

Online Appendix, Not For Publication

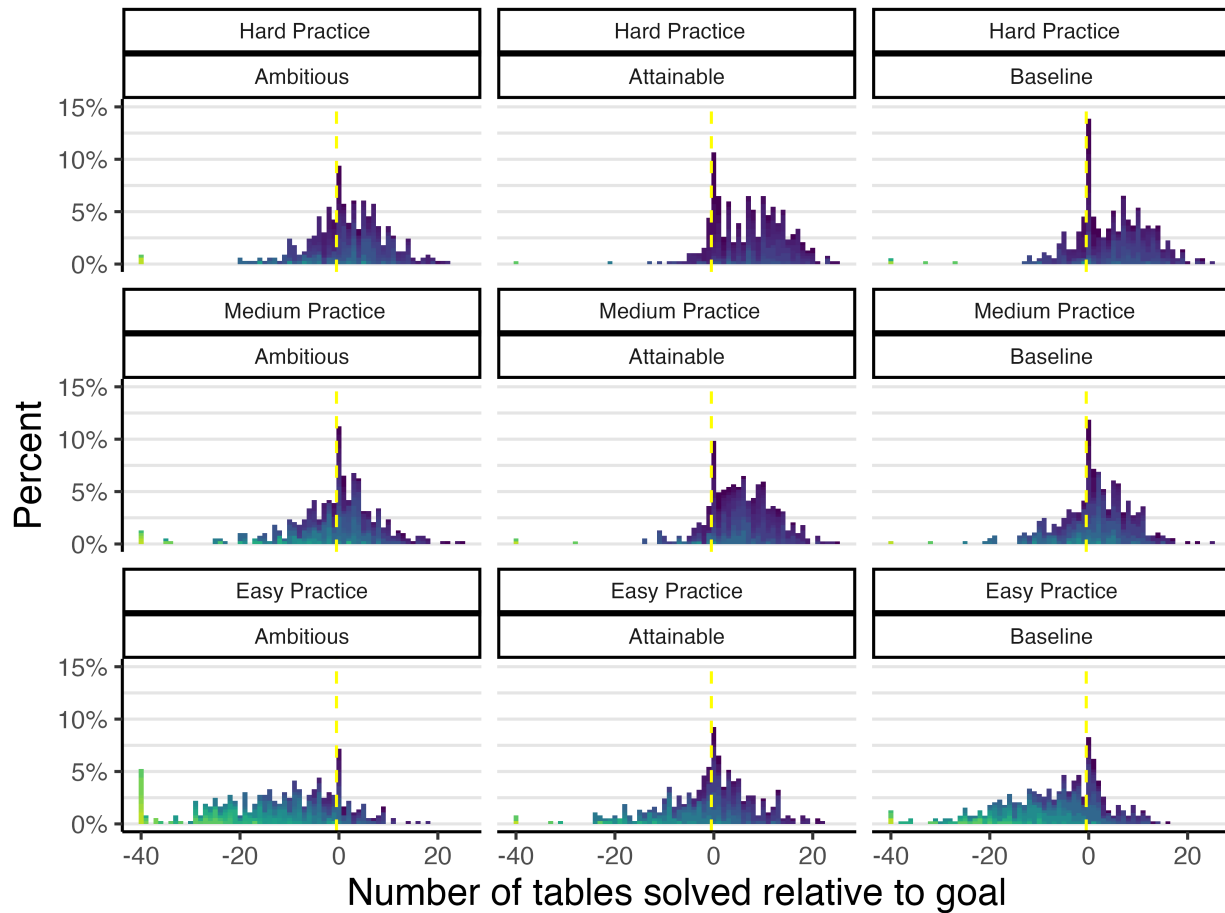
Goals, Expectations, and Performance

Avner Strulov-Shlain

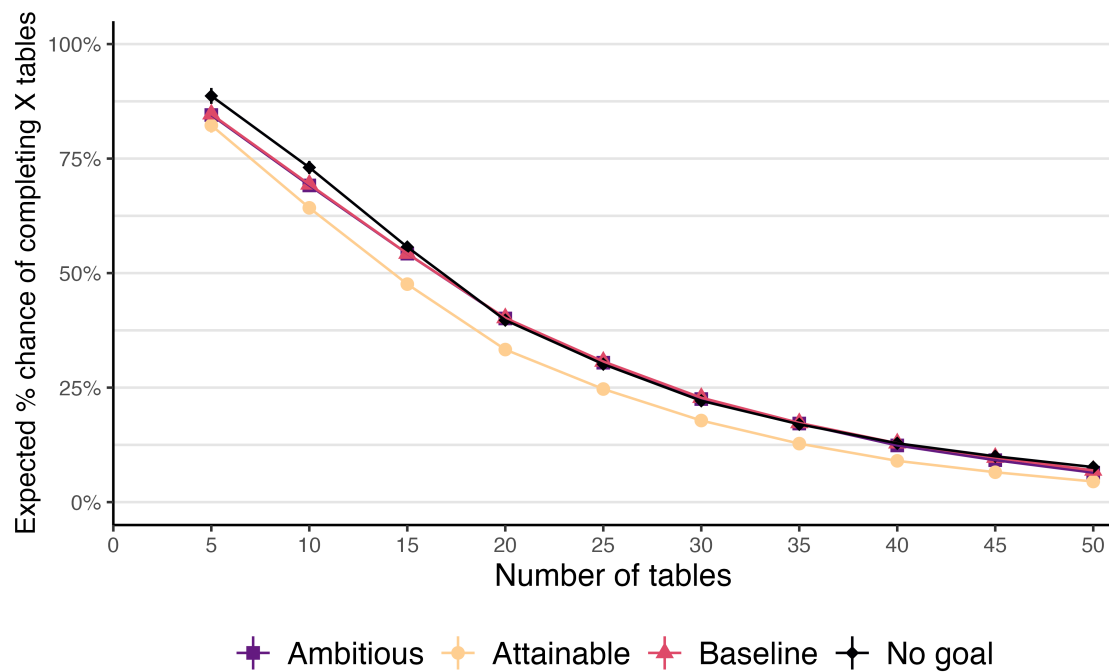
Alex Wellsjo

A Appendix Figures

Figure A1: Bunching in performance around the goal, by treatment

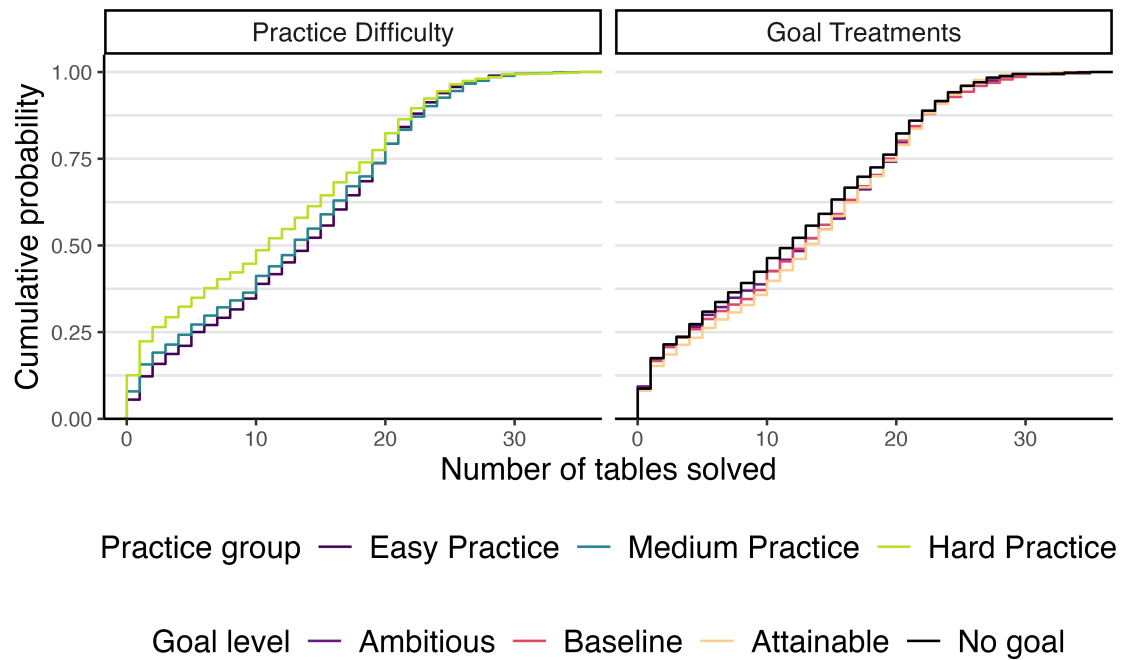


Note: The figure shows a histogram of the number of tables correctly completed by a participant minus their set goal, grouped by *Goal Elicitation* and *Practice Difficulty* treatment. The sample is restricted to those who set a goal. Data winsorized at -40 and 25. The color of blocks in the histogram represent goal level, with dark purple representing the lowest goals and bright yellow representing the highest goals.

