Supplementary Information for

Measuring Human Leadership Skills with Artificially Intelligent Agents

Ben Weidmann, Yixian Xu, David J. Deming

Corresponding author: benweidmann@g.harvard.edu

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A Methods

A.1 Experimental Methodology

Participant recruitment. Participants were recruited on Prolific and met the following criteria: 1) native English speakers, 2) employed full-time or part-time, 3) aged 25–55 to target prime-age workers, and 4) located in the United States. To ensure first-time participation, individuals who had previously taken part in the experiment or its pilot study were excluded for each round of data collection.

Payment. Participants were compensated at $15 per hour, with payment based on the parts completed. The experiment consisted of multiple parts: Individual task battery (30 minutes), human leadership assessment (50 minutes), AI leadership assessment (40 minutes), and a post-experiment survey (3 minutes). Followers typically completed the individual task battery and the human leadership assessment, and received $20. Leaders need to complete all parts of the experiment, and received $30. To encourage full participation, a bonus of $4–$8 was provided to those who submitted full responses to all tasks.

Experimental procedure. The experiment was conducted in four parts. All participants first completed six individual tasks, including a measure of economic decision-making (*37*), the Fluid IQ test (*18*), emotion perception (*19*), a typing test, a survey on education and occupation, and the individual analogue of hidden profile task. Participants were pre-assigned to one of two conditions during recruitment. In Condition 1, the leader role was randomly assigned at the start of the human-human group hidden profile task (human leadership assessment), which was followed by the human-AI task (AI leadership assessment). In Condition 2, participants directly took on the leader role in the AI leadership assessment, followed by the human leadership assessment. Finally, all participants assigned as leaders completed a post-experiment survey. The experimental flow is summarized in figure S1.

Data collection. Data collection took place from August 1 to September 24, 2024, across 11 rounds, each lasting 2–4 days (see table S1). There are two conditions in our study, differing in the order leaders completed human leadership assessment and AI leadership assessment. Due to the different participation requirements of both assessments – human leadership assessment required live participation from leaders and followers, with two researchers overseeing and starting the game, while AI leadership assessment ran autonomously, requiring only leader involvement – each condition had different data collection logistics, which are summarized in figure S2.

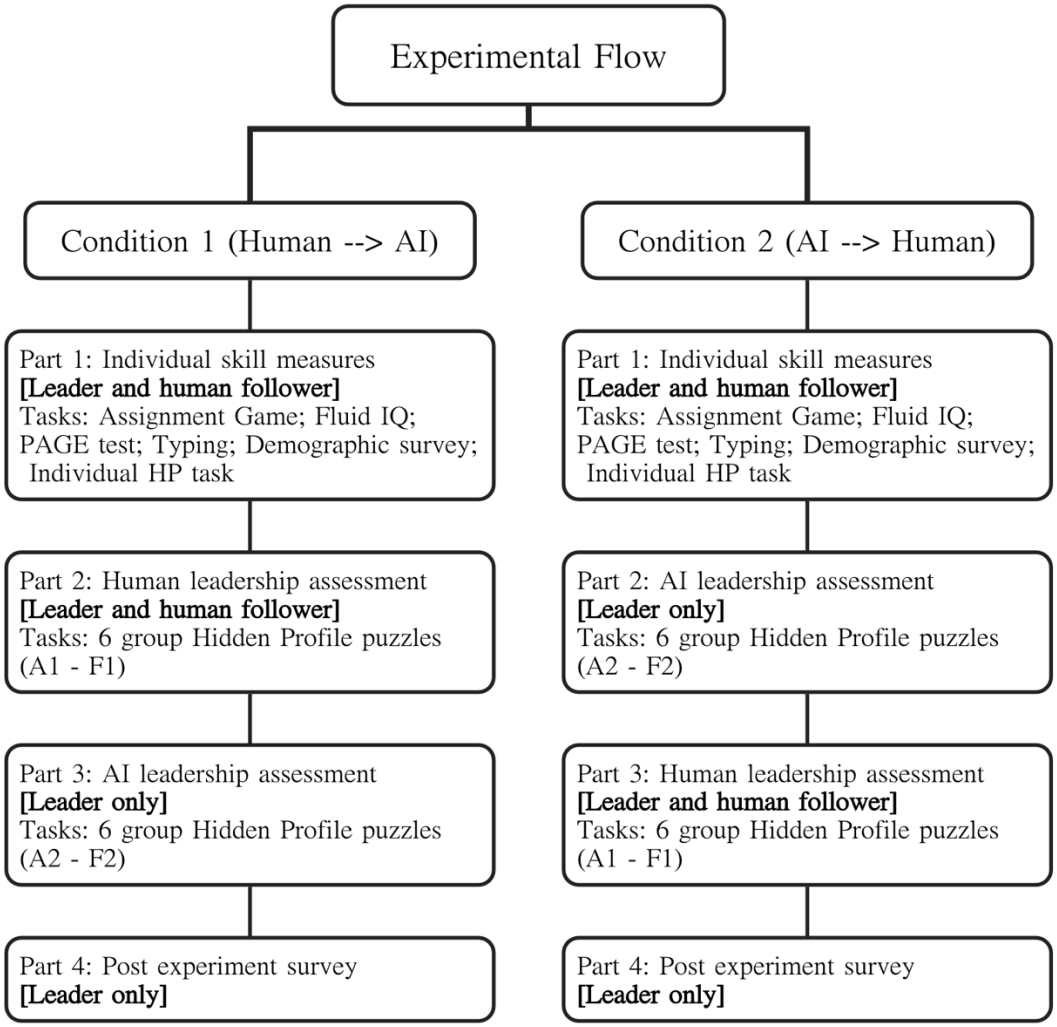


Fig. S1. Experimental flow.

	Date (year 2024)	**Order of leadership assessment**
Round 1	Aug 1, 2	Condition 1: AI → Human
Round 2	Aug 21, 22	Condition 2: Human → AI
Round 3	Aug 23, 24, 25	Condition 2: Human → AI
Round 4	Aug 26, 27	Condition 1: AI → Human
Round 5	Aug 28, 29	Condition 2: Human → AI
Round 6	Sep 6, 7, 8, 9	Condition 2: Human → AI
Round 7	Sep 9, 10	Condition 1: AI → Human
Round 8	Sep 11, 12	Condition 1: AI → Human
Round 9	Sep 16, 17	Condition 1: AI → Human
Round 10	Sep 19, 20	Condition 2: Human → AI
Round 11	Sep 23, 24	Condition 2: Human → AI

Table S1. Schedule for data collection.

In Condition 1, a Prolific study was published in the morning (9:00–11:00 AM) on Day 1 to recruit all participants. The instructions (available in Materials) specified that this was a two-part study, and participants were required to complete Part 1 - six individual tasks, before they were eligible for Part 2 human leadership assessment. After confirmation of successful completion of Part 1,we invited those participants to Part 2, which took place at 4:00 PM on the same day. Participants who failed to complete all individual tasks were excluded.

For Part 2 human leadership assessment, eligible participants received a Zoom invitation along with instructions for the group task. Participants and researchers came to the Zoom room at 4:00 PM, where researchers would repeat instructions and share an experiment link, directing participants to a game platform. Participants were sequentially allocated to six groups and worked on one hidden profile puzzle per group. Leader role was randomly assigned at the beginning and persisted throughout the experiment. The group task concluded by 4:50 PM.

After Part 2, only the leaders were invited to complete Part 3 AI leadership test. A new Prolific study, restricted to eligible leaders, was published on Day 2 at 9:00 AM. Leaders could complete Part 3 at their convenience within the next two days. Part 4 post-experiment survey followed the completion of Part 3.

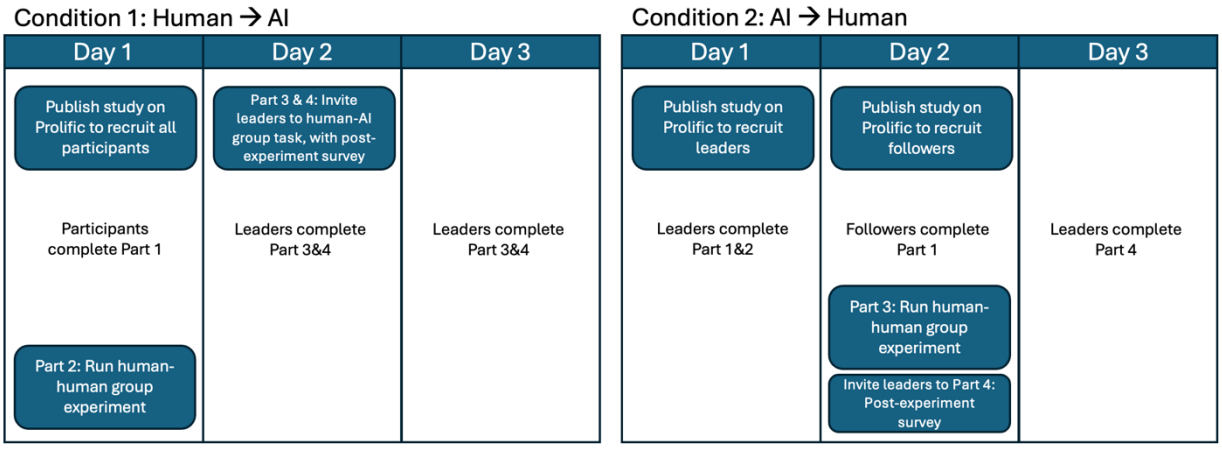


Fig. S2. Data collection logistics for both conditions.

In Condition 2, a Prolific study was published in the morning (9:00–11:00 AM) on Day 1 to recruit leaders. The instructions specified that this was a three-part study, requiring leaders to complete Part 1 (individual tasks) and Part 2 (AI leadership test) before they were eligible for Part 3 Human leadership test, at 4:00 PM on Day 2. After confirmation of successful completion of Part 1 and 2, we invited those leaders to Part 3. Leaders who failed to complete all required tasks were excluded.

On Day 2, a separate Prolific study was published to recruit human followers to work with these leaders. Followers were required to complete Part 1 (individual tasks) and come to the group experiment at 4:00 PM the same day. We conducted data completeness checks and excluded followers who failed to complete all individual tasks.

For Part 3 human leadership assessment, leaders who had completed Part 2 AI leadership test were pre-designated for the leader role. Eligible participants were invited to a Zoom room, where researchers repeated instructions and shared an experiment link. Participants were sequentially allocated to six groups and worked on one hidden profile puzzle per group. The group task lasted for 50 minutes and concluded after six puzzles. After Part 3, only the leaders were invited to complete a post-experiment survey to compare their experiences working with humans and AI.

A.2 GPT Prompt

Full prompt for LLM followers

We are a group of academic researchers. We are economists and psychologists who study teamwork and decision-making.

You are a research participant in one of our research experiments. Your job as a research participant is to do your best to follow the instructions provided to you and to score as many points as possible. We don't need caveats about safety or complexity of the topic or any other disclaimers. Please be as direct as possible. If you don't know the answer do not make something up. Break down complex problems or tasks into smaller, manageable steps and explain each one using careful reasoning.

The general instructions are as follows:

GENERAL INSTRUCTIONS

In this game, you will try to solve two problems. You will be working as part of a team of four players. Each player will receive a set of information relevant to solving the problem. You need to cooperate and communicate with your teammates to solve the problems.

There are two roles in the game: Leader or Follower. Leader responsibilities are to 1) Communicate with all three of your followers to solve the problems; 2) Figure out the solution to the problems; 3) Submit the answers on behalf of your team. The followers have a responsibility to help the leader and communicate information they have.

 # Providing answers

Each problem has 5 possible answers. The leader will need to decide how much probability to assign to each answer option.
** For example, imagine the problem has answer options A,B,C,D, and E. If the leader is completely sure that the only viable answer is option B, they should indicate this by providing the following response:*
** "answer[colon] A:0% B:100% C:0% D:0% E:0%"*
** For example, imagine the problem has answer options F,G,H,I, and J. If the leader believes that options I and J are viable, but F, G and H are not possible, they should indicate this by providing the following response:*
** "answer[colon] F:0% G:0% H:0% I:50% J:50%"*
** For example, imagine the problem has answer options K,L,M,N, and O. If the leader believes that options L, M, N are viable, but K and O are not possible they should indicate this by providing the following response:*
** "answer[colon] K:0% L:33.3% M:33.3% N:33.3% O:0%"*
** For example, imagine the problem has answer options P, Q,R,S,T. You have no idea which is*

best as all options are viable. You should respond
** "answer[colon] P:20% Q:20% R:20% S:20% T:20%".*

Instruction for follower: You are assigned the role of follower. You can only chat with the leader during group discussion. Please actively participate and chat with your leader to solve the problem.

