

Online Appendix

“Improving Coordination in Teams: Combining Team and Individual Relative Performance Evaluations”

by

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2. Robustness Tests

Tables OA-1 through OA-3 reflect a series of robustness tests for our tests of our hypotheses reported in Section 4 of the manuscript. Specifically, Table OA-1 reports robustness tests related to the effects of individual RPE on *Direct Effort* (H1) and *Net Indirect Actions* (H2), while Table OA-2 relates to the effects of individual RPE on *Uncertainty_Direct* (H3A) and *Uncertainty_Indirect* (H3B). Table OA-3 relates to the effects of each component of strategic uncertainty on *Coordination Failure* and *Team Output* (H4A and H4B). Each table includes three models for each dependent variable. Model (1) reports the robustness of the manuscript’s tabulated results to using OLS, instead of using Tobit regressions. Models (2) and (3) both use Tobit regressions consistent with the primary tabulated results, but include additional control variables.

Specifically, while participants are randomly rematched with a new team member each period, Model (2) in each table confirms that our results are robust to several potential covariates related to prior period choices as well. For example, *Lag_DirectEffort* (*Lag_DirectEffort_Ptr*) and *Lag_IndirectActions* (*Lag_IndirectActions_Ptr*) reflect a participant’s (team member’s) *Direct Effort* and *Net Indirect Actions* choices in the prior period, respectively. Similarly, *Lag_TeamOutput* reflects the actual team output for each participant in the prior period.¹

Furthermore, Model (3) controls for several participant demographics and trait characteristics that we measured as part of our post-experimental questionnaire. We measure *Age* as a participant’s age in years. *Male* is an indicator equal to 1 for participants reporting their gender as male, and 0 otherwise. *Fairness* reflects each participant’s agreement with the following statement based on a 7-point Likert scale: “I tried to be fair every period.” *RiskAversion* is a continuous measure between [0,1] reflecting the percentage of times that each participant selected the safe payoff option per the Holt and Laury (2002) lottery task. We also elicit each participant’s social value orientation (SVO) using the Van Lange et al. (1997) task, through which we construct a categorical variable equal to 1 (“competitive”), 2 (“individualistic”), or 3 (“prosocial”) for each participant based on their payoff selections.

¹For parsimony, in Table OA-3, we control for prior period team output (*Lag_TeamOutput*). In untabulated tests, we confirm that each of the models are also robust to controlling for each of the following determinants of prior period team output: *Lag_DirectEffort*, *Lag_DirectEffort_Ptr*, *Lag_IndirectActions*, and *Lag_IndirectActions_Ptr*.

To validate the effectiveness of our random assignment of participants across conditions, we also perform a series of untabulated t-tests with unequal variances across conditions for each of these characteristics, noting no significant differences in *Age*, *Male*, or *Fairness*. We note a significant difference in *RiskAversion* between the *Both RPE* and *No RPE* conditions ($t = 3.04$, $p < 0.01$; all other p-values > 0.10). Furthermore, most participants (92%) are classified as either individualistic or prosocial based on the majority of their responses in the SVO task. Given only six participants are classified as competitive overall, we construct a more granular measure of the three separate trait variables reflecting the percentage of each participant's responses within the three categories (i.e., *Competitive_Pct*, *Individualistic_Pct*, and *Prosocial_Pct*). Examining these variables further, we note a significant difference in *Competitive_Pct* between the *Individual RPE Only* condition and each of the other three conditions (all p-values < 0.10). All other differences in these percentage measures are insignificant across conditions (p-values > 0.10). We therefore control for two of these three categories (*Competitive_Pct* and *Individualistic_Pct*) in our robustness tests.