Figure A2: Expectations across *Goal Elicitation* treatments

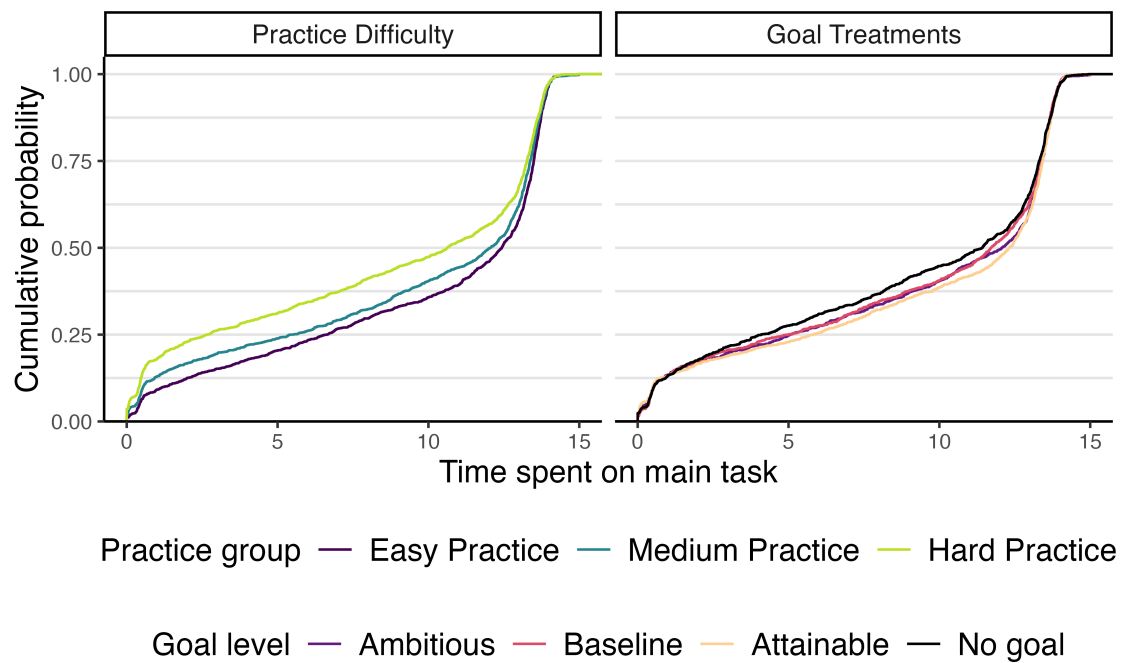
Note: This figure plots the average beliefs across *Goal Elicitation* treatments. Beliefs are measured as the likelihood of solving at least X tables with $X \in \{5, 10, 15, 20, 25, 30, 35, 40, 45, 50\}$ and averaged across participants within each *Goal Elicitation* treatment. Sample is limited to those who reported monotonic beliefs.

Figure A3: Cumulative distribution function of number of tables solved



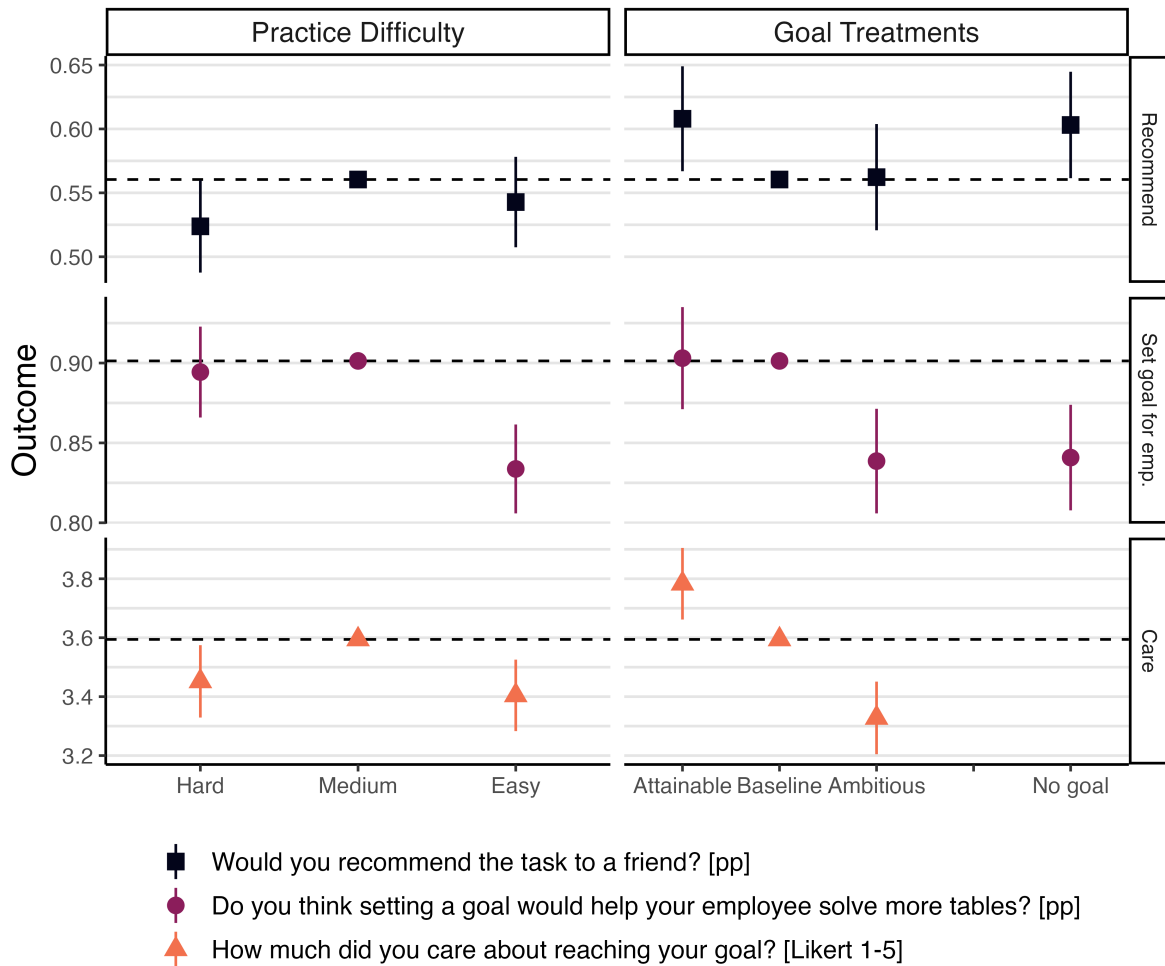
Note: The figure shows a cumulative distribution function of number of tables solved winsorized at 35 tables, by *Practice Difficulty* and *Goal Elicitation* treatments.