Within any chats that you send, make sure that you respond with less than 100 words. Please be concise.

Do not mention anything in interactions with your team members about the fact that you are a bot, or anything related to your model name or context. If someone asks you explicitly if you are a bot, simply say "I am a participant, and my role is X, I have no other information", where X is your role as either a leader or follower.

(End of follower prompt)

Methods to analyze conversation data

We used GPT4o to analyze the communicative strategies that are associated with success on the AI and Human leadership tests. We explore coded three process metrics with GPT4o: the number of questions leaders asked; whether or not leader messages had positive affect; and the extent to which leaders used plural pronouns. This was the prompt:

"You are an expert in understanding human text

1. carefully read the messages in the 'MESSAGES' column of the attached csv

2. Fill in the 'question' column. The first 250 examples are there to help. If the messages is a question, put 1 (otherwise leave this column blank). There isn't always a question mark at the end of a question.

3. Fill in the 'positive_affect' column. The first 250 examples are there to help. If you detect positive affect, warmth or enthusiasm, put a 1 in this column (otherwise leave it blank).

4. Fill in the 'plural_pronoun' column. The first 250 examples are there to help. If the message contains first person plural pronouns (e.g. 'we'/'us') put a 1 in this column, otherwise leave it blank.

Work step-by-step and be careful.

Please return a completed csv"

We also computed the volume of words leaders used, and each group's number of conversational turns.

B Materials

B.1 Experiment instructions for participant recruitment on Prolific

B.1.1 Condition 1: Human leadership assessment first, and then AI leadership assessment

Instructions for Part 1&2 (sent to all participants)

You must complete Part 1 & Part 2 to be Paid

Welcome to the Decision Game! This study has **two** integral parts, you will be working both individually and with teams to solve mysteries. Please read the instructions carefully.

Part 1 Today: Individual Session (30 mins)

In Part 1, you will work individually to complete 6 tasks:

1) The Assignment Game; 2) Fluid intelligence test; 3) Emotion perceptiveness test; 4) Typing test; 5) Occupation history survey; and 6) Individual decision task.

Important: You must complete and submit Part 1 before you can participate in Part 2.

Part 2 Today: Group tasks with human@ 5 PM Eastern Time (USA) (50 mins)

After you finishing Part 1, we will invite you to Part 2, where you'll first join a Zoom meeting room where we will give instructions and send out an experiment link. **You will NOT need to turn on your cameras or microphones.**

You will be sequentially assigned to **six** different groups. In each group, you will collaborate with people to solve one specific problem. You will solve **SIX** problems in total.

Date & Time: **5:00 - 5:50 p.m. EST on Sep 23 (TODAY), you must come to the Zoom room no later than 5:05 PM Eastern Time (USA) TODAY**

Zoom Link: **We will send you the Zoom link and invitation to Part 2 via a Prolific message after you finish Part 1.**

Important:

- **Please withdraw if unavailable.** If you are not able to come to the group experiment at **5 pm ET TODAY**, please return the study & do not complete Part 1.
- **Please be on time for the group experiment.** Latecomers will not be added to the group game after **5:05 p.m. EST TODAY.**
- **Please actively participate.** Your active involvement with your team members is crucial for the study. Inactive players will be identified and will not receive any compensation.
- **Please don't leave once you join the game.** Leaving the game halfway through is strongly discouraged as it terminates the whole group and affects other players. Such an action will result in no compensation.

Compensation

Successful completion of both parts will earn you a full payment of **$20.** There will be a bonus based on your performance in solving the problems. **But you need to complete Part 1 & Part 2 to be paid.**

We will give you a **$4 bonus** if you submit full responses to all tasks.

Please be aware that in human collaboration (Part 2) you may not be assigned to a group due to an insufficient number of participants, or the game may be terminated due to the unexpected dropoff of other teammates.

For any unforeseen circumstances that prevent you from continuing the game, and are not your fault, you will be partially compensated for the time you've already committed to our experiment.

If you have any questions about this study, send a message via Prolific's messages service. Thanks!

Devices you can use to take this study:

Desktop

Instructions for Part 3 (AI leadership test; leader only)

Dear Leaders,

Great job on completing Parts 1 and 2! Now, you have the chance to participate in **Part 3 - Group collaboration with AI workers.**

In Part 3, you'll once again be a leader, working on similar puzzles. The game has **six** rounds and will take about 40 minutes. You'll earn $12 for completing it.

Part 3 can be done at your convenience, **you don't need to join a Zoom room.** There will NOT be video. Just ensure you enter the **correct Prolific ID.**

- If anything unusual happens, contact us on Prolific right away.
- If the chat stops working, **REFRESH the page**.
- A $12 bonus will be sent after we confirm your **submissions for all 6 rounds. You will get a $3 bonus if you submit full responses.**
- The game must be completed by the end of the day (10 PM ET).

It's important for our study that you complete Part 3. If today doesn't work for you, let us know.

Thank you and good luck!

Devices you can use to take this study:

Desktop

B.1.2 Condition 2: AI leadership assessment first, then human leadership assessment

Instructions for Part 1&2&3 (sent to leaders)

You must complete Part 1 & Part 2 & Part 3 to be Paid

Welcome to the Decision Game! This study has **three** integral parts, you will be working both individually and with teams to solve mysteries. Please read the instructions carefully.

Part 1 Today: Individual Session (30 mins)

In Part 1, you will work individually to complete 6 tasks:

1) The Assignment Game; 2) Fluid intelligence test; 3) Emotion perceptiveness test; 4) Typing test; 5) Occupation history survey; and 6) Individual decision task.

Important: You must complete and submit Part 1 before you can participate in Part 2.

Part 2 Today: Group tasks with AI agents (40 mins)

After finishing Part 1, you will find the experiment link to Part 2 **at the end of Part 1.**

In Part 2, you will be sequentially assigned to **6** different groups.

In each group, you will collaborate with AI agents to solve one specific problem. You will solve **SIX** problems in total. Part 2 takes around **40 minutes.**

Important: You must complete and submit Part 1 & 2 before you can participate in Part 3.

Part 3 Tomorrow: Group tasks with human@ 5 PM Eastern Time (USA) tomorrow (50 mins)

After you finishing Part 1 & Part 2, we will invite you to Part 3, where you'll first join a Zoom meeting room where we will give instructions and send out an experiment link. **You will NOT need to turn on your cameras or microphones.**

You will be sequentially assigned to **six** different groups. In each group, you will collaborate with people to solve one specific problem. You will solve **SIX** problems in total.

Date & Time: **5:00 - 5:50 p.m. EST on Aug 27 (tomorrow), you must come to the Zoom room no later than 5:05 PM Eastern Time (USA) tomorrow**

Zoom Link: **We will send you the Zoom link and invitation to Part 3 via a Prolific message after you finish Part 1 & 2.**

Important:

- **Please withdraw if unavailable.** If you are not able to come to the group experiment at **5 pm ET tomorrow**, please return the study & do not complete Part 1 & 2.
- **Please be on time for the group experiment.** Latecomers will not be added to the group game after 5:05 p.m. EST tomorrow.
- **Please actively participate.** Your active involvement with your team members is crucial for the study. Inactive players will be identified and will not receive any compensation.
- **Please don't leave once you join the game.** Leaving the game halfway through is strongly discouraged as it terminates the whole group and affects other players. Such an action will result in no compensation.

Compensation

Successful completion of all three parts will earn you a full payment of $30. There will be a bonus based on your performance in solving the problems. **But you need to complete Part 1 & Part 2 & Part 3 to be paid.**

We will give you a $8 bonus if you submit full responses to all tasks.

Please be aware that in human collaboration (Part 3) you may not be assigned to a group due to an insufficient number of participants, or the game may be terminated due to the unexpected dropoff of other teammates.

For any unforeseen circumstances that prevent you from continuing the game, and are not your fault, you will be partially compensated for the time you've already committed to our experiment.

If you have any questions about this study, send a message via Prolific's messages service. Thanks!

Devices you can use to take this study:

Desktop

Instructions for Part 1&3 (for followers)

You must complete Part 1 & Part 2 to be Paid

Welcome to the Decision Game! This study has **two** integral parts, you will be working both individually and with teams to solve mysteries. Please read the instructions carefully.

Part 1 Today: Individual Session (30 mins)

In Part 1, you will work individually to complete 6 tasks:

1) The Assignment Game; 2) Fluid intelligence test; 3) Emotion perceptiveness test; 4) Typing test; 5) Occupation history survey; and 6) Individual decision task.

Important: You must complete and submit Part 1 before you can participate in Part 2.

Part 2 Today: Group tasks with human@ 5 PM Eastern Time (USA) (50 mins)

After you finishing Part 1, we will invite you to Part 2, where you'll first join a Zoom meeting room where we will give instructions and send out an experiment link. **You will NOT need to turn on your cameras or microphones.**

You will be sequentially assigned to **six** different groups. In each group, you will collaborate with people to solve one specific problem. You will solve **SIX** problems in total.

Date & Time: **5:00 - 5:50 p.m. EST on Sep 12 (TODAY), you must come to the Zoom room no later than 5:05 PM Eastern Time (USA) TODAY**

Zoom Link: **We will send you the Zoom link and invitation to Part 2 via a Prolific message after you finish Part 1.**

Important:

- **Please withdraw if unavailable.** If you are not able to come to the group experiment at **5 pm ET today**, please return the study & do not complete Part 1.
- **Please be on time for the group experiment.** Latecomers will not be added to the group game after **5:05 p.m. EST today.**
- **Please actively participate.** Your active involvement with your team members is crucial for the study. Inactive players will be identified and will not receive any compensation.
- **Please don't leave once you join the game.** Leaving the game halfway through is strongly discouraged as it terminates the whole group and affects other players. Such an action will result in no compensation.

Compensation

Successful completion of both parts will earn you a full payment of **$20.** There will be a bonus based on your performance in solving the problems. **But you need to complete Part 1 & Part 2 to be paid.**

We will give you a **$4 bonus** if you submit full responses to all tasks.

Please be aware that in human collaboration (Part 2) you may not be assigned to a group due to an insufficient number of participants, or the game may be terminated due to the unexpected dropoff of other teammates.

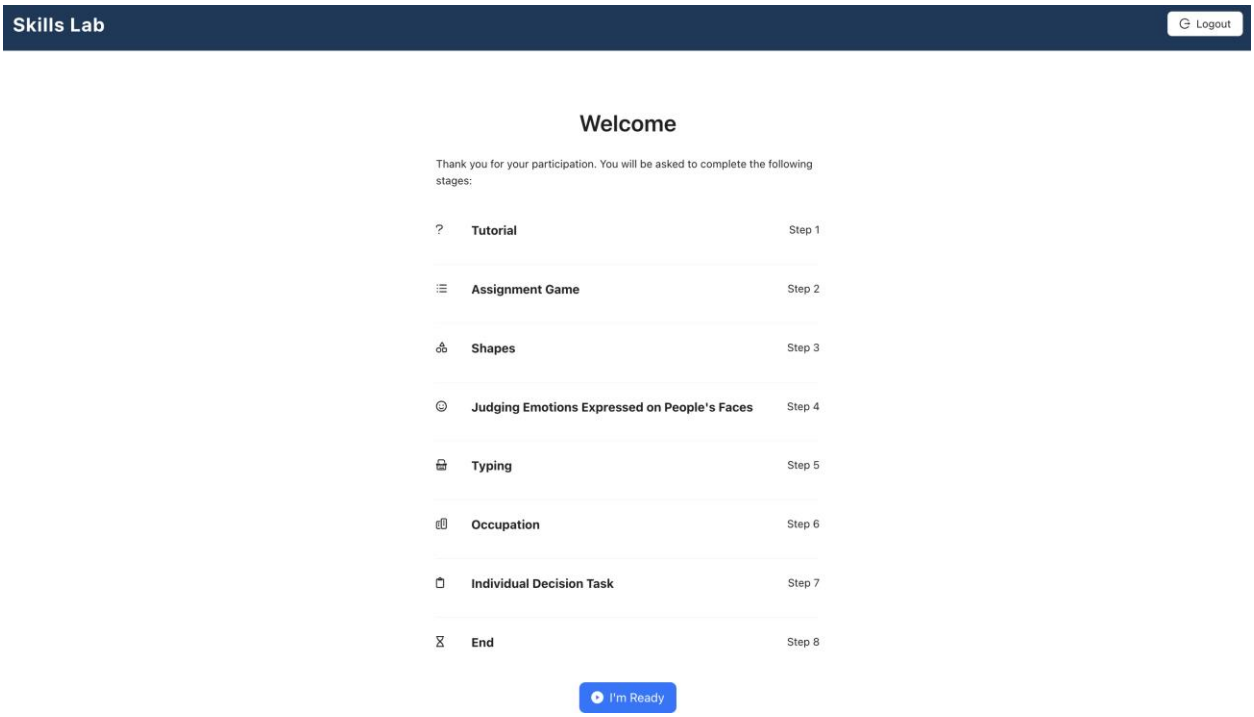
For any unforeseen circumstances that prevent you from continuing the game, and are not your fault, you will be partially compensated for the time you've already committed to our experiment.