Overall, as reported in Tables OA-1 through OA-3, the results from each of our robustness tests are consistent with the tabulated results that we report in the manuscript, providing further support for our hypotheses. Moreover, following up on the significant interaction effects of *Team RPE* \times *Individual RPE* on *Uncertainty Indirect* across each of the models in Table OA-2, we also perform several untabulated simple effects tests. Our results are consistent across all three models and with our primary results that we report in Section 4.3 of the manuscript, confirming the effect of individual RPE on *Uncertainty Indirect* is insignificant when team RPE are absent (p-values > 0.10 two-tailed), but it is negative and significant when team RPE are present (p-values ≤ 0.01 two-tailed).

3. Mediation Analyses

As we note in Section 4.4 of the manuscript, we also provide further details regarding our mediation analyses in this Online Appendix. As we discuss in the manuscript, we investigate the mediating effect of each component of strategic uncertainty (*Uncertainty Direct* and *Uncertainty Indirect*) on the increase in *Team Output* stemming from *Individual RPE*. In this Online Appendix, we comprehensively report all direct, indirect, and total effects from our mediation analyses for all variables (including the control variables) across each subsample, as well as for the full sample for completeness.

Tables OA-4 and OA-5 fully report the decomposition of the effects related to the mediation analyses presented in Figure 3 of the manuscript. Specifically, Table OA-4 reports the results of our structural equation model when team RPE are absent, while Table OA-5 reports the results when team RPE are present. Across all mediation analyses in this Online Appendix, Panel A reports the direct effects while Panel B reports both the total effects and the indirect effects via each component of strategic uncertainty.

We also report our mediation tests across the remaining subsamples and the full model for completeness and to inform future researchers. While not hypothesized, Tables OA-6 and OA-7 report the results of our structural equation models when individual RPE are absent and present, respectively, and Table OA-8 reports the results using our full sample.

Table OA-1. Robustness Tests: *Direct Effort* and *Net Indirect Actions*

	Dependent Variable: <i>Direct Effort</i>			Dependent Variable: <i>Net Indirect Actions</i>		
	(1) OLS	(2) Tobit	(3) Tobit	(1) OLS	(2) Tobit	(3) Tobit
Intercept	23.16*** [0.44]	-3.28* [1.98]	-2.47 [2.40]	0.95*** [0.20]	2.10*** [0.48]	1.35** [0.73]
<i>Team RPE</i>	2.05*** [0.60]	0.88** [0.40]	0.96** [0.40]	0.71*** [0.27]	0.57*** [0.16]	0.60*** [0.15]
<i>Individual RPE</i>	4.15*** [0.51]	2.10*** [0.52]	2.14*** [0.50]	-1.62*** [0.25]	-0.59*** [0.15]	-0.58*** [0.15]
<i>Team RPE</i> × <i>Individual RPE</i>	-2.36*** [0.76]	-1.52*** [0.57]	-1.35** [0.57]	0.31 [0.36]	-0.01 [0.20]	0.03 [0.20]
<i>Lag_DirectEffort</i>		0.90*** [0.07]	0.89*** [0.07]		-0.04*** [0.01]	-0.04*** [0.01]
<i>Lag_DirectEffort_Ptr</i>		0.20*** [0.03]	0.19*** [0.03]		-0.04*** [0.01]	-0.04*** [0.01]
<i>Lag_IndirectActions</i>		-0.08 [0.07]	-0.08 [0.07]		0.44*** [0.05]	0.42*** [0.05]
<i>Lag_IndirectActions_Ptr</i>		0.07 [0.06]	0.07 [0.06]		0.02 [0.03]	0.02 [0.03]
<i>Age</i>			-0.03 [0.06]			0.02 [0.02]
<i>Male</i>			0.49 [0.31]			-0.13 [0.10]
<i>Fairness</i>			-0.11 [0.11]			0.07** [0.03]
<i>RiskAversion</i>			0.56 [0.66]			0.46* [0.27]
<i>Competitive_Pct</i>			-1.88*** [0.54]			-0.14 [0.20]
<i>Individualistic_Pct</i>			-0.38 [0.47]			-0.14 [0.15]
R ² or Pseudo-R ²	0.23	0.15	0.15	0.22	0.12	0.13

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level (N = 1,920; 128 clusters). For each dependent variable, Model (1) reports the results of OLS regressions, with all other models reflecting Tobit regressions (censored at [20,30] for *Direct Effort* and [-10,10] for *Net Indirect Actions*). The potential covariates included in these models are as defined in this Online Appendix. All other variables are defined in Appendix B of the manuscript.