Figure A4: Cumulative distribution function of minutes spent on tables



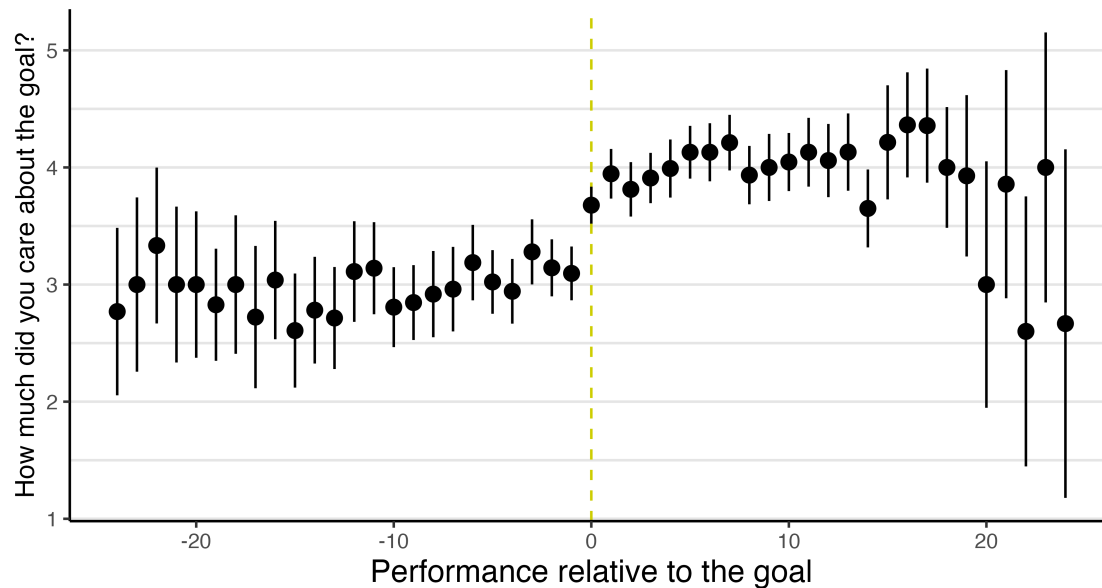
Note: The figure shows a cumulative distribution function of minutes spent on solving tables, by *Practice Difficulty* and *Goal Elicitation* treatments.

Figure A5: Post-task measures



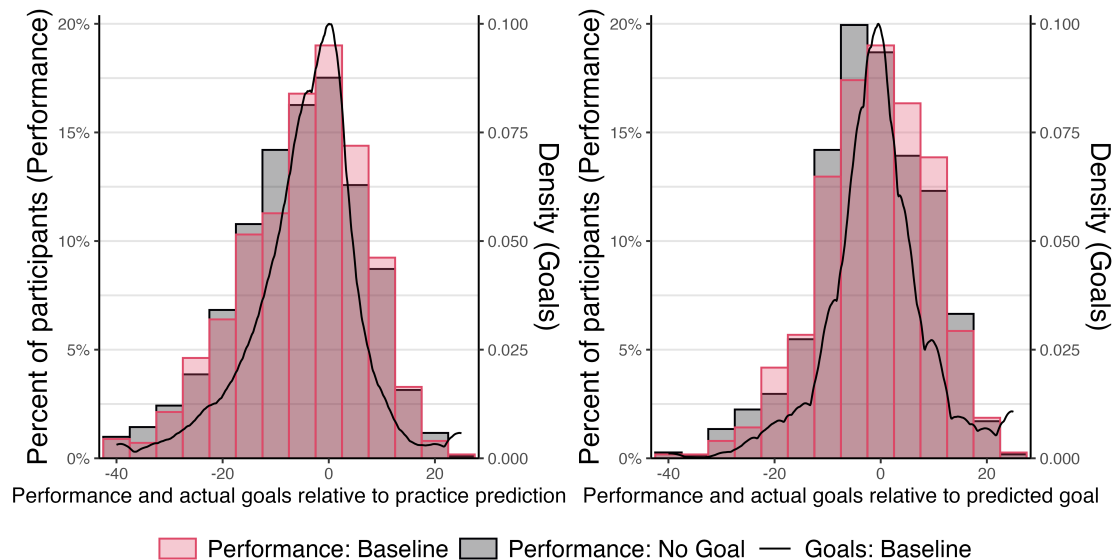
Note: The figure shows the regression-adjusted averages of the post-task measures by treatment (the x-axis). Coefficients and 95% confidence intervals from an OLS regression of each outcome on *Practice Difficulty* and *Goal Elicitation* treatments, controlling for skill. Mean in the omitted treatment (*Medium* practice, *Baseline* Goal) added. The left panels are for the *Practice Difficulty*, and the right are for the *Goal Elicitation* treatments. The top panel is the binary response to "Would you recommend the counting ones task to a friend?" ($n=4,375$); the middle panel is the binary response to "do you think setting a goal would help your employee solve more tables?" ($N = 3,693$); the bottom panel is a 5-point Likert scale response to the question "how much did you care about reaching this goal?" ($n=3,267$). The "Recommend" and "Set goal for emp." questions were asked of all participants, whereas "Care" was only asked of those in the *Goal* treatments. Missing and "I don't know" responses excluded.

Figure A6: Caring about the goal by ex-post performance



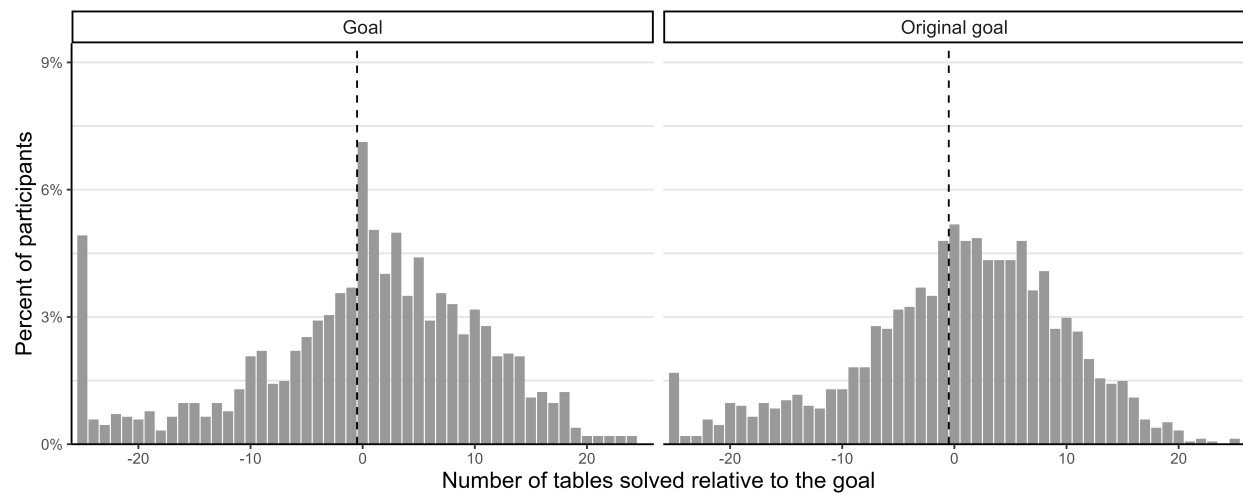
Note: The figure shows OLS regression coefficients of Likert scale answers (1-5) to the question “How much did you care about reaching your goal?” on an indicator for the distance between the number of tables a participant completed and their goal. We use fifty bins to create indicators for the “Performance relative to the goal” variable. Bars represent 95% confidence intervals.

