

Study 1 – Measures of Satisfaction & Emotion Responses (post-dictator game)

1. How much money did you earn in this part of the experiment?
2. How much money did Subject XXX earn in this part of the experiment?
3. How satisfied are you with the outcome of this decision? ((1) extremely satisfied – (5) extremely dissatisfied)
4. How fair do you think the behavior of your counterpart was? ((1) extremely fair – (5) extremely unfair)
5. How much do you like your counterpart? ((1) like a lot – (5) dislike a lot)
6. How much do you trust your counterpart? ((1) trust a lot – (5) distrust a lot)

Study 1 – Emotion Responses (post-dictator game)

(The following responses were on a 9 point Likert scale from 0=not at all to 8=extremely)

1. How angry do you feel toward Subject XXX?
2. How much would you like to punish Subject XXX?
3. How much do you like Subject XXX?
4. How much do you dislike Subject XXX?
5. How livid do you feel toward Subject XXX?
6. How furious do you feel toward Subject XXX?
7. How outraged do you feel toward Subject XXX?
8. How grateful do you feel toward Subject XXX?
9. How much guilt do you feel?
10. How obligated do you feel to do something positive for Subject XXX in return?
11. How thankful do you feel towards Subject XXX?
12. How appreciative do you feel towards Subject XXX?

Study 1 – Choice Dilemma

For this question, we would like you to make a series of decisions about hypothetical point allocations to you and Subject XXX. The decisions you make will not be linked to you and will not be revealed to Subject XXX.

Both you and Subject XXX are making choices among three options (A, B, or C) by selecting one of the options. Each option represents a different point allocation to yourself and Subject XXX. Therefore, your choices determine the number of points you received and the number of points Subject XXX receives. Also, Subject XXX's choices determine the number of points you receive and the number of points s/he receives. The points are important to you and also to Subject XXX. The more points you get, the better off you are. Also, the more points Subject XXX gets, the better off s/he will be.

Please answer the questions below by selecting the options which represent the choice you would make. Keep in mind that there are no right or wrong answers – choose the option that you would find most attractive.

Imagine that the points are valuable – the more you get the better for you. Likewise, the more points Subject XXX gets the better for him/her. But remember that these are just "HYPOTHETICAL" responses that will have no impact at all on how much money you or your counterpart will earn in the experiment. We just want your opinions.

1. Which would you prefer most?
 - a. You get 480 and Subject XXX gets 80
 - b. You get 540 and Subject XXX gets 280
 - c. You get 480 and Subject XXX gets 480

2. Which would you prefer most?
 - a. You get 560 and Subject XXX gets 300
 - b. You get 500 and Subject XXX gets 500
 - c. You get 500 and Subject XXX gets 100

3. Which would you prefer most?
 - a. You get 520 and Subject XXX gets 520
 - b. You get 520 and Subject XXX gets 120
 - c. You get 580 and Subject XXX gets 320

4. Which would you prefer most?
 - a. You get 510 and Subject XXX gets 510
 - b. You get 560 and Subject XXX gets 300
 - c. You get 510 and Subject XXX gets 110

5. Which would you prefer most?
 - a. You get 550 and Subject XXX gets 300
 - b. You get 500 and Subject XXX gets 100
 - c. You get 500 and Subject XXX gets 500

6. Which would you prefer most?
 - a. You get 480 and Subject XXX gets 100
 - b. You get 490 and Subject XXX gets 490
 - c. You get 540 and Subject XXX gets 300

7. Which would you prefer most?
 - a. You get 500 and Subject XXX gets 100
 - b. You get 560 and Subject XXX gets 300
 - c. You get 490 and Subject XXX gets 490

8. Which would you prefer most?
 - a. You get 560 and Subject XXX gets 300
 - b. You get 500 and Subject XXX gets 500
 - c. You get 490 and Subject XXX gets 90

9. Which would you prefer most?
- a. You get 500 and Subject XXX gets 500
 - b. You get 500 and Subject XXX gets 100
 - c. You get 570 and Subject XXX gets 300
10. Which would you prefer most?
- a. You get 480 and Subject XXX gets 480
 - b. You get 520 and Subject XXX gets 300
 - c. You get 480 and Subject XXX gets 180
11. Which would you prefer most?
- a. You get 470 and Subject XXX gets 300
 - b. You get 330 and Subject XXX gets 110
 - c. You get 440 and Subject XXX gets 440
12. Which would you prefer most?
- a. You get 460 and Subject XXX gets 100
 - b. You get 510 and Subject XXX gets 510
 - c. You get 530 and Subject XXX gets 320