Table OA-2. Robustness Tests: *Uncertainty_Direct* and *Uncertainty_Indirect*

	Dependent Variable: <i>Uncertainty_Direct</i>			Dependent Variable: <i>Uncertainty_Indirect</i>		
	(1) OLS	(2) Tobit	(3) Tobit	(1) OLS	(2) Tobit	(3) Tobit
Intercept	3.48*** [0.28]	5.18*** [0.75]	3.69*** [1.37]	3.38*** [0.33]	3.07*** [0.74]	1.30 [1.66]
<i>Team RPE</i>	-0.24 [0.26]	0.04 [0.33]	0.07 [0.33]	0.01 [0.33]	0.18 [0.41]	0.12 [0.40]
<i>Individual RPE</i>	-0.76*** [0.27]	-0.86** [0.37]	-0.80** [0.37]	0.22 [0.34]	0.42 [0.44]	0.33 [0.40]
<i>Team RPE</i> × <i>Individual RPE</i>	-0.31 [0.36]	-0.46 [0.45]	-0.50 [0.44]	-1.02*** [0.43]	-1.29*** [0.52]	-1.29*** [0.51]
<i>Lag_DirectEffort_Ptr</i>		-0.08*** [0.03]	-0.08*** [0.03]		0.00 [0.03]	0.00 [0.03]
<i>Lag_IndirectActions_Ptr</i>		-0.07 [0.05]	-0.06 [0.05]		-0.01 [0.05]	0.00 [0.05]
<i>Age</i>			0.05 [0.05]			0.11* [0.06]
<i>Male</i>			-0.51* [0.23]			-0.47* [0.25]
<i>Fairness</i>			0.14* [0.08]			0.09 [0.10]
<i>RiskAversion</i>			0.78 [0.55]			-0.66 [0.64]
<i>Competitive_Pct</i>			0.85 [0.53]			0.67 [0.66]
<i>Individualistic_Pct</i>			0.12 [0.35]			0.27 [0.38]
R ² or Pseudo-R ²	0.05	0.01	0.02	0.03	0.01	0.01

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level (N = 1,920; 128 clusters). For each dependent variable, Model (1) reports the results of OLS regressions, with all other models reflecting Tobit regressions (censored at [0,10] for *Uncertainty_Direct* and [0,20] for *Uncertainty_Indirect*). The potential covariates included in these models are as defined in this Online Appendix. All other variables are defined in Appendix B of the manuscript.