Figure A7: Performance relation to practice prediction and predicted goal



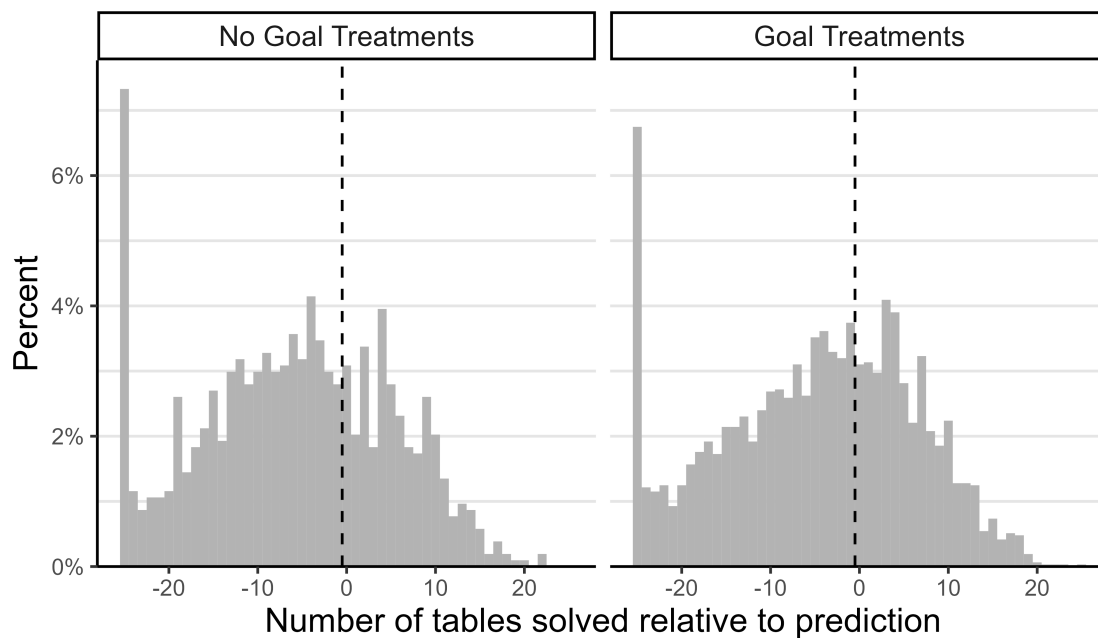
Note: Figure plots the distribution of performance and goals set relative to the practice prediction (left) and to a predicted goal (right). The histogram bars represent the distributions of performance in the *Baseline* and *No Goal* treatments. The solid line shows the density of goals set in the *Baseline* treatment relative to the corresponding benchmark. Predicted goal for each person is the modal goal of participants in the same *Practice Difficulty* with the same practice prediction (winsorizing predictions at 50).

Figure A8: Bunching in performance around original and final goals



Note: The figure shows a histogram of the number of tables correctly completed by a participant minus their goal (left) or original goal (right) for the 70% of participants in the *Attainable* and *Ambitious* treatments who revised their goals. Data are winsorized at -25 and 25.

Figure A9: Bunching in performance around practice prediction



Note: The figure shows a histogram of the number of tables correctly completed by a participant minus their practice prediction, grouped by whether they were in the *Goal* or *No Goal* treatment. Data are winsorized at -40 and 25 and only includes participants with a non-zero practice prediction. The y-axis represents the group-level percent.

B Appendix Tables

Table A1: Additional performance measures

	(1) Number of Tables Attempted	(2) Time Spent on Video Games	(3) Bonus Earned	(4) Hit Goal	(5) Finished Experiment	(6) Number of Tables Correct
Hard Practice	-1.76** (0.35)	0.77** (0.19)	-0.07** (0.02)	0.07** (0.02)	-0.01* (0.01)	
Easy Practice	1.15** (0.34)	-0.43** (0.17)	0.02* (0.01)	-0.35** (0.02)	0.01 (0.01)	
Attainable Goal	0.35 (0.39)	-0.33 (0.21)	0.02 (0.02)	0.16** (0.02)	-0.01* (0.01)	0.73** (0.30)
Ambitious Goal	-0.08 (0.41)	-0.14 (0.21)	-0.01 (0.02)	-0.12** (0.02)	-0.01 (0.01)	0.24 (0.30)
No Goal	-0.95** (0.39)	0.24 (0.21)	-0.04** (0.02)		-0.02** (0.01)	
Skill	X	X	X	X	X	X
Practice Group × Original Goal Bins						X
Sample	All	All	All	Goal & Has Goal	All	Goal & Has Original Goal
Observations	4529	4529	4529	3316	4529	3315
Mean	15.32	3.62	0.64	0.61	0.97	12.74
R ²	0.08	0.02	0.09	0.20	0.01	0.31

Notes: The table shows the estimated coefficients and robust standard errors from an OLS regression of number of tables attempted (unconditional on getting the correct answer), time spent on video games, the earned bonus, whether the goal was hit, and whether the participant completed the experiment on indicators for the *Practice Difficulty* treatment (*Hard*, *Easy* relative to *Medium*), *Goal Elicitation* treatment (*Attainable*, *Ambitious*, and *No Goal* relative to *Baseline*). In Column (6), we regress the number of tables correct on indicators for the *Goal Revision* treatments as well as interactions of *Practice Difficulty* with bins of original goal (0-4, 5-9, ..., 40+). All regressions control for skill with an indicator for correctly solving the common practice table and predicted performance based on the common practice table. Columns 3 and 6 are limited to those who were in the goal treatment and set either a final goal (Column 3) or an original goal (Column 6). * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A2: Goal-setting across *Practice Difficulty* and *Goal Elicitation* treatments

Practice Group	Goal Level	N	Goal	Goal / Prac. Pred. Ratio	% Goal < Prac. Pred.	% Goal = Prac. Pred.	% Goal > Prac. Pred.
Hard Practice	Attainable	402	5.1	0.63	66.9%	9.45%	23.6%
Hard Practice	Baseline	363	7.3	0.92	53.2%	19.6%	27.3%
Hard Practice	Ambitious	345	10.0	1.16	34.2%	10.1%	55.7%
Medium Practice	Attainable	397	8.3	0.57	78.1%	6.05%	15.9%
Medium Practice	Baseline	371	11.5	0.81	65.0%	14.8%	20.2%
Medium Practice	Ambitious	397	14.6	1.30	40.6%	8.8%	50.6%
Easy Practice	Attainable	377	14.9	0.57	83.0%	5.3%	11.7%
Easy Practice	Baseline	392	20.8	0.79	69.6%	12.8%	17.6%
Easy Practice	Ambitious	372	26.2	1.00	50.3%	8.1%	41.7%
All	All	3,416	13.2	0.86	60.5%	10.5%	29.1%

Notes: The table shows descriptive statistics for the goal set, the ratio of goals to practice predictions, % of individuals with goals less than practice predictions, the % of individuals with goals equal to practice predictions, the % of individuals with goals greater than practice predictions, grouped by *Practice Difficulty* and *Goal Elicitation*. Goals are winsorized at 100.