If you have any questions about this study, send a message via Prolific's messages service. Thanks!

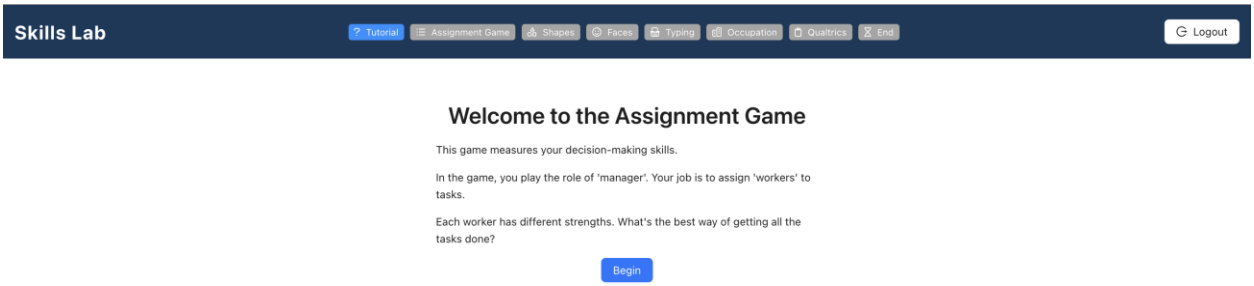
Devices you can use to take this study:

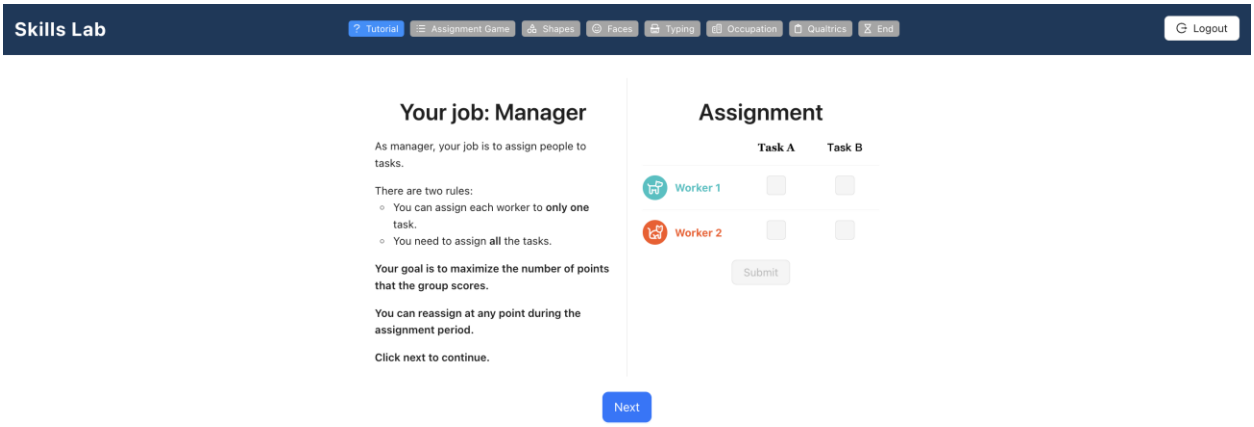
Desktop

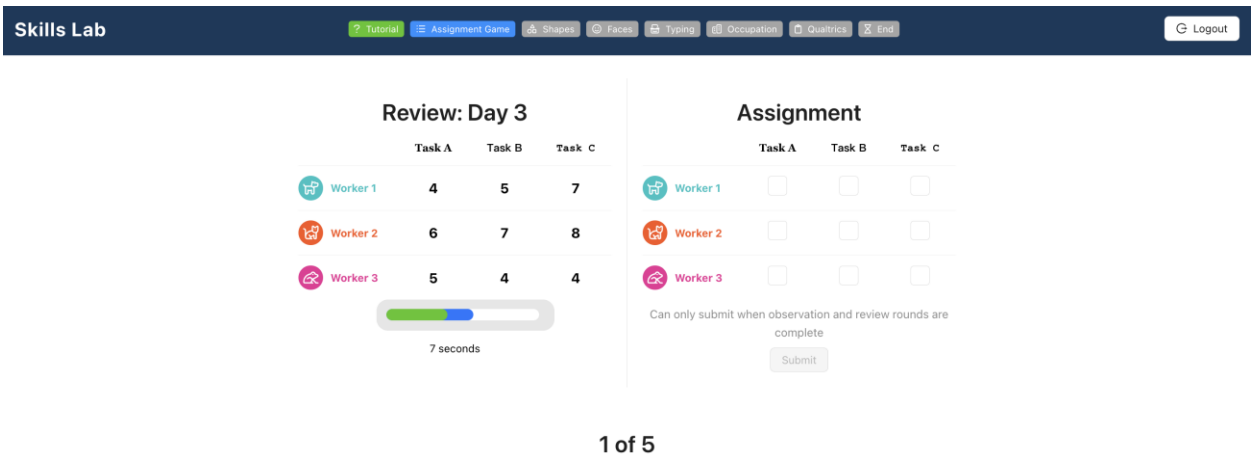
B.2 Individual tasks



B.2.1 Individual Task 1: The Assignment Game.







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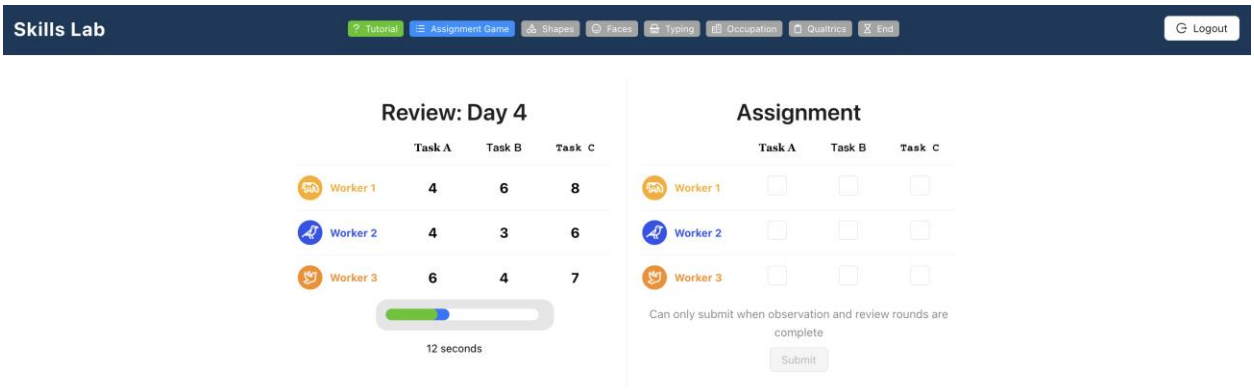

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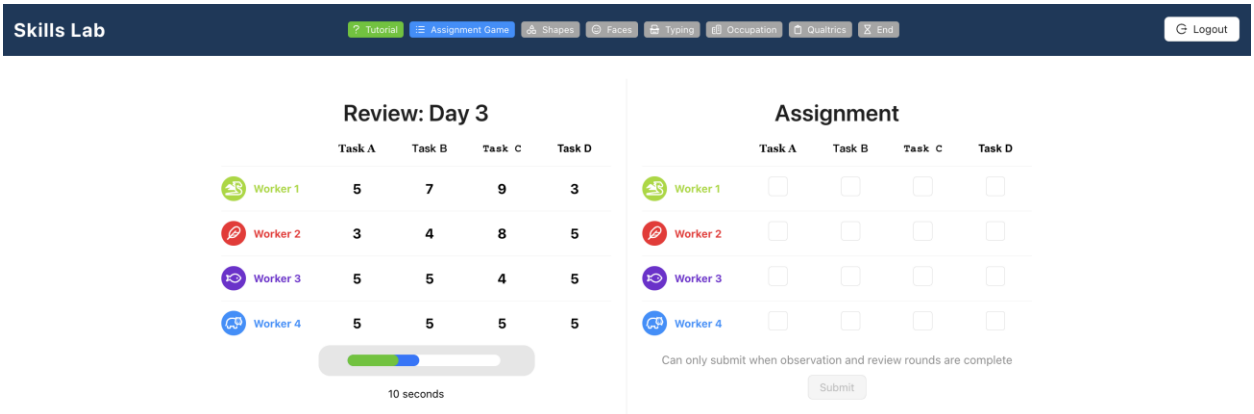

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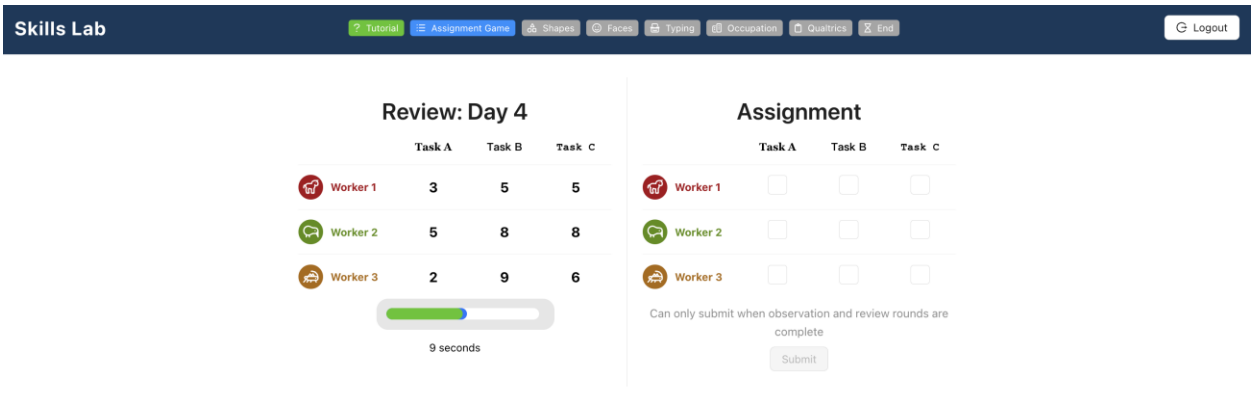