Table OA-3. Robustness Tests: *Coordination Failure* and *Team Output*

	Dependent Variable: <i>Coordination Failure</i>			Dependent Variable: <i>Team Output</i>		
	(1) OLS	(2) Tobit	(3) Tobit	(1) OLS	(2) Tobit	(3) Tobit
Intercept	3.65*** [0.71]	4.36*** [0.91]	5.18*** [1.32]	11.67*** [0.68]	6.20*** [1.04]	6.32*** [1.31]
<i>Uncertainty_Direct</i>	0.45*** [0.04]	0.53*** [0.05]	0.53*** [0.05]	-0.34*** [0.04]	-0.41*** [0.05]	-0.41*** [0.05]
<i>Uncertainty_Indirect</i>	0.26*** [0.03]	0.31*** [0.04]	0.31*** [0.04]	-0.14*** [0.02]	-0.19*** [0.03]	-0.20*** [0.03]
<i>Direct Effort</i>	-0.09*** [0.03]	-0.08*** [0.03]	-0.09*** [0.03]	0.54*** [0.02]	0.62*** [0.03]	0.62*** [0.03]
<i>Net Indirect Actions</i>	-0.13*** [0.04]	-0.18*** [0.05]	-0.18*** [0.05]	0.43*** [0.03]	0.55*** [0.04]	0.56*** [0.04]
<i>Lag_TeamOutput</i>		-0.05* [0.03]	-0.05* [0.03]		0.14*** [0.03]	0.13*** [0.03]
<i>Age</i>			-0.04 [0.03]			0.04 [0.03]
<i>Male</i>			-0.13 [0.17]			-0.02 [0.18]
<i>Fairness</i>			0.04 [0.06]			-0.02 [0.06]
<i>RiskAversion</i>			0.12 [0.45]			-0.99** [0.43]
<i>Competitive_Pct</i>			-0.40 [0.43]			-0.09 [0.43]
<i>Individualistic_Pct</i>			0.16 [0.27]			-0.16 [0.31]
R ² or Pseudo-R ²	0.30	0.07	0.07	0.54	0.16	0.16

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level (N = 1,920; 128 clusters). For each dependent variable, Model (1) reports the results of OLS regressions, with all other models reflecting Tobit regressions (censored at [0,10] for *Coordination Failure* and [20,30] for *Team Output*). The potential covariates included in these models are as defined in this Online Appendix. All other variables are defined in Appendix B of the manuscript.

Table OA-4. Mediation Analysis: Team RPE Absent

Panel A: Structural Equation Model

- (1) $Uncertainty_Direct = a_0 + a_1Individual\ RPE + \text{Period Fixed Effects}$
 (2) $Uncertainty_Indirect = b_0 + b_1Individual\ RPE + \text{Period Fixed Effects}$
 (3) $Team\ Output = c_0 + c_1Individual\ RPE + c_2Uncertainty_Direct + c_3Uncertainty_Indirect + c_4Direct\ Effort + c_5Net\ Indirect\ Actions + \text{Period Fixed Effects}$

N = 960, clusters = 64, Log pseudolikelihood = -11615.69

	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Uncertainty_Direct</i>					
<i>Individual RPE</i>	-0.76	0.27	-2.83	< 0.01	[-1.29, -0.23]
<i>Intercept</i>	3.38	0.36	9.33	< 0.01	[2.67, 4.09]
<i>DV: Uncertainty_Indirect</i>					
<i>Individual RPE</i>	0.22	0.34	0.65	0.51	[-0.45, 0.89]
<i>Intercept</i>	3.48	0.44	7.83	< 0.01	[2.61, 4.35]
<i>DV: Team Output</i>					
<i>Individual RPE</i>	1.41	0.15	9.23	< 0.01	[1.11, 1.71]
<i>Uncertainty_Direct</i>	-0.26	0.04	-5.98	< 0.01	[-0.35, -0.18]
<i>Uncertainty_Indirect</i>	-0.09	0.03	-3.66	< 0.01	[-0.15, -0.04]
<i>Direct Effort</i>	0.45	0.02	21.57	< 0.01	[0.40, 0.49]
<i>Net Indirect Actions</i>	0.40	0.04	10.12	< 0.01	[0.33, 0.48]
<i>Intercept</i>	12.56	0.64	19.65	< 0.01	[11.31, 13.81]

Panel B: Decomposition of Effects

<i>Indirect effects</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
via <i>Uncertainty_Direct</i>	0.20	0.09	2.14	0.03	[0.02, 0.38]
via <i>Uncertainty_Indirect</i>	-0.02	0.03	-0.65	0.52	[-0.09, 0.04]
<i>Total effect</i>					
<i>Total effect</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
<i>Individual RPE</i>	1.59	0.19	8.41	< 0.01	[1.22, 1.96]

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level. The tests of indirect effects in the manuscript employ bootstrapped standard errors. All variables are defined in Appendix B of the manuscript.