Table A3: Effects in the *No Goal* group

	(1) Median of Belief Distribution	(2) Number of Tables Correct	(3) Number of Tables Correct
Hard Practice	-4.01*** (1.22)	-1.74*** (0.61)	-1.77*** (0.61)
Easy Practice	7.21*** (1.28)	0.40 (0.57)	0.35 (0.57)
Expectations Elicited			0.36 (0.48)
Skill	X	X	X
Observations	474	1113	1113
Mean of Dep. Var.	19.87	11.77	11.77
R^2	0.17	0.10	0.10

Notes: The table shows the estimated coefficients and robust standard errors from an OLS regression of the median of the participant's belief distribution (Column 1) and number of tables solved (Columns 2-3) on indicators for *Practice Difficulty* treatment (*Hard*, *Easy* relative to *Medium*) and an indicator for whether performance expectations were elicited. Sample is the *No Goal* treatment. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A4: Pre-registered analyses

	(1) Number of Tables Correct	(2) Number Tables Correct	(3) Likelihood of Reaching Goal	(4) Likelihood Reaching Goal	(5) Median of Belief Distribution	(6) Median of Belief Distribution
Hard Practice	-1.18*** (0.43)	-1.75*** (0.61)	-0.22 (1.05)	4.17** (1.71)	-4.79*** (0.41)	-4.42*** (0.77)
Easy Practice	0.79** (0.40)	0.39 (0.57)	1.19 (0.99)	2.71* (1.61)	9.47*** (0.50)	10.35*** (0.86)
Attainable Goal			4.82*** (0.91)	8.32*** (1.60)	-2.10*** (0.46)	-1.52** (0.71)
Ambitious Goal			-14.95*** (1.09)	-12.79*** (1.90)	-0.13 (0.49)	0.54 (0.77)
Baseline Goal Treatment	0.77** (0.34)	0.13 (0.59)				
Easy Practice × Baseline Goal Treatment		0.83 (0.81)				
Hard Practice × Baseline Goal Treatment		1.14 (0.86)				
Easy Practice × Attainable Goal				-3.12 (2.15)		-1.66 (1.18)
Easy Practice × Ambitious Goal				-1.28 (2.60)		-0.96 (1.26)
Hard Practice × Attainable Goal				-7.52*** (2.32)		-0.09 (1.00)
Hard Practice × Ambitious Goal				-5.42** (2.75)		-1.08 (1.07)
Skill Sample	X <i>Baseline & No Goal</i>	X <i>Baseline & No Goal</i>	X <i>Goal Tx, Monotone beliefs</i>	X <i>Goal Tx, Monotone beliefs</i>	X <i>Goal Tx, Monotone beliefs</i>	X <i>Goal Tx, Monotone beliefs</i>
Observations	2239	2239	3011	3011	3037	3037
Mean of Dep. Var.	12.11	12.11	74.77	74.77	18.63	18.63
R ²	0.11	0.11	0.13	0.14	0.30	0.30

Notes: The table shows the estimated coefficients and robust standard errors from pre-registered OLS regressions. In Columns 1 and 2, we regress the number of tables completed on *Practice Difficulty* levels within our *Baseline* goal treatment (pooled in Column 1, across *Practice Difficulty* levels in Column 2). In Columns 3 and 4, we regress the likelihood of reaching a goal on *Practice Difficulty* and *Goal Elicitation* treatment indicators (pooled in Column 3, across *Practice Difficulty*-*Goal Elicitation* pairs in Column 4). In Columns 5 and 6, we regress the median of a participant's belief distribution on *Practice Difficulty* and *Goal Elicitation* treatment indicators (pooled in Column 5, across *Practice Difficulty*-*Goal Elicitation* pairs in Column 6). * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

Table A5: Goal-setting in the *No Goal* group

	(1) No Goal Non-compliance OLS	(2) Number of Tables Correct OLS	(3) Number of Tables Correct IV
Hard Practice	-0.06** (0.03)	-1.08** (0.43)	-1.15*** (0.43)
Easy Practice	0.02 (0.03)	0.73* (0.40)	0.77* (0.40)
Expectations Elicited	0.12*** (0.03)		
Baseline Goal Treatment		1.67*** (0.37)	
Had Goal in <i>No Goal</i>		3.65*** (0.50)	
Had Goal			1.05** (0.46)
Skill	X	X	X
Sample	<i>No Goal</i>	<i>Baseline & No Goal</i>	<i>Baseline & No Goal</i>
Observations	1113	2239	2239
Mean of Dep. Var.	0.25	12.11	12.11
R^2	0.03	0.13	0.12

Notes: The table shows the estimated coefficients and robust standard errors from OLS regressions in Columns 1 and 2 and IV (2SLS) regression in Column 3. In Column 1, we regress an indicator for the participant setting their own goal in the *No Goal* treatment on indicators for *Practice Difficulty* treatment (*Hard*, *Easy* relative to *Medium*) and whether performance expectations were elicited. Sample limited to the *No Goal* treatments. In Column 2, we regress the number of tables solved on indicators for *Practice Difficulty*, an indicator for participants who set a goal in the *No Goal* treatment, and an indicator for the Baseline goal treatment. In Column 3, we regress the number of tables solved on an indicator for having a goal (in either treatment), controlling for skill and *Practice Difficulty*. We instrument having a goal with the goal treatment. Sample limited to the *No Goal* and *Baseline Goal* treatments. We code the 4% of *No Goal* participants who did not respond to the question about goal-setting as having no goal. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$.

C Experiment Instructions

C.1 Introduction

Figure C1: Welcome and Consent Page

Welcome!

You are being invited to participate in a research study. This study is being done by Professors Alex Wellsjo from UC San Diego and Avner Strulov-Shlain from U Chicago.

The purpose of this research study is to understand what motivates people to work. Your participation in this research should last no longer than 25 minutes. If you agree to take part in this study, you will be asked to perform a task and then answer a few questions about the task and yourself. You will receive \$3.25 for completing the study plus an additional payment based on your performance in the task.

Your participation in this study is completely voluntary and you can withdraw at any time. Choosing not to participate or withdrawing will result in no penalty or loss of benefits to which you are entitled. You are free to skip any question that you choose.

If you have questions about this project or if you have a research-related problem, you may contact the researcher, Alex Wellsjo at awellsjo@ucsd.edu or 858-598-3539. If you have any questions concerning your rights as a research subject, you may contact the UC San Diego Office of IRB Administration at irb@ucsd.edu or 858-246-4777.

By participating in this research you are indicating that you are at least 18 years old, have read this consent form, and agree to participate in this research study. Please keep this consent form for your records.

☐ I consent, begin the study

☐ I do not consent, I do not wish to participate

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Figure C2: Experiment instructions

What do you have to do?

You will have 15 minutes, during which time you can earn money by counting ones in a series of tables containing only ones and zeros or play one of four games: a puzzle game, a racing game, Flappy Bird, or Snake. You are free to switch between any of the activities at any time, or just stick with one.