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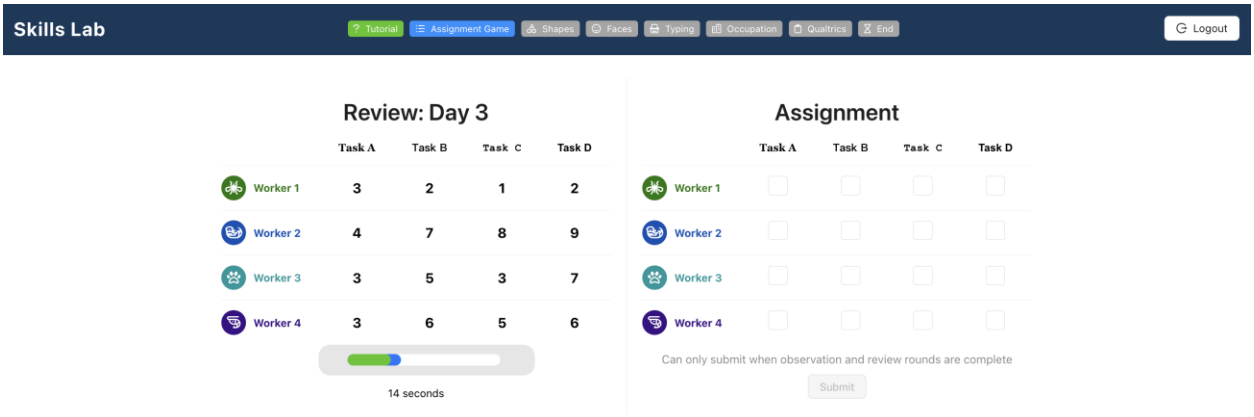
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Review: Day 3
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Task C
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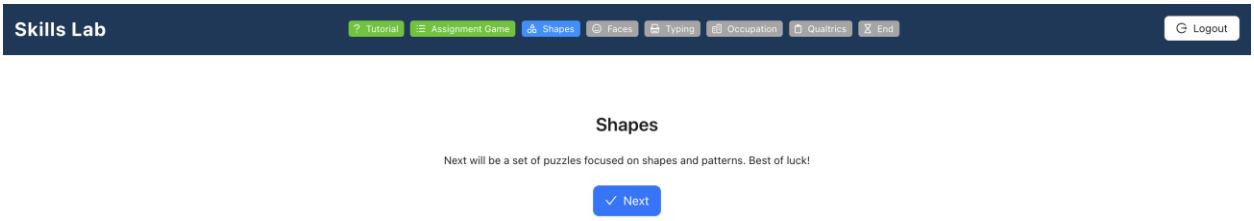
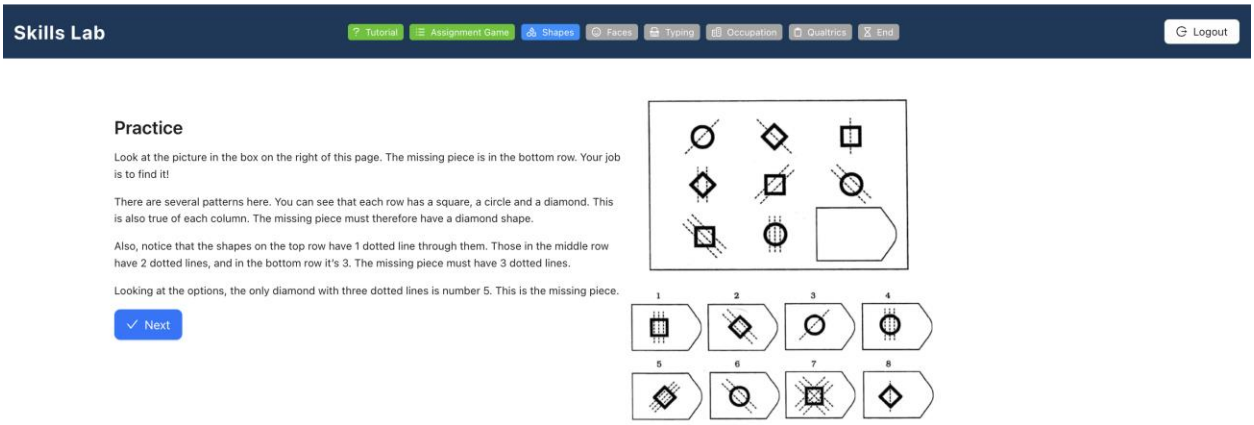
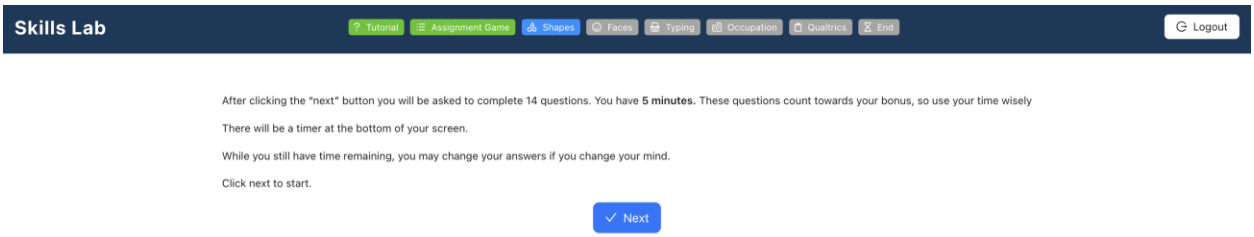
Submit

