22)	0.04 (0.20)	0.04 (0.20)	0.00 (0.01)	-0.01 (0.01)
Asian	0.06 (0.24)	0.07 (0.26)	0.06 (0.24)	0.08 (0.27)	0.01 (0.01)	0.00 (0.01)
Our data						
Performance round 1	17.42 (4.34)	17.16 (4.24)	17.44 (4.31)	17.88 (4.53)	0.08 (0.16)	0.37** (0.16)
willing to take risks	5.64 (2.43)	5.49 (2.31)	5.61 (2.36)	5.61 (2.38)	-0.07 (0.08)	0.05 (0.08)
ambitious	6.78 (2.21)	6.53 (2.36)	6.86 (2.14)	6.69 (2.24)	-0.21*** (0.08)	0.12 (0.08)
competitive	6.70 (2.41)	6.54 (2.43)	6.76 (2.39)	6.65 (2.37)	-0.14 (0.09)	0.09 (0.09)

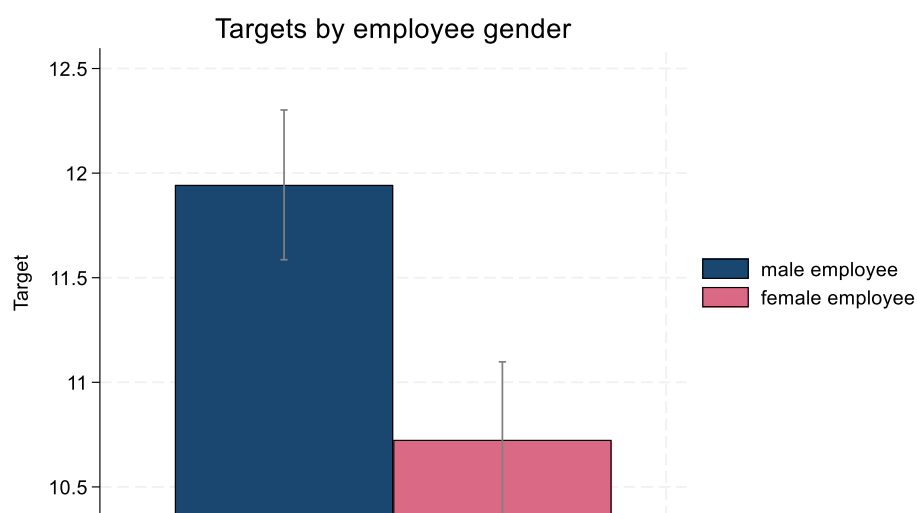
prone to regret	4.49 (2.97)	4.77 (2.99)	4.72 (2.94)	4.55 (2.98)	0.06 (0.11)	0.01 (0.11)
important to reach goals	7.51 (2.00)	7.46 (1.92)	7.58 (1.80)	7.56 (1.90)	-0.03 (0.07)	0.08 (0.07)
Observations	780	780	794	762	3,116	3,116

* p<0.10, ** p<0.05, *** p<0.01

C.3 Replication with number-adding task

Employees

Figure C.3.1: Targets by employee gender



R1: Women set significantly lower targets than men (10.7 vs. 11.9; Mann-Whitney: p<0.0001)

Table C.3.2: OLS regression results for employees, dependent variable: target

	(1) target
gender revealed	-0.36 (0.24)
ability	0.55*** (0.033)
female	-0.44* (0.23)
_cons	5.08*** (0.49)
Observations	1602
R ²	0.196

OLS regression, robust standard errors in parentheses

* p<0.10, ** p<0.05, *** p<0.01

Table C.3.3: The target-performance gap of male and female employees

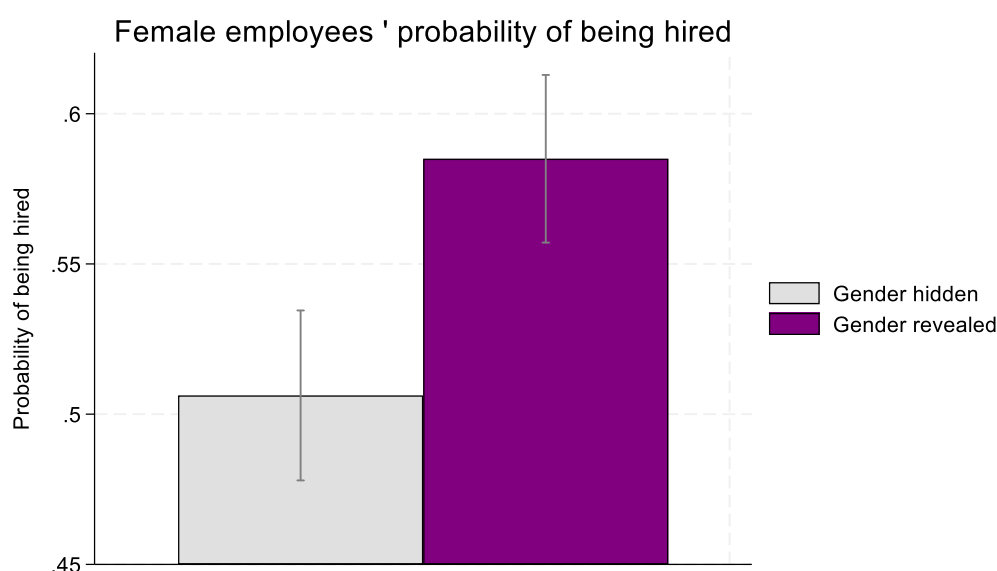
	N	Target	Performance in round 3	Target-performance gap
Male employees	801	11.94 (5.16)	12.46 (4.58)	-0.52
Female employees	801	10.73 (5.38)	11.01 (3.91)	-0.28

Employees of both genders have a negative target-performance gap (both significantly different from 0, $p < 0.0001$, Wilcoxon Signed-Rank Test).

R2: The target-performance gap is NOT larger for male than for female employees ($p = 0.97$, Mann-Whitney U-Test).

Employers

Figure C.3.4: - Female employees' probability of being hired in gender hidden vs. gender revealed



R3: The likelihood for female employees of being hired is higher in the gender-revealed than in the gender-hidden condition ($p = 0.015$, 1-sided Fisher exact test).

Consequently, women have higher payoffs when the gender is revealed (MWU, $p = 0.007$); the increase for female employees (25 points) is larger than the decrease for male employees (17 points). For employers, payoffs are slightly higher in gender revealed (358) compared to gender hidden (353), but this difference is not significant (MWU, $p = 0.479$).

R4: Employers expect a smaller target-performance gap from female employees compared to male employees in the gender-revealed treatment (0.91 for men vs -0.44 for women, MWU, $p < 0.0001$).

Table C.3.5: Conditional fixed-effects logit regressions for employer decisions, dependent variable: hired

	(1) hired All	(2) hired Gender-revealed	(3) hired
target	0.18*** (0.030)	0.19*** (0.045)	0.19*** (0.044)
expected target-performance gap	-0.21*** (0.034)	-0.22*** (0.051)	-0.22*** (0.051)
female employee		0.38*** (0.11)	0.12 (0.15)
female employee x female employer			0.52** (0.21)
Observations	1598	798	798
Pseudo R^2	0.054	0.071	0.082

Conditional logit with group-level fixed effects, standard errors in parentheses

* p<0.10, ** p<0.05, *** p<0.01