Counting Ones:

To answer, enter the number of ones into the box on the bottom of the screen. After you have entered the number, click the ">" button.

You can earn bonus money for correctly counting the number of ones in each table. For each table you correctly count, you'll receive one point for each one that you find. **We'll pay you 10 cents for every 100 points that you earn from correctly counting tables.**

Video Games:

You can choose between a puzzle game, a racing game, Snake, and Flappy Bird. Instructions on how to play each game are provided when you select them. **You do not earn extra money from playing any of the video games.**

Figure C3: Experiment instructions continued

Activity Flow:

The graphic below shows the flow of the task. You will start off counting the number of ones in a table. After this, you can choose between any of the five activities shown under the question "What you would like to do next?". Below that menu of options are two example screens of what you would see next if you picked "Count Ones" or "Flappy Bird", respectively. If you would like to switch to another activity, simply click the ">>" button. You would then be prompted again with the screen asking which of the five activities you would like to do next.

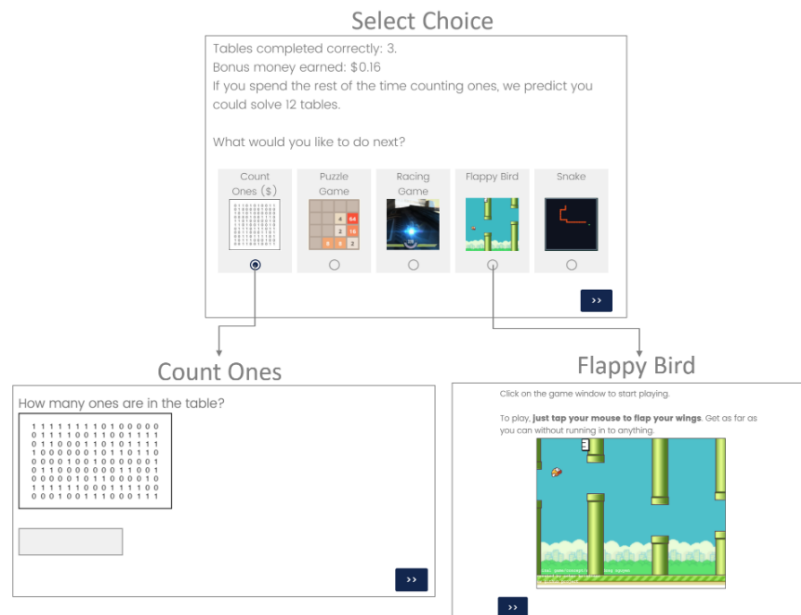


Figure C4: Attention check

Assume you earned 100 points in the counting ones task, what are your acquired earnings in cents from counting ones?

☐ 0 cents☐ 3 cents☐ 5 cents☐ 7 cents☐ 10 cents

What would be your acquired earnings in cents from playing the puzzle game for two minutes?

☐ 0 cents☐ 3 cents☐ 5 cents☐ 7 cents☐ 10 cents[>>](#)

C.2 Practice

Figure C5: Explanation of counting ones

Counting Ones Activity: Practice & Difficulty Levels

If you choose the Count Ones activity, the tables you will be asked to count vary in their difficulty. The tables range in size from a dimension of 7 x 7 at the easiest to 15 x 15 at the hardest.

Easiest
(7 x 7)

0	1	1	1	1	0	1
1	0	0	0	1	1	
0	1	1	1	0	0	0
0	1	0	0	1	1	
0	1	0	0	1	1	0
0	1	1	0	0	1	1
0	1	0	0	1	1	

Hardest
(15 x 15)

0	1	1	1	0	0	1	0	1	1	1	1	0	0	0
0	1	0	1	0	0	0	0	0	0	0	0	0	1	1
0	1	1	1	0	0	0	1	1	1	0	0	0	0	1
0	1	0	0	0	1	1	1	1	1	1	0	1	1	0
0	1	1	1	1	0	0	1	1	0	1	0	1	1	0
0	1	1	0	0	1	1	1	0	1	0	1	0	0	
1	1	0	0	1	0	0	0	1	1	0	0	1	1	
0	0	1	1	0	1	1	0	1	0	0	1	0	0	1
0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
0	0	0	1	1	0	1	0	1	0	0	1	1	0	0
0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
0	0	0	1	0	0	1	1	1	0	1	0	1	0	1
0	1	0	1	1	0	1	0	0	0	0	0	1	0	0
0	1	1	1	0	1	1	1	1	0	1	0	0	1	0
0	0	1	1	0	0	0	1	1	0	1	0	1	1	1

To get a feel for this activity, please practice counting ones in the following four tables.

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Figure C6: Practice screen: common table

Practice

How many ones are in the table?

0	1	0	0	0	0	0	1	1	0
1	1	0	0	1	0	1	0	1	0
0	0	0	0	1	1	0	1	0	1
1	0	0	0	1	0	0	0	1	0
0	1	0	0	1	0	0	0	0	1
1	1	1	0	1	0	1	0	1	0
1	0	0	0	0	0	0	0	0	1
0	0	0	0	0	1	0	1	0	0
1	0	0	0	0	0	0	0	0	0
0	1	0	0	1	0	0	0	0	0
1	0	0	0	1	0	0	0	1	0

>>

Figure C7: Practice tables across difficulty levels

Easy Practice Tables

0	0	1	1	0	0	1	0
0	0	0	0	0	0	0	1
0	0	0	1	0	0	1	0
1	0	0	0	0	0	1	0
0	0	0	1	1	0	0	0
1	0	1	0	0	0	0	1
0	0	1	0	1	0	0	1

0	1	0	1	0	0	1	0
0	0	1	0	0	1	1	0
1	1	0	0	0	0	0	1
0	1	1	0	0	0	1	0
1	0	0	0	1	0	1	0
1	1	0	1	1	1	0	0
0	0	0	0	1	1	0	1
1	1	0	0	0	1	1	0
1	1	1	1	1	0	0	1
0	0	0	1	0	0	0	0
0	1	0	1	0	0	1	0

0	1	0	0	0	1	0	0	0
0	0	1	0	1	1	0	1	0
0	0	0	0	0	0	0	0	0
0	1	0	0	0	0	1	0	0
0	1	0	0	1	0	0	0	1
0	1	0	0	0	0	0	1	0
0	0	0	1	0	0	0	0	1
1	0	1	0	0	0	0	1	0
1	0	1	0	0	0	0	1	1
0	0	0	0	0	0	0	1	1
0	0	0	1	0	0	0	0	0

Medium Practice Tables

0	1	0	0	1	1	1	0
1	1	0	1	0	1	1	0
1	1	0	1	0	0	0	1
1	1	1	0	0	1	0	0
1	0	1	0	1	1	1	0
1	1	1	1	1	0	1	1
0	1	1	0	1	1	1	1
1	1	0	1	0	0	1	0

1	1	0	0	1	0	1	1	1	1	0
1	1	1	0	1	1	0	0	0	1	0
0	1	0	1	1	0	1	0	0	1	1
0	0	1	1	1	0	1	0	0	0	0
1	0	0	0	0	1	0	1	0	1	0
1	1	0	1	0	1	1	1	1	1	0
0	1	0	1	1	1	0	1	1	1	1
1	1	1	0	1	1	1	0	1	1	0
1	0	1	0	1	1	1	0	0	1	0
1	0	1	1	1	1	1	1	1	0	0