Table OA-5. Mediation Analysis: Team RPE Present

Panel A: Structural Equation Model

(1) $Uncertainty_Direct = a_0 + a_1 Individual\ RPE + \text{Period Fixed Effects}$

(2) $Uncertainty_Indirect = b_0 + b_1 Individual\ RPE + \text{Period Fixed Effects}$

(3) $Team\ Output = c_0 + c_1 Individual\ RPE + c_2 Uncertainty_Direct + c_3 Uncertainty_Indirect + c_4 Direct\ Effort + c_5 Net\ Indirect\ Actions + \text{Period Fixed Effects}$

N = 960, clusters = 64, Log pseudolikelihood = -10836.42

	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Uncertainty_Direct</i>					
<i>Individual RPE</i>	-1.07	0.24	-4.44	< 0.01	[-1.54, -0.60]
<i>Intercept</i>	3.33	0.31	10.92	< 0.01	[2.73, 3.93]
<i>DV: Uncertainty_Indirect</i>					
<i>Individual RPE</i>	-0.79	0.27	-3.00	< 0.01	[-1.31, -0.28]
<i>Intercept</i>	3.29	0.35	9.31	< 0.01	[2.60, 3.98]
<i>DV: Team Output</i>					
<i>Individual RPE</i>	0.47	0.20	2.42	0.02	[0.09, 0.86]
<i>Uncertainty_Direct</i>	-0.39	0.06	-6.77	< 0.01	[-0.50, -0.27]
<i>Uncertainty_Indirect</i>	-0.24	0.04	-6.88	< 0.01	[-0.31, -0.17]
<i>Direct Effort</i>	0.45	0.04	12.27	< 0.01	[0.38, 0.53]
<i>Net Indirect Actions</i>	0.43	0.06	7.37	< 0.01	[0.31, 0.54]
<i>Intercept</i>	14.64	1.04	14.06	< 0.01	[12.60, 16.68]

Panel B: Decomposition of Effects

<i>Indirect effects</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
via <i>Uncertainty_Direct</i>	0.41	0.12	3.59	< 0.01	[0.19, 0.64]
via <i>Uncertainty_Indirect</i>	0.19	0.08	2.49	0.01	[0.04, 0.34]
<i>Total effect</i>					
<i>DV: Team Output</i>					
<i>Individual RPE</i>	1.08	0.24	4.56	< 0.01	[0.61, 1.54]

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level. The tests of indirect effects in the manuscript employ bootstrapped standard errors. All variables are defined in Appendix B of the manuscript.

Table OA-6. Mediation Analysis: Individual RPE Absent

Panel A: Structural Equation Model

(1) $Uncertainty_Direct = a_0 + a_1 Team\ RPE + \text{Period Fixed Effects}$

(2) $Uncertainty_Indirect = b_0 + b_1 Team\ RPE + \text{Period Fixed Effects}$

(3) $Team\ Output = c_0 + c_1 Team\ RPE + c_2 Uncertainty_Direct + c_3 Uncertainty_Indirect + c_4 Direct\ Effort + c_5 Net\ Indirect\ Actions + \text{Period Fixed Effects}$

N = 960, clusters = 64, Log pseudolikelihood = -11349.79

	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Uncertainty_Direct</i>					
<i>Team RPE</i>	-0.24	0.26	-0.93	0.35	[-0.74, 0.26]
<i>Intercept</i>	2.89	0.33	8.70	< 0.01	[2.24, 3.54]
<i>DV: Uncertainty_Indirect</i>					
<i>Team RPE</i>	0.01	0.33	0.02	0.99	[-0.64, 0.65]
<i>Intercept</i>	3.17	0.40	7.94	< 0.01	[2.39, 3.95]
<i>DV: Team Output</i>					
<i>Team RPE</i>	1.46	0.18	8.05	< 0.01	[1.11, 1.82]
<i>Uncertainty_Direct</i>	-0.30	0.05	-6.02	< 0.01	[-0.39, -0.20]
<i>Uncertainty_Indirect</i>	-0.15	0.03	-4.61	< 0.01	[-0.22, -0.09]
<i>Direct Effort</i>	0.40	0.03	15.80	< 0.01	[0.35, 0.45]
<i>Net Indirect Actions</i>	0.43	0.06	7.39	< 0.01	[0.31, 0.54]
<i>Intercept</i>	14.63	0.66	22.27	< 0.01	[13.34, 15.92]