Scoring Index

| Question# | SVO Categorization | | |
|-----------|--------------------|---------------|-------------|
| | Cooperation | Individualism | Competition |
| 1 | c | b | a |
| 2 | b | a | c |
| 3 | a | c | b |
| 4 | a | b | c |
| 5 | c | a | b |
| 6 | b | c | a |
| 7 | c | b | a |
| 8 | b | a | c |
| 9 | a | c | b |
| 10 | a | b | c |
| 11 | c | a | b |
| 12 | b | c | a |

Study 1 – Negotiation Instructions

This task involves a negotiation between two people during a job interview. You have been assigned the role of the recruiter. Your counterpart, Subject XXX has been assigned the role of the candidate. There are three remaining issues of concern that need to be worked out in this negotiation:

- Bonus
- Start date
- Insurance coverage

Your goal is to reach the best possible agreement on all of these issues. To better understand your interests the possible agreements have been translated into the payoff schedule that you see in the lower part of the screen. The three issues are listed separately along with the nine different settlement options available for each issue. There are points associated with each option. You may choose any of the nine options with any of the three issues. Thus, there are a large number of possible agreements that you and your counterpart could reach.

The total points from the agreement will simply be the sum of the points you receive from the settlement of each issue. Note that this payoff chart provides you with information only about the point totals that you will receive from different settlements. Your counterpart may have different point totals. After the experiment has ended, the points you received from any agreement that you reach will be translated into dollars. You will earn \$ 1.00 for each 1000 points in the settlement. These earnings will be added to other earnings from this experiment to determine the total amount you will be paid in today's session.

All communications with your counterpart regarding these issues are to be conveyed via computer messaging. In addition to specifying proposed settlement of each issue you will also be able to send text messages to the other party. However, you may not at any time convey your personal identity nor inquire as to the identity of your counterpart. Nor can you TELL THE OTHER PERSON HOW MANY POINTS YOU ARE GETTING nor inquire as to their point earnings.

The candidate's offers will appear on the left side of your computer screen during the session. You will be able to choose offers from the right side of the screen. You may also enter text messages to accompany your offers.

Below is the pay-off table for the issues. For each issue, you may agree on one of the 9 different options. The attractiveness of each option to you is represented by the amount of profit (points) you would receive if you and the candidate agree to that option. As a negotiator, you need to settle on each issue, though you can do so at any of the nine levels on each issue. For example, if you agree on Option A for the bonus (2400), Option E for the warranty period (600), and Option H for the insurance coverage (200), your total points will be 3200.

Pay-off Table (You will always be able to view the table. So, you do not have to memorize it)

| Bonus | Points | Start Date | Points | Insurance | Points |
|--------------|---------------|-------------------|---------------|------------------|---------------|
| A | 2400 | A | 1200 | A | 1600 |
| B | 2100 | B | 1050 | B | 1400 |
| C | 1800 | C | 900 | C | 1200 |
| D | 1500 | D | 750 | D | 1000 |
| E | 1200 | E | 600 | E | 800 |
| F | 900 | F | 450 | F | 600 |
| G | 600 | G | 300 | G | 400 |
| H | 300 | H | 150 | H | 200 |
| I | 0 | I | 0 | I | 0 |

Study 1 – Negotiation Quiz (Testing comprehension of negotiation instructions)

Before the negotiations begin, we need to insure that the instructions were clear and that you understand them completely. Take a moment to answer each of the questions below.

1. What role have you been assigned to play in this negotiation experiment?
 - a. a real estate agent
 - b. a recruiter
 - c. a job candidate
 - d. a senator
2. Will the subject you have been assigned to negotiate with be the same or different from the person you were assigned to work with in the earlier part of this experiment?
 - a. it will be the same person
 - b. it will be a different person
3. How many points will you earn if you convince the other subject to agree to Option A on the Insurance issue?
 - a. 0
 - b. 2400
 - c. 1600
 - d. 450
4. How many issues must you reach agreement on with the other subject before you have a successful deal?
 - a. none
 - b. 20
 - c. 3
 - d. 1

5. Who will make the first offer in this negotiation?
 - a. Me
 - b. The other subject
 - c. Either one of us can make the first offer

6. If you earned 1000 points from the agreement that you reached with the other subject then how much money would you earn from the negotiation experiment?
 - a. ten cents
 - b. fifty cents
 - c. one dollar
 - d. one dollar and fifty cents

7. Which subject did you work with on the previous task:
 - a. K476
 - b. U734
 - c. U703
 - d. XXX

8. Which subject will you be negotiating with in this upcoming task:
 - a. XXX
 - b. D178
 - c. Z947
 - d. I340