0	1	1	0	0	0	0	1	0	0	1	0	1	0
0	1	0	1	1	0	0	1	1	0	0	0	0	0
0	1	1	0	0	1	1	0	1	0	0	0	0	1
0	0	0	0	1	1	1	0	1	1	0	0	0	0
0	0	0	1	0	0	0	0	0	1	0	0	1	1
0	0	1	0	0	0	0	1	0	0	1	0	0	0
1	0	0	1	0	1	1	1	0	1	0	0	0	1
0	0	0	1	0	0	1	0	0	1	1	1	0	0
0	1	1	0	0	0	0	0	1	1	0	0	0	0
1	0	0	0	1	1	0	0	0	0	1	1	0	0
1	1	0	0	1	1	0	0	0	1	1	0	0	1
1	0	0	0	0	1	0	0	1	1	1	0	1	0
0	1	0	1	0	0	0	1	1	0	0	0	0	1

Hard Practice Tables

1	1	0	0	1	0	1	1	1	1	0	0
1	1	1	0	1	1	0	0	0	1	0	1
0	1	0	1	1	0	1	0	0	1	1	1
0	0	1	1	1	0	1	0	0	0	0	0
1	0	0	0	0	1	0	1	0	1	0	1
1	1	0	1	0	1	1	1	1	1	0	0
0	1	0	1	1	1	0	1	1	1	1	1
1	1	1	0	1	1	1	0	1	1	1	0
1	0	1	0	1	1	0	0	1	1	1	0
1	0	1	1	1	1	1	1	1	0	0	0

1	1	0	1	1	0	1	0	0	1	0	1	1
1	0	0	0	0	1	1	1	1	0	1	0	0
1	1	1	1	0	1	0	0	1	1	1	1	1
1	0	1	1	1	1	1	1	1	0	0	0	1
1	1	1	1	0	1	1	1	0	1	1	1	1
1	1	1	0	1	1	1	0	1	1	1	1	0
1	0	1	1	1	1	0	1	1	0	0	1	1
1	1	1	0	0	1	1	1	1	0	1	1	1
0	1	1	1	0	1	1	1	1	0	1	1	0
1	0	1	0	1	1	0	1	1	1	1	1	1
1	0	1	0	0	1	0	1	1	0	0	0	0

1	1	0	1	0	1	0	0	0	0	1	1	0	1	0
1	0	1	0	1	1	1	1	0	1	0	1	0	0	0
0	1	1	1	0	0	0	1	0	0	0	1	0	1	1
1	1	1	1	0	0	1	1	1	1	1	1	1	1	0
1	1	1	1	0	1	0	0	1	1	1	1	0	1	0
1	1	1	1	1	0	1	1	0	1	1	1	1	0	0
1	1	0	0	1	0	1	1	0	1	1	1	1	1	1
0	1	1	0	0	1	1	1	1	1	1	1	0	1	0
0	0	1	1	0	1	0	0	1	1	0	0	1	1	1
1	1	0	1	1	1	0	0	1	1	0	0	1	1	1
1	1	0	1	0	1	0	1	1	0	1	0	1	0	1
1	0	1	0	1	1	0	0	0	0	1	1	0	0	1
0	0	1	1	1	0	0	1	0	0	1	1	0	0	1
1	1	0	1	0	0	1	1	0	0	0	1	0	1	1
0	1	0	1	1	0	0	1	0	1	0	0	1	1	1

C.3 Practice Results & Goal Elicitation

Figure C8: Post-practice screen (Goal treatment)

In the practice, you correctly completed 2 tables.

If you were to solve tables at the same pace for the full 15 minutes, you would correctly complete 19 tables.

Some people find that setting a goal for themselves can be motivating.

Would you like to set a goal for yourself for the number of tables you would like to complete?

Please enter your goal here:

>>

Figure C9: Post-practice screen (No Goal treatment)

In the practice, you correctly completed 1 table.

If you were to solve tables at the same pace for the full 15 minutes, you would correctly complete 77 tables.

>>

Figure C10: Goal revision screen (Revise up treatment)

Some people find that setting *an ambitious goal* can be more motivating. Would you consider increasing your goal above 23, maybe even doubling it?

Please enter your goal here:

**Figure C11: Goal revision screen (Revise down treatment)**

Some people find that setting *a more attainable goal* can be more motivating. Would you consider lowering your goal below 23, maybe even cutting it in half?

Please enter your goal here:



C.4 Expectations Elicitation

Figure C12: Expectations Q1 (Goal treatments only)

What do you think is the likelihood that you reach your goal of completing 23 tables?

(0% = no chance, 50% = equally likely to happen or not happen, 100% = certain to happen)

%



Figure C13: Expectations Q2 (Goal treatments only)

How many tables do you think you will complete correctly?

Recall that you can work for up to 15 minutes.

As a reminder, you said that there is a 75% chance that you will complete 20 tables.

For each number, please indicate the likelihood you think you will complete at least that many tables. For example, if you for sure will complete more than 10 tables, select 100% for both "at least 5" and "at least 10".

	Extremely unlikely	Somewhat Unlikely	Neither likely nor unlikely	Somewhat Likely	Extremely Likely						
	0	10	20	30	40	50	60	70	80	90	100
At least 5 tables	☐										0
At least 10 tables	☐										0
At least 15 tables	☐										0
At least 20 tables	☐										0
At least 25 tables	☐										0
At least 30 tables	☐										0
At least 35 tables	☐										0
At least 40 tables	☐										0
At least 45 tables	☐										0
At least 50 tables	☐										0
											>>

Figure C14: Expectations Q2 (No goal treatment)

How many tables do you think you will complete correctly?

Recall that you can work for up to 15 minutes.

For each number, please indicate the likelihood you think you will complete at least that many tables. For example, if you for sure will complete more than 10 tables, select 100% for both "at least 5" and "at least 10".

	Extremely unlikely	Somewhat Unlikely	Neither likely nor unlikely	Somewhat Likely	Extremely Likely						
	0	10	20	30	40	50	60	70	80	90	100
At least 5 tables	☐										0
At least 10 tables	☐										0
At least 15 tables	☐										0
At least 20 tables	☐										0
At least 25 tables	☐										0
At least 30 tables	☐										0
At least 35 tables	☐										0
At least 40 tables	☐										0
At least 45 tables	☐										0
At least 50 tables	☐										0
											»

C.5 Main Task

Figure C15: Pre-main task screen

Now you will start the task. You will have 15 minutes to count ones, or play a puzzle game, a racing game, Flappy Bird, or Snake.

As a reminder, you are free to stop an activity at any point and choose another.

Please click next when you are ready to begin.

>>

Figure C16: Main task: counting ones

00:14:54

How many ones are in the table?

0	1	0	0	1	1	1	0
1	1	0	1	0	1	1	0
1	1	0	1	0	0	0	1
1	1	1	0	0	1	0	0
1	0	1	0	1	1	1	0
1	1	1	1	1	1	0	1
0	1	1	0	1	1	1	1
1	1	0	1	0	0	1	0

>>

Figure C17: Main task: choice menu (goal treatments)

Tables completed correctly: 1 out of your goal of 23.

Bonus money earned: \$0.04

If you spend the rest of the time counting ones, we predict you could solve 18 tables.

What would you like to do next?