Panel B: Decomposition of Effects

<i>Indirect effects</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
via <i>Uncertainty_Direct</i>	0.07	0.08	0.89	0.37	[-0.09, 0.23]
via <i>Uncertainty_Indirect</i>	0.00	0.05	-0.02	0.99	[-0.10, 0.10]
<i>Total effect</i>					
<i>DV: Team Output</i>					
<i>Team RPE</i>	1.53	0.20	7.84	< 0.01	[1.15, 1.92]

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level. All variables are defined in Appendix B of the manuscript.

Table OA-7. Mediation Analysis: Individual RPE Present

Panel A: Structural Equation Model

(1) $Uncertainty_Direct = a_0 + a_1 Team\ RPE + \text{Period Fixed Effects}$

(2) $Uncertainty_Indirect = b_0 + b_1 Team\ RPE + \text{Period Fixed Effects}$

(3) $Team\ Output = c_0 + c_1 Team\ RPE + c_2 Uncertainty_Direct + c_3 Uncertainty_Indirect + c_4 Direct\ Effort + c_5 Net\ Indirect\ Actions + \text{Period Fixed Effects}$

N = 960, clusters = 64, Log pseudolikelihood = -11118.96

	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Uncertainty_Direct</i>					
<i>Team RPE</i>	-0.55	0.25	-2.16	0.03	[-1.05, -0.05]
<i>Intercept</i>	3.31	0.35	9.49	< 0.01	[2.62, 3.99]
<i>DV: Uncertainty_Indirect</i>					
<i>Team RPE</i>	-1.01	0.28	-3.60	< 0.01	[-1.56, -0.46]
<i>Intercept</i>	3.82	0.40	9.55	< 0.01	[3.03, 4.60]
<i>DV: Team Output</i>					
<i>Team RPE</i>	0.61	0.16	3.77	< 0.01	[0.29, 0.92]
<i>Uncertainty_Direct</i>	-0.31	0.05	-6.07	< 0.01	[-0.41, -0.21]
<i>Uncertainty_Indirect</i>	-0.12	0.03	-3.97	< 0.01	[-0.18, -0.06]
<i>Direct Effort</i>	0.53	0.03	18.31	< 0.01	[0.47, 0.59]
<i>Net Indirect Actions</i>	0.45	0.04	10.27	< 0.01	[0.36, 0.54]
<i>Intercept</i>	11.43	0.92	12.43	< 0.01	[9.63, 13.23]

Panel B: Decomposition of Effects

<i>Indirect effects</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
via <i>Uncertainty_Direct</i>	0.17	0.08	2.24	0.03	[0.02, 0.32]
via <i>Uncertainty_Indirect</i>	0.12	0.04	2.86	< 0.01	[0.04, 0.21]
<i>Total effect</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
<i>Team RPE</i>	0.90	0.18	5.11	< 0.01	[0.56, 1.25]

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level. All variables are defined in Appendix B of the manuscript.

Table OA-8. Mediation Analysis: Full Model

Panel A: Structural Equation Model

- (1) $Uncertainty_Direct = a_0 + a_1Individual\ RPE + a_2Team\ RPE + a_3Interaction + \text{Period Fixed Effects}$
 (2) $Uncertainty_Indirect = b_0 + b_1Individual\ RPE + b_2Team\ RPE + b_3Interaction + \text{Period Fixed Effects}$
 (3) $Team\ Output = c_0 + c_1Individual\ RPE + c_2Team\ RPE + c_3Interaction + c_4Uncertainty_Direct + c_5Uncertainty_Indirect + c_6Direct\ Effort + c_7Net\ Indirect\ Actions + \text{Period Fixed Effects}$

N = 960, clusters = 64, Log pseudolikelihood = -24037.41

	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Uncertainty_Direct</i>					
<i>Individual RPE</i>	-0.76	0.27	-2.84	< 0.01	[-1.29, -0.24]
<i>Team RPE</i>	-0.24	0.26	-0.94	0.35	[-0.74, 0.26]
<i>Individual RPE × Team RPE</i>	-0.31	0.36	-0.86	0.39	[-1.01, 0.40]
<i>Intercept</i>	3.48	0.27	12.72	< 0.01	[2.94, 4.01]
<i>DV: Uncertainty Indirect</i>					
<i>Individual RPE</i>	0.22	0.34	0.66	0.51	[-0.44, 0.89]
<i>Team RPE</i>	0.01	0.33	0.02	0.99	[-0.64, 0.65]
<i>Individual RPE × Team RPE</i>	-1.02	0.43	-2.36	0.02	[-1.86, -0.17]
<i>Intercept</i>	3.38	0.33	10.38	< 0.01	[2.74, 4.02]
<i>DV: Team Output</i>					
<i>Individual RPE</i>	1.38	0.16	8.76	< 0.01	[1.07, 1.68]
<i>Team RPE</i>	1.32	0.17	7.60	< 0.01	[0.98, 1.66]
<i>Individual RPE × Team RPE</i>	-0.75	0.23	-3.22	< 0.01	[-1.21, -0.29]
<i>Uncertainty_Direct</i>	-0.31	0.04	-8.77	< 0.01	[-0.38, -0.24]
<i>Uncertainty_Indirect</i>	-0.15	0.02	-6.79	< 0.01	[-0.19, -0.11]
<i>Direct Effort</i>	0.46	0.02	24.17	< 0.01	[0.42, 0.50]
<i>Net Indirect Actions</i>	0.44	0.03	12.81	< 0.01	[0.37, 0.51]
<i>Intercept</i>	12.57	0.54	23.11	< 0.01	[11.50, 13.64]

Panel B: Decomposition of Effects

<i>Indirect effects</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
<i>Individual RPE</i>					
via <i>Uncertainty_Direct</i>	0.24	0.10	2.42	0.02	[0.05, 0.43]
via <i>Uncertainty_Indirect</i>	-0.03	0.05	-0.65	0.51	[-0.13, 0.07]
<i>Team RPE</i>					
via <i>Uncertainty_Direct</i>	0.08	0.08	0.91	0.36	[-0.09, 0.24]
via <i>Uncertainty_Indirect</i>	0.00	0.05	-0.02	0.99	[-0.10, 0.10]
<i>Interaction</i>					
via <i>Uncertainty_Direct</i>	0.10	0.11	0.88	0.38	[-0.12, 0.31]
via <i>Uncertainty_Indirect</i>	0.15	0.07	2.17	0.03	[0.02, 0.29]

<i>Total effect</i>	<i>Coeff.</i>	<i>Robust SE</i>	<i>z-stat</i>	<i>p-value</i>	<i>95% CI</i>
<i>DV: Team Output</i>					
<i>Individual RPE</i>	1.58	0.18	8.87	< 0.01	[1.23, 1.93]
<i>Team RPE</i>	1.39	0.19	7.41	< 0.01	[1.02, 1.76]
<i>Individual RPE × Team RPE</i>	-0.50	0.27	-1.86	0.06	[-1.03, 0.03]

Notes. Each model includes period fixed effects and clusters robust standard errors at the participant level. The tests of indirect effects in the manuscript employ bootstrapped standard errors. All variables are defined in Appendix B of the manuscript.