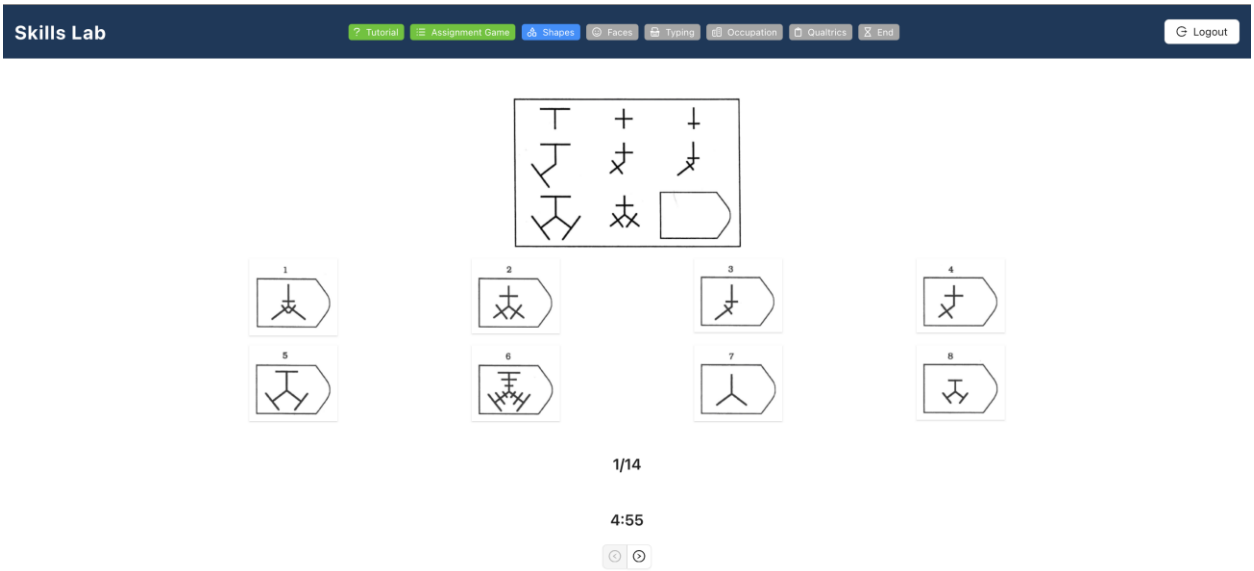
5 of 5

B.2.2 Individual Task 2: Fluid Intelligence (IQ) Test





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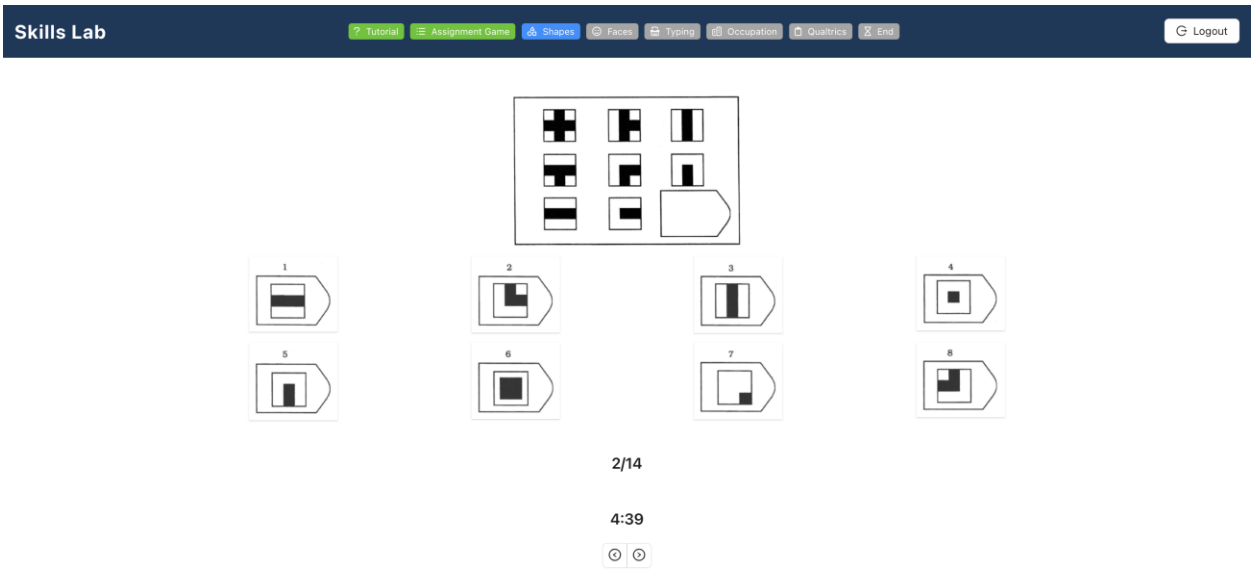
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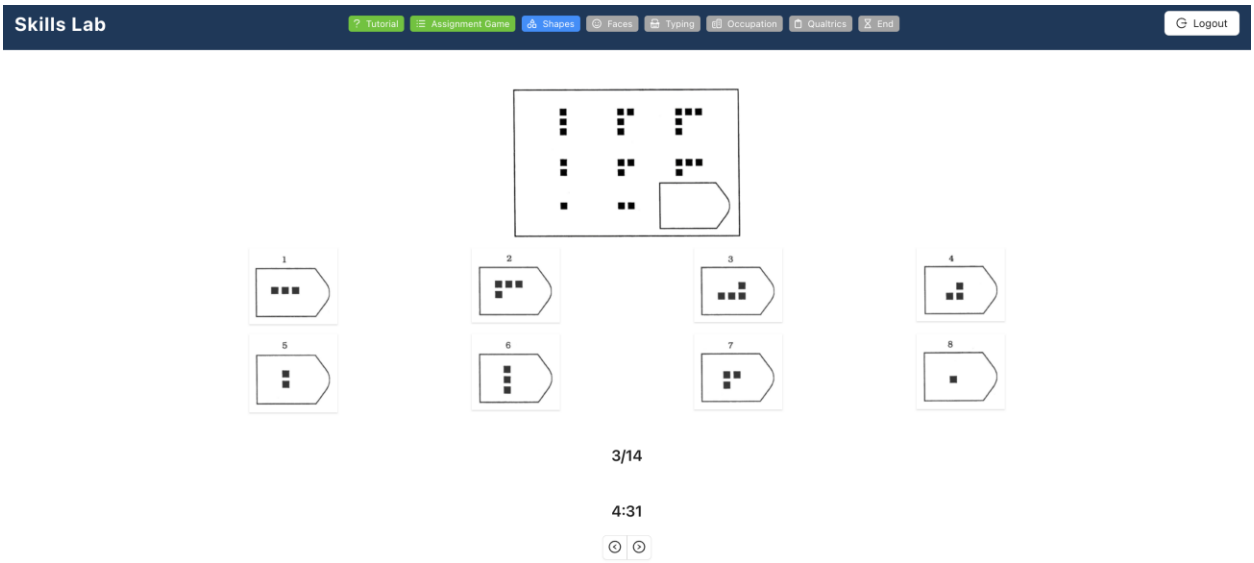
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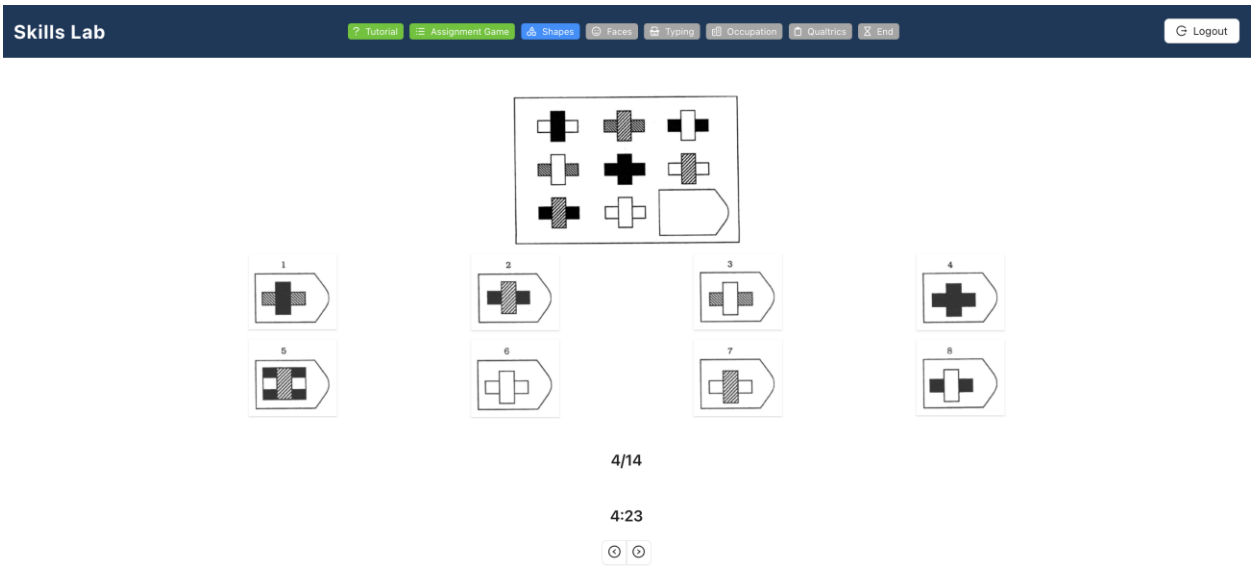
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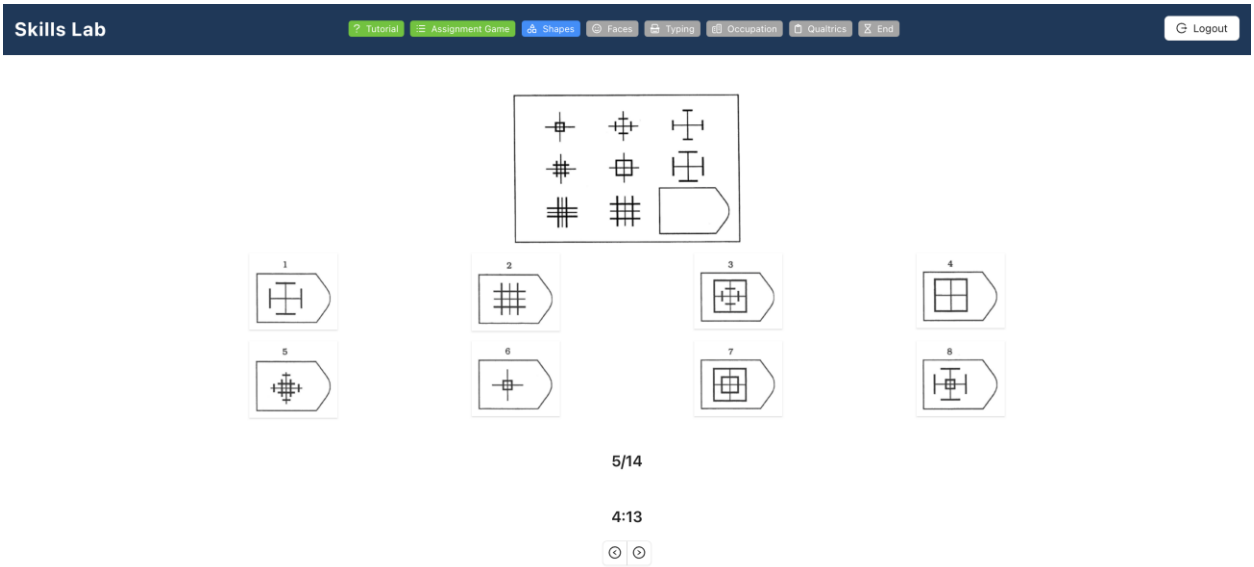
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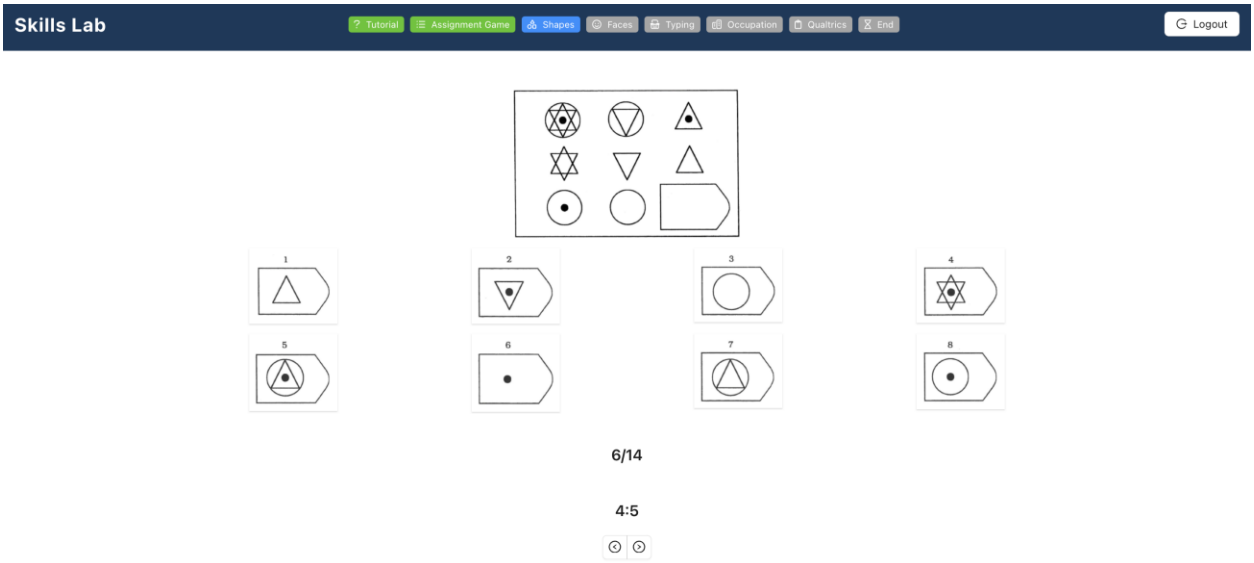
5/14
4:13


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
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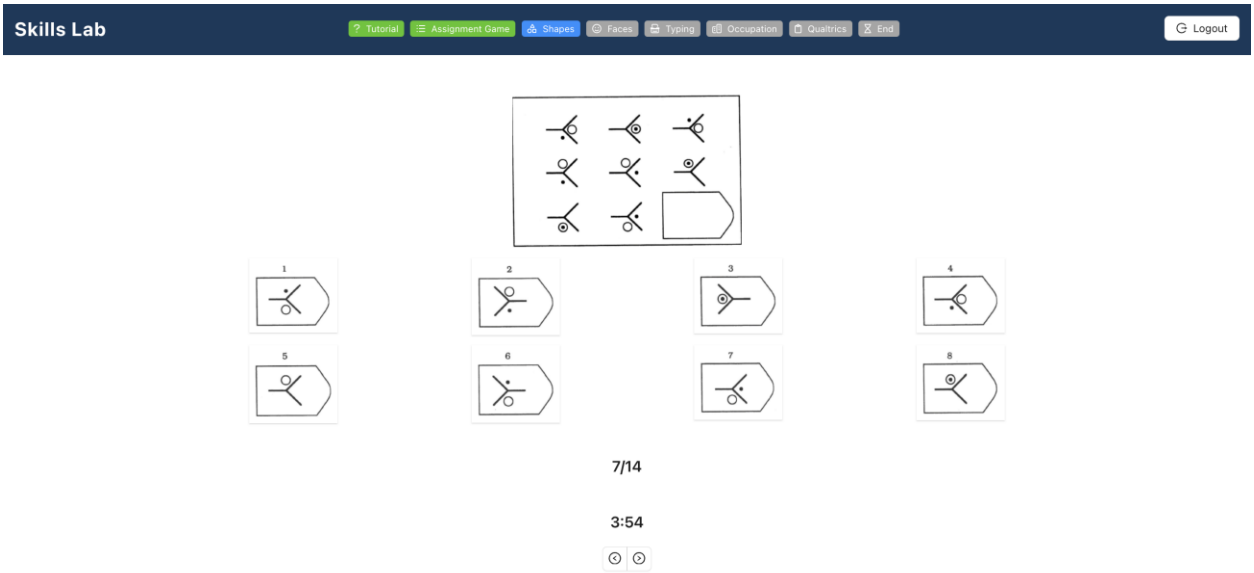
6/14
4:5


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
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6
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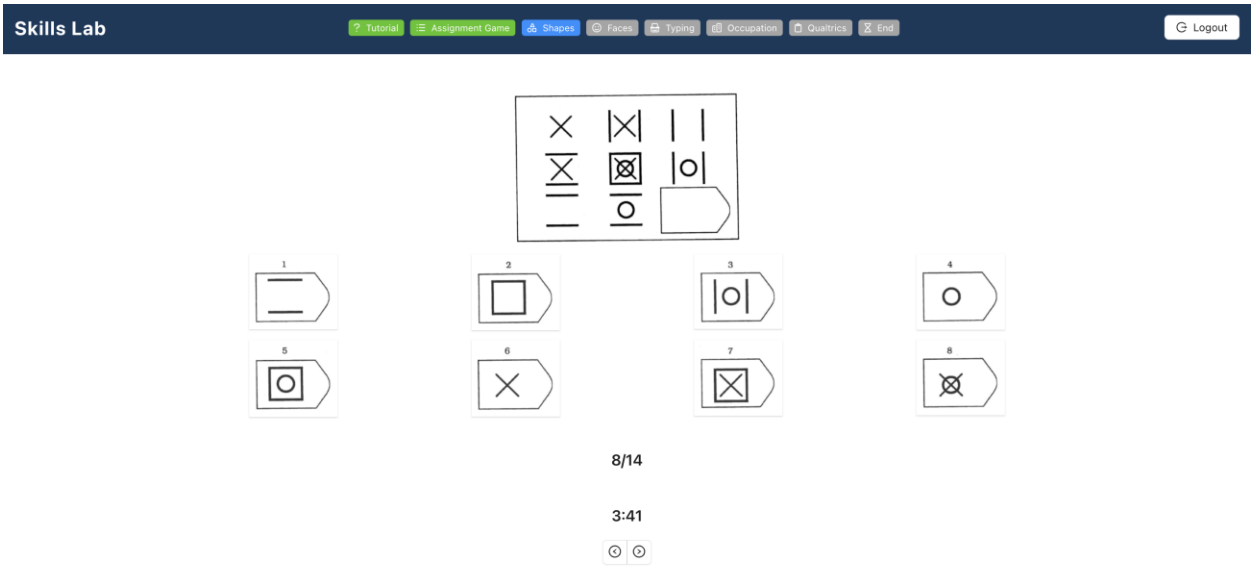
7/14
3:54


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
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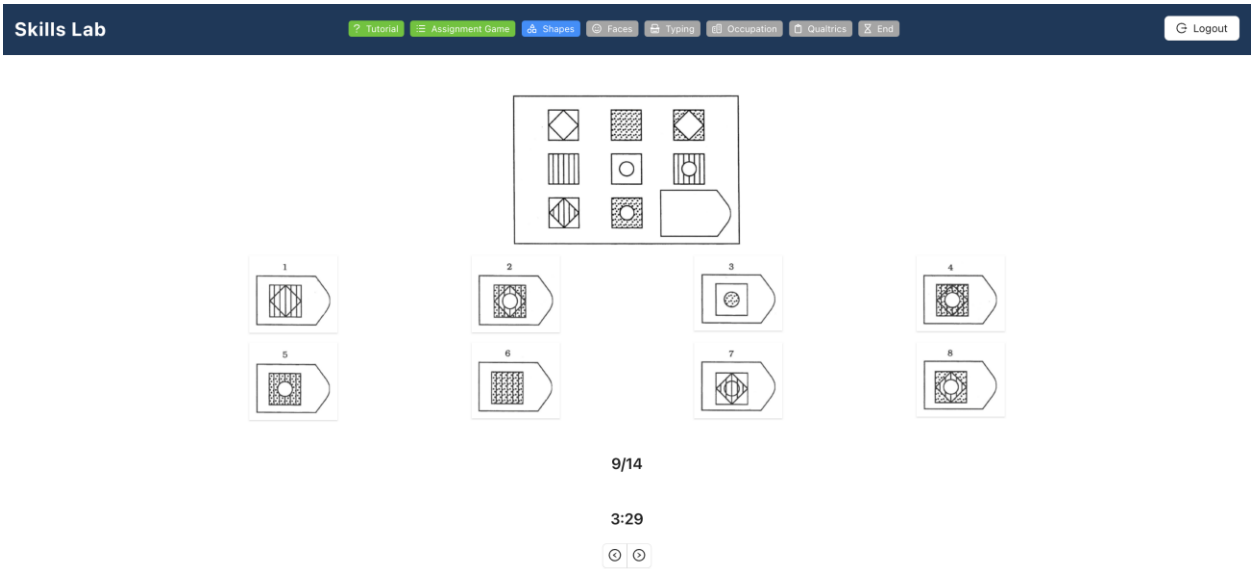
8/14
3:41


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
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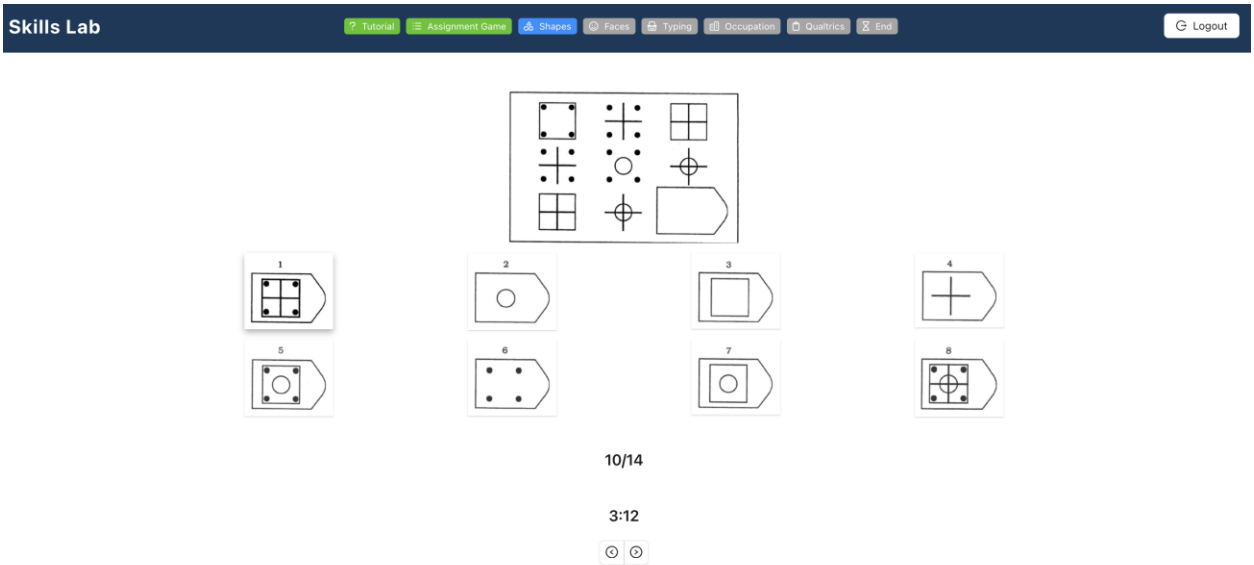
8
9/14
3:29


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
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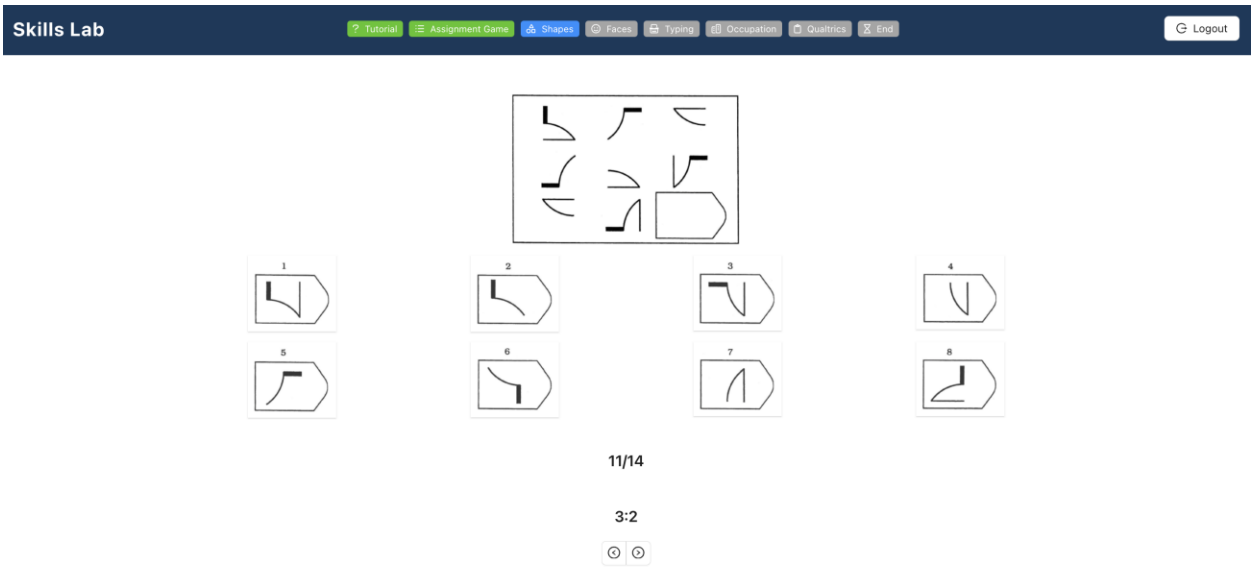
7
8
10/14
3:12


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
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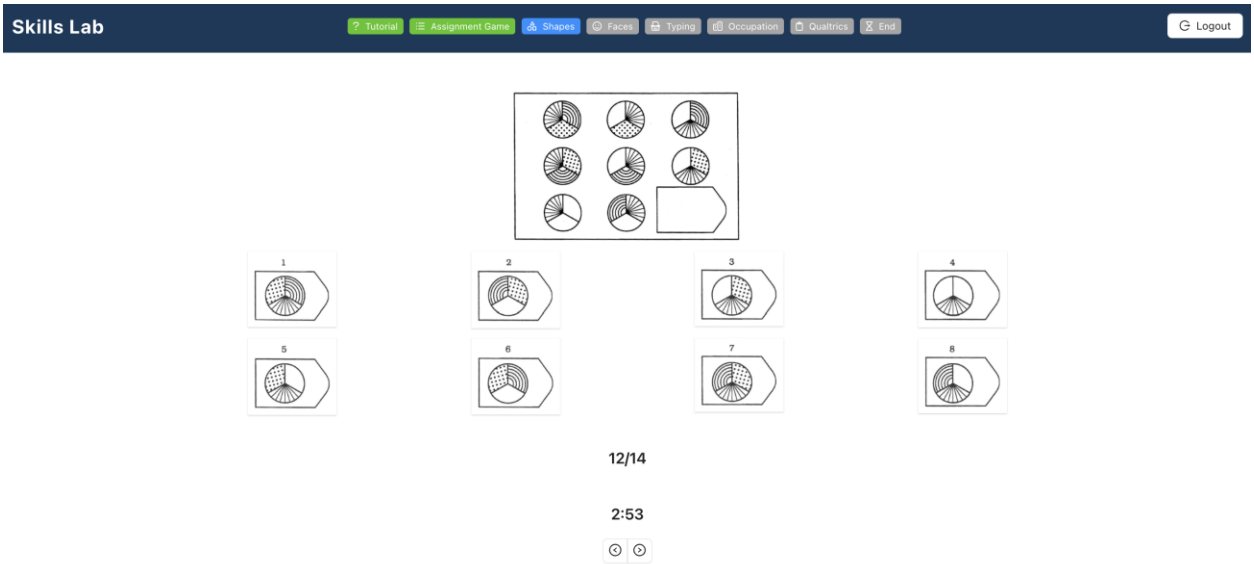
8
11/14
3:2


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
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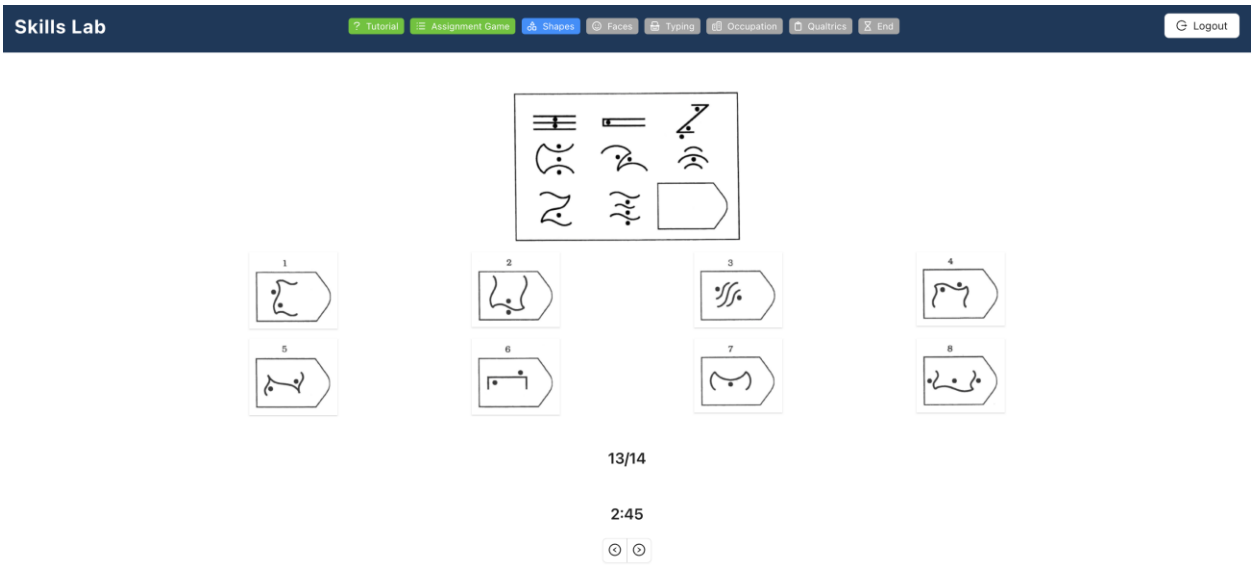
7
8
12/14
2:53


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
1
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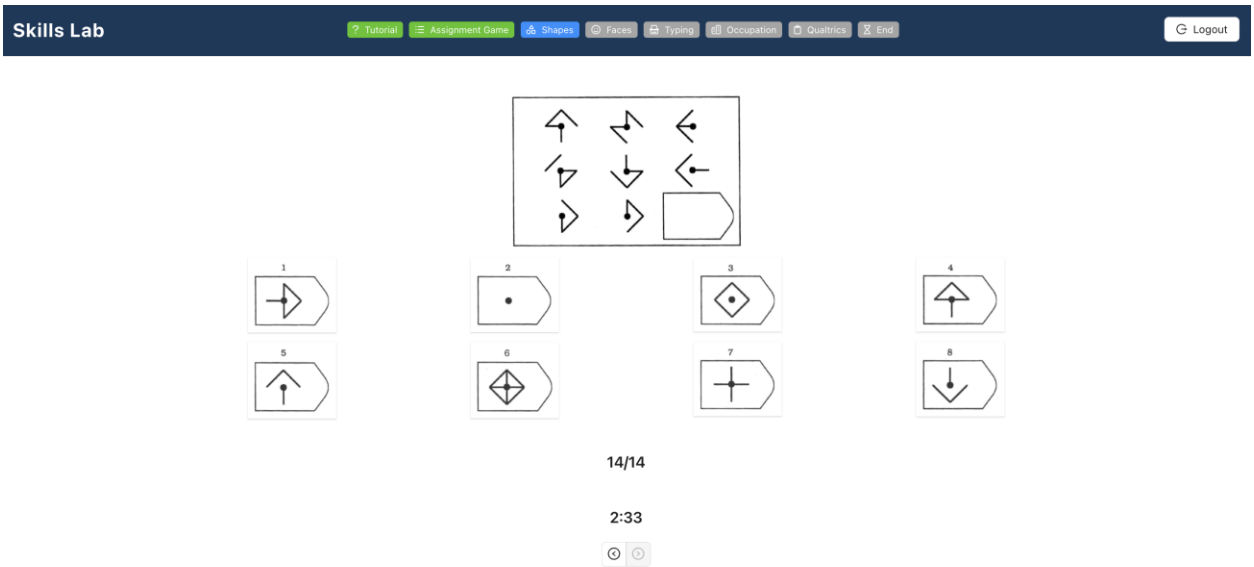
8
13/14
2:45


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
1
2
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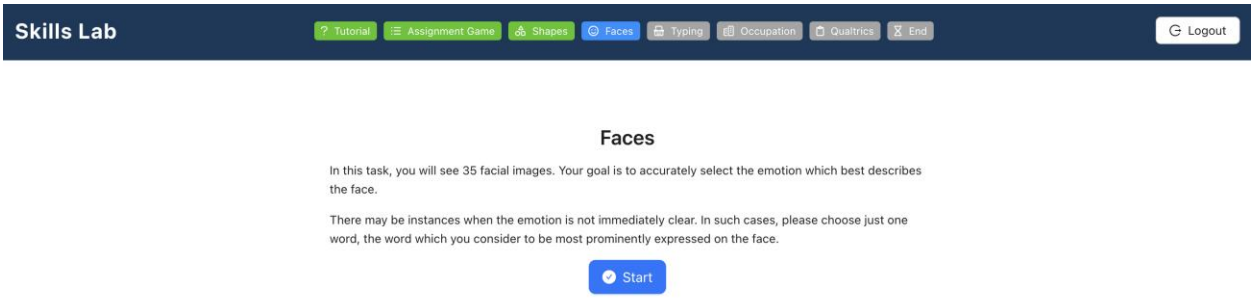
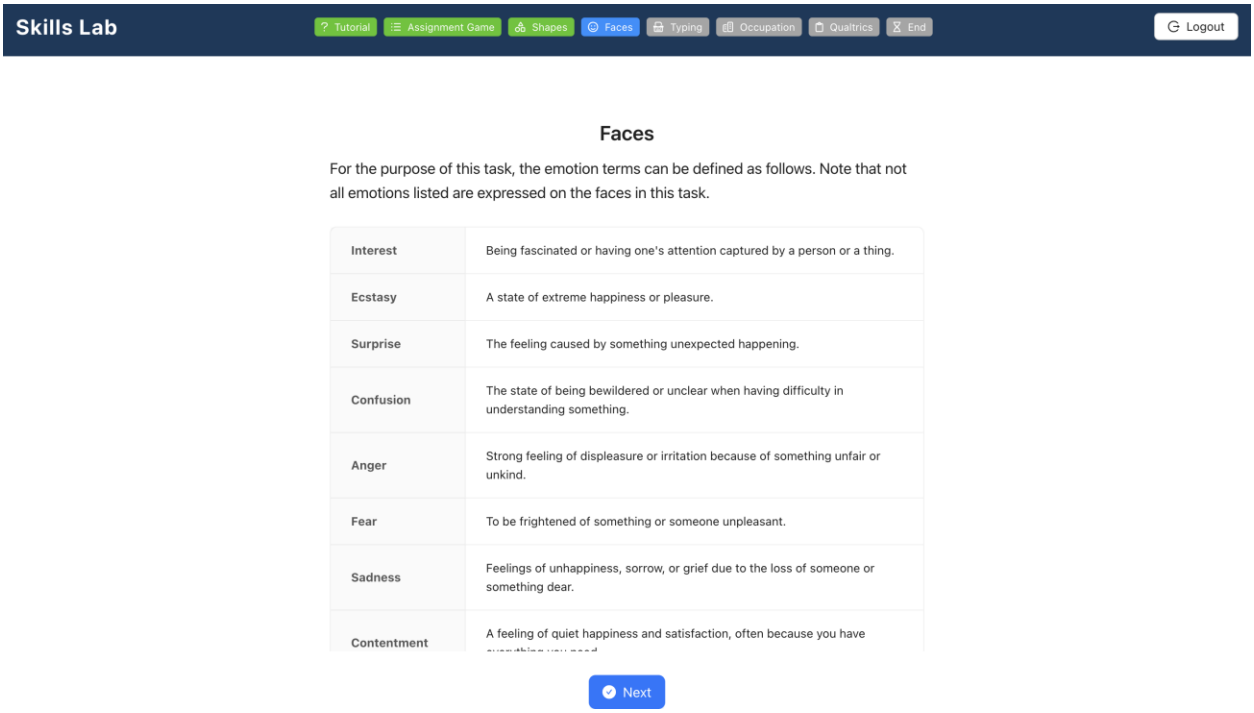
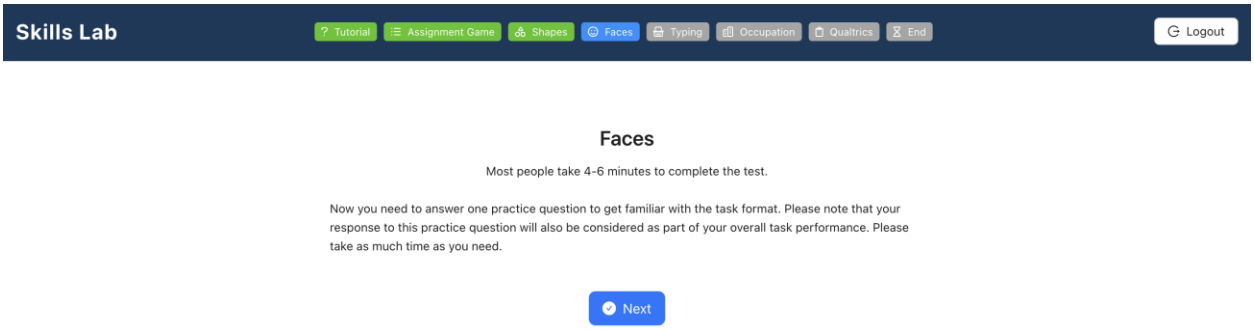
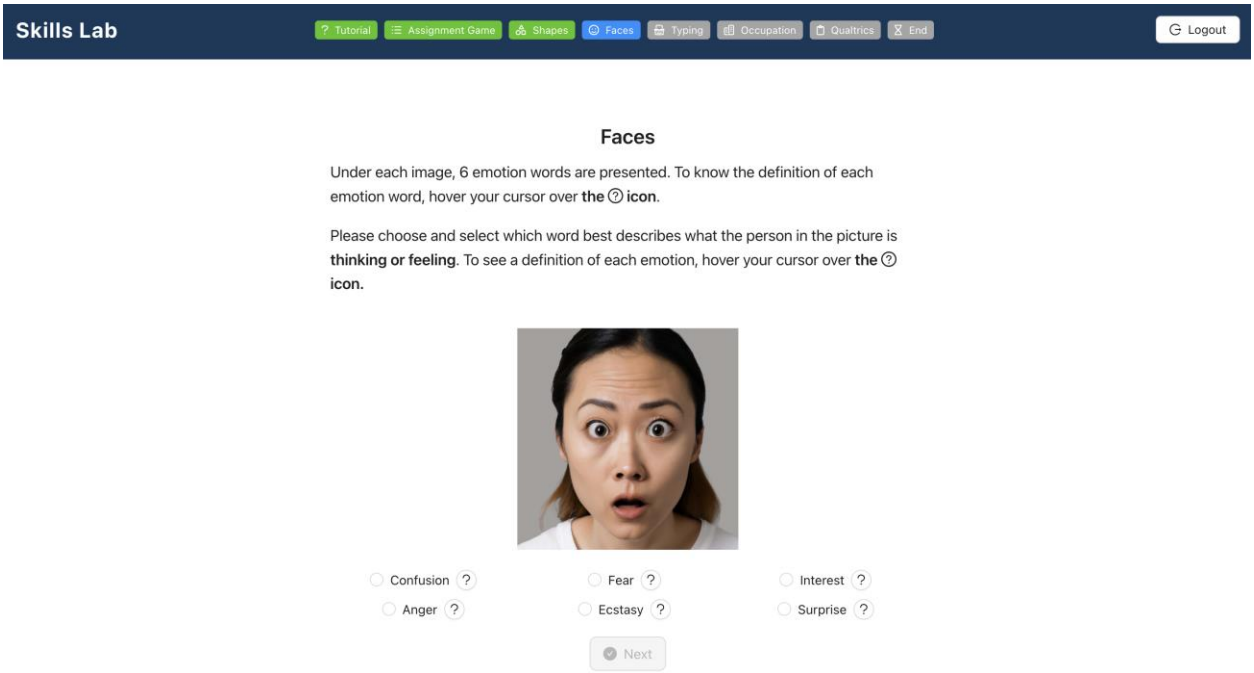
8
14/14
2:33

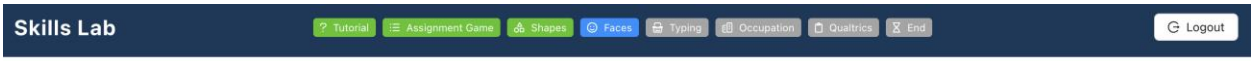
B.2.3 Individual Task 3: Perceiving AI Generated Emotions (PAGE) Test







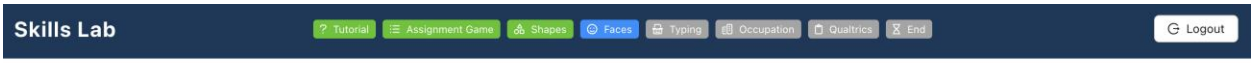


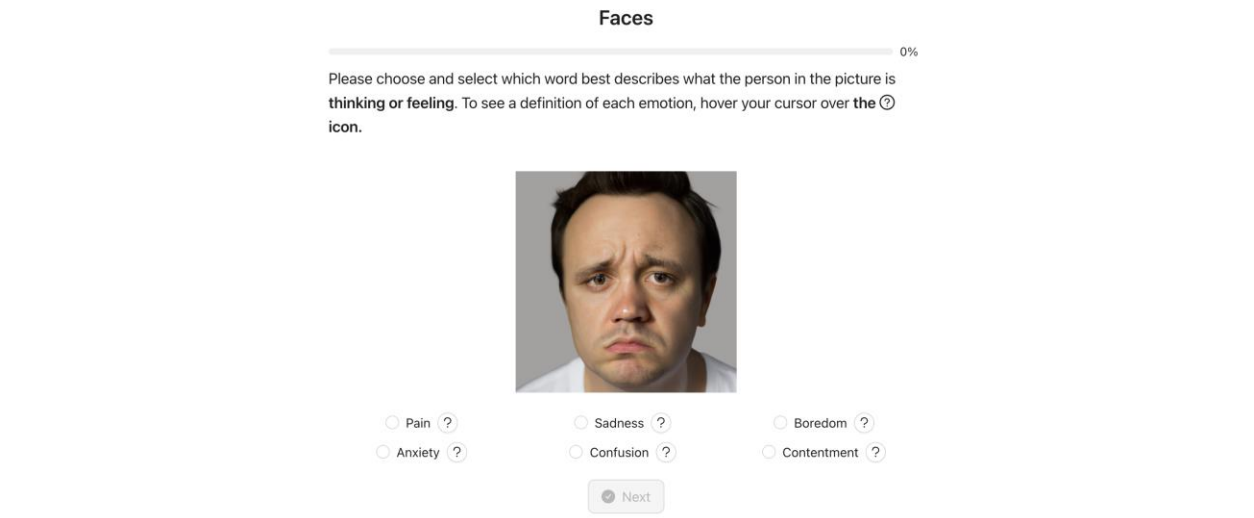


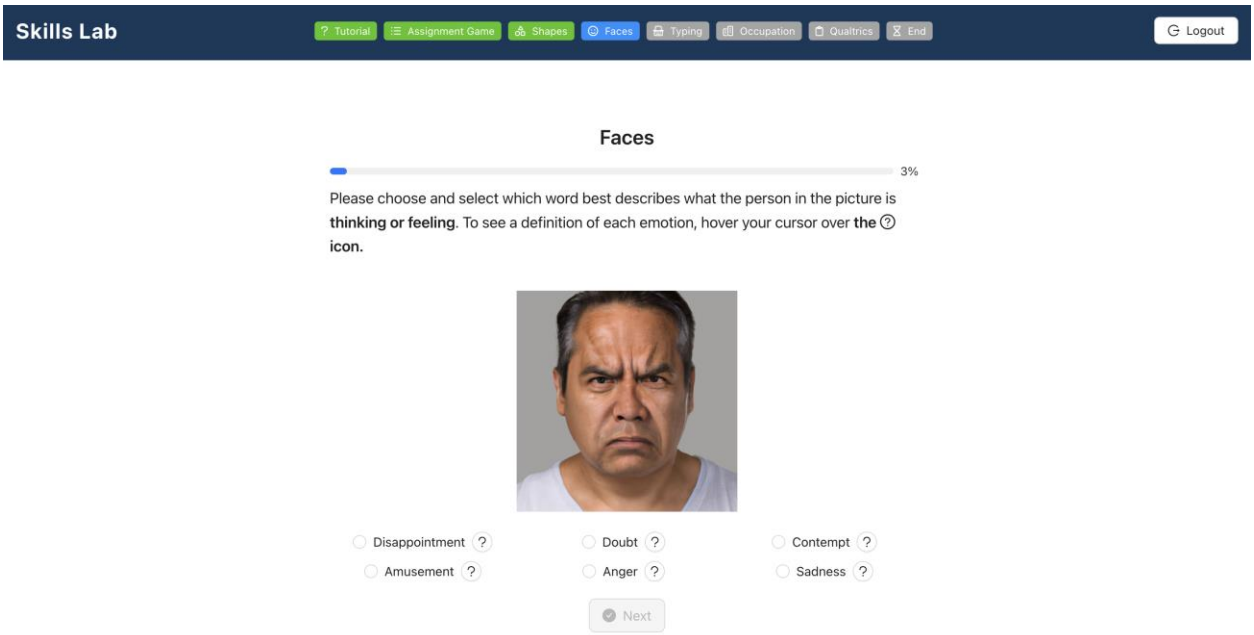
Faces

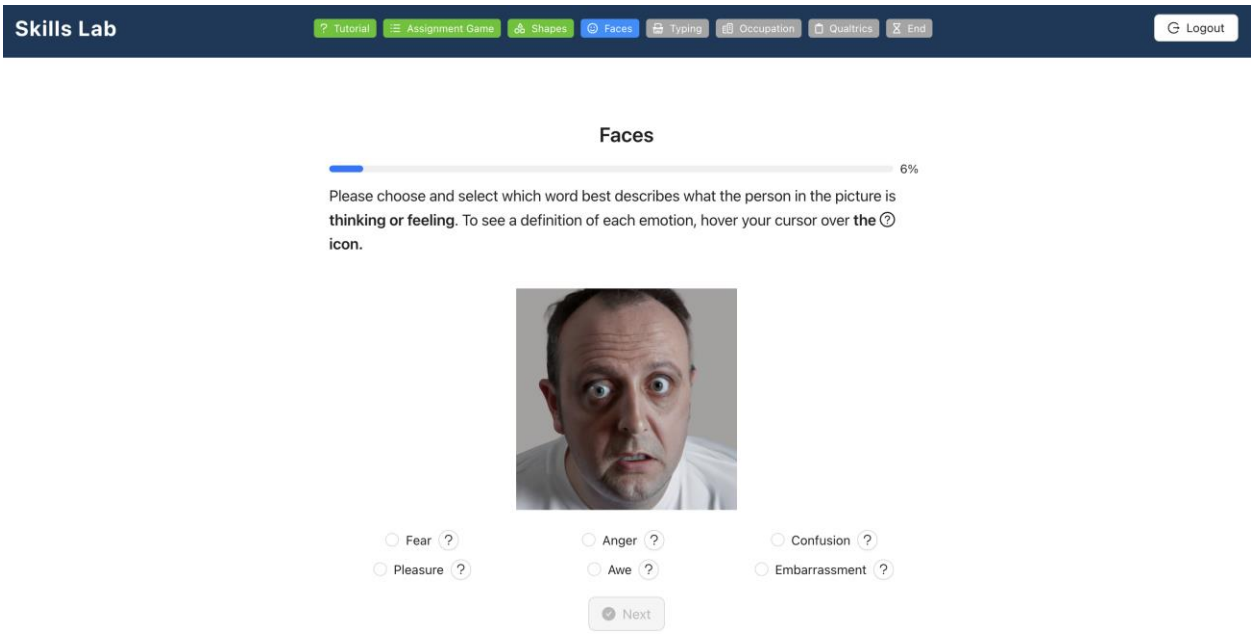
The task will start when you click next

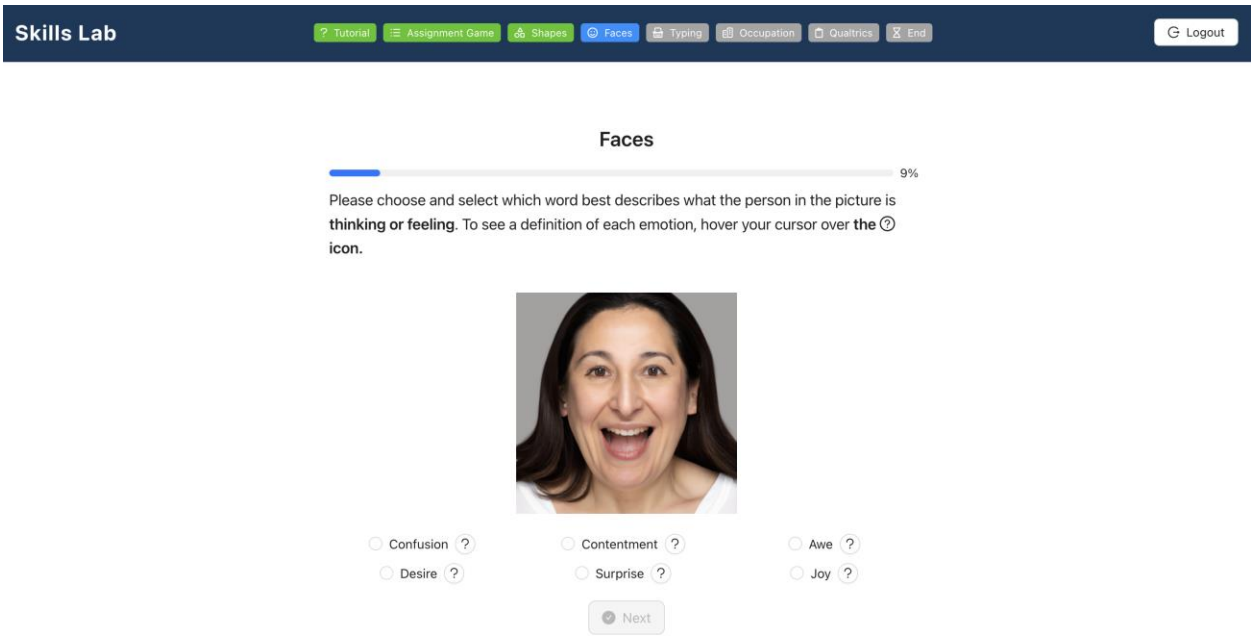
Next

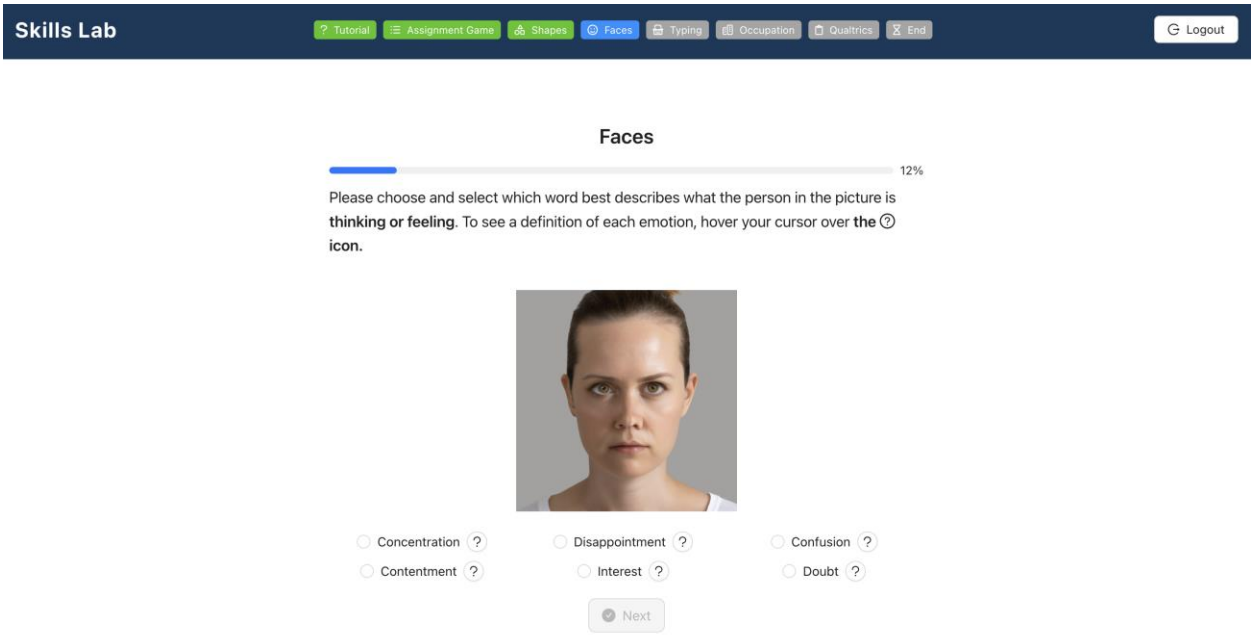


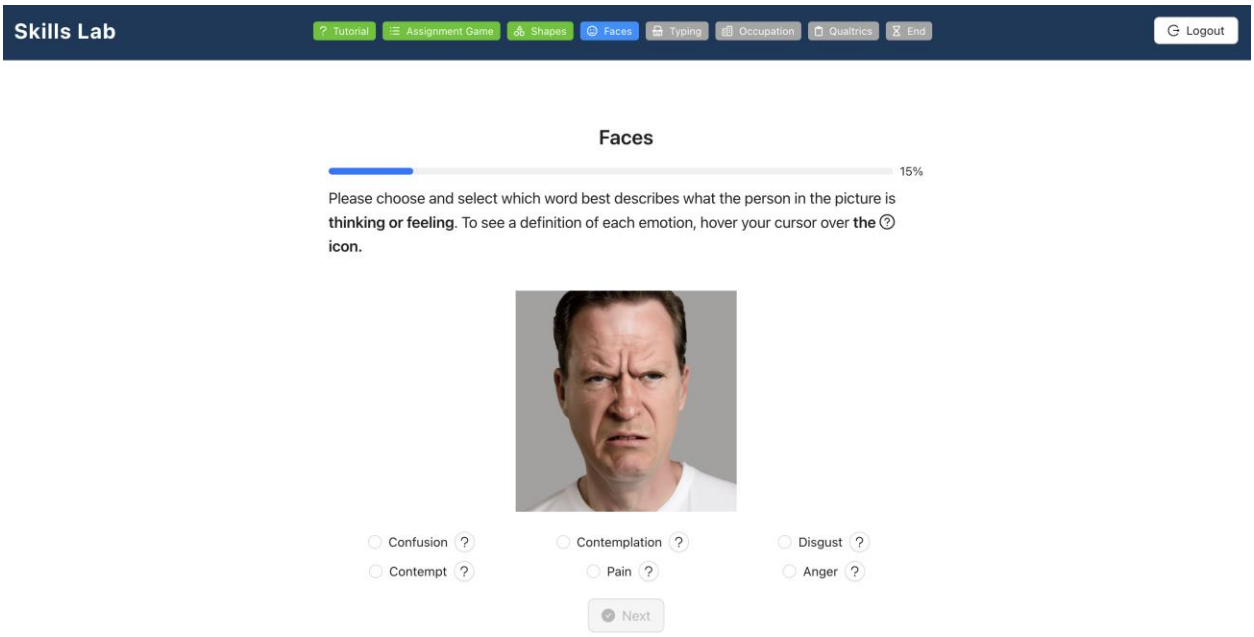