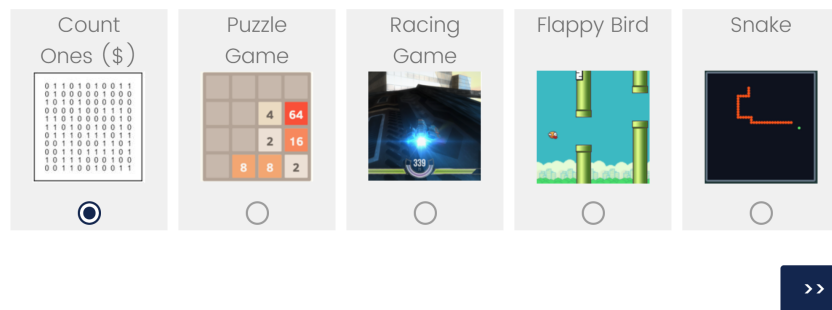


Figure C18: Main task: choice menu (no goal treatments)

Tables completed correctly: 3.

Bonus money earned: \$0.16

If you spend the rest of the time counting ones, we predict you could solve 12 tables.

What would you like to do next?

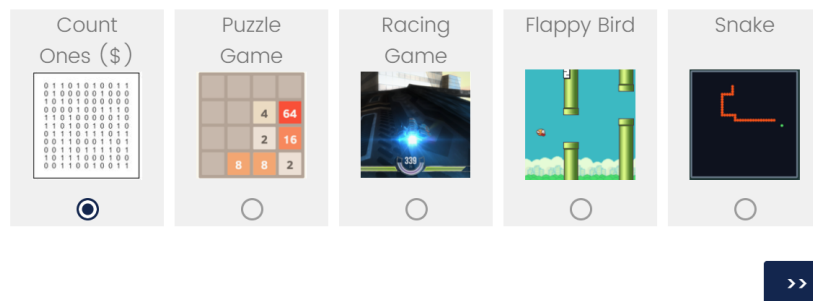


Figure C19: Main task: 2048

00:13:21

Click on the game window to start playing.

To play, **use your arrow keys to move the tiles**. Tiles with the same number merge into one when they touch. Add them up to reach 2048!

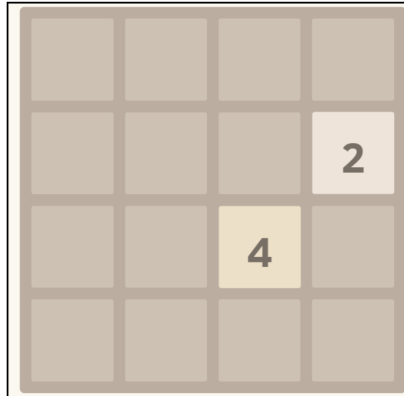


Figure C20: Main task: Racing

00:12:59

Press Start, and then click the screen again to start the game.

To play, **press the up key to move forward, down key to break, and left/right to turn**.

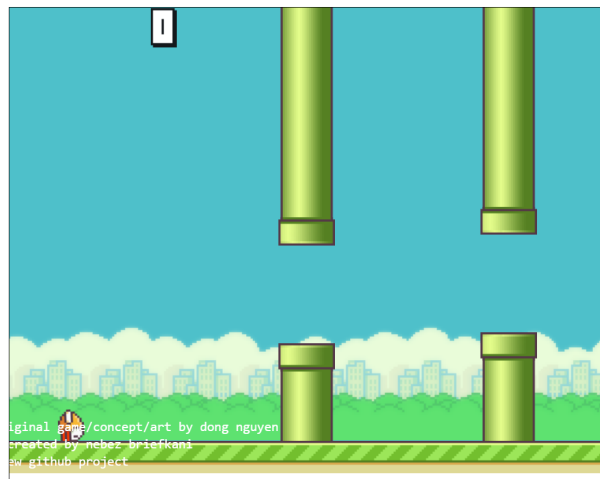


Figure C21: Main task: Flappy Bird

00:12:40

Click on the game window to start playing.

To play, **just tap your mouse to flap your wings**. Get as far as you can without running in to anything.



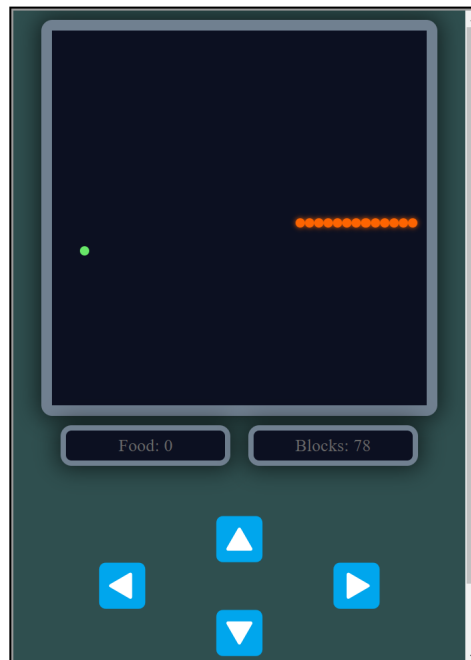
>>

Figure C22: Main task: Snake

00:12:16

Click on the game window to start playing.

To play, **click the up key to go up, down key to go down, left to go left, and right to move right**. Eat as many green dots as you can.



C.6 After Task Survey

Figure C23: How much did you care about achieving your goal? (Only shown if goal set, *Goal treatments only*)

You set a goal of completing 23 tables. How much did you care about reaching this goal?

☐ 1=did not care at all

☐ 2

☐ 3

☐ 4

☐ 5=cared a great deal

>>

Figure C24: Why didn't you care about your goal? (Only shown if previous response was "did not care at all")

Why not?

>>

Figure C25: Did you reach your goal? (Only shown if goal was set)

Did you reach your goal?

☐ Yes

☐ No

☐ I don't know

>>

Figure C26: Why did you not set a goal? (Only shown if no goal set)

You chose not to set a goal for this task. Why not?

[>>](#)Figure C27: Did you have a goal? (for *No Goal* treatment only)

Did you have a goal for how many tables you wanted to complete?

☐ Yes

☐ No

[>>](#)Figure C28: What was your goal? (Only shown if goal was set, & *No Goal*)

What was your goal?

[>>](#)Figure C29: How much did you care about your goal? (Only shown if goal was set, & *No Goal*)

How much did you care about reaching this goal?

☐ 1=did not care at all

☐ 2

☐ 3

☐ 4

☐ 5=cared a great deal

[>>](#)

Figure C30: Why didn't you care about your goal? (Only shown if previous response was "did not care at all", & *No Goal*)

Why not?

>>

Figure C31: Did you reach your goal? (Only shown if goal was set, & *No Goal*)

Did you reach your goal?

☐ Yes

☐ No

☐ I don't know

>>

C.7 Perceptions of the Task & Recommendations

Figure C32: Recommend to friend

Would you recommend the counting ones task to a friend?

☐ Yes

☐ No

>>

Figure C33: Goal-setting for employees

Imagine you hired someone to do the counting ones task and wanted them to solve as many tables as possible. Do you think setting a goal would help your employee solve more tables?

☐ Yes

☐ No

☐ I don't know

>>

Figure C34: What goal for employees?

If you were to set a goal for your employee, what goal would you set to maximize the number of tables they complete? Assume after the training, they were projected to complete 12 tables.

As a reminder, the task lasts up to 15 minutes.

Please enter the number of tables to set as a goal:

>>

Figure C35: Gender

What is your gender?

☐ Male

☐ Female

☐ Other/Prefer not to answer

>>

Figure C36: Prolific ID

What is your Prolific ID?

Please note that this response should auto-fill with the correct ID.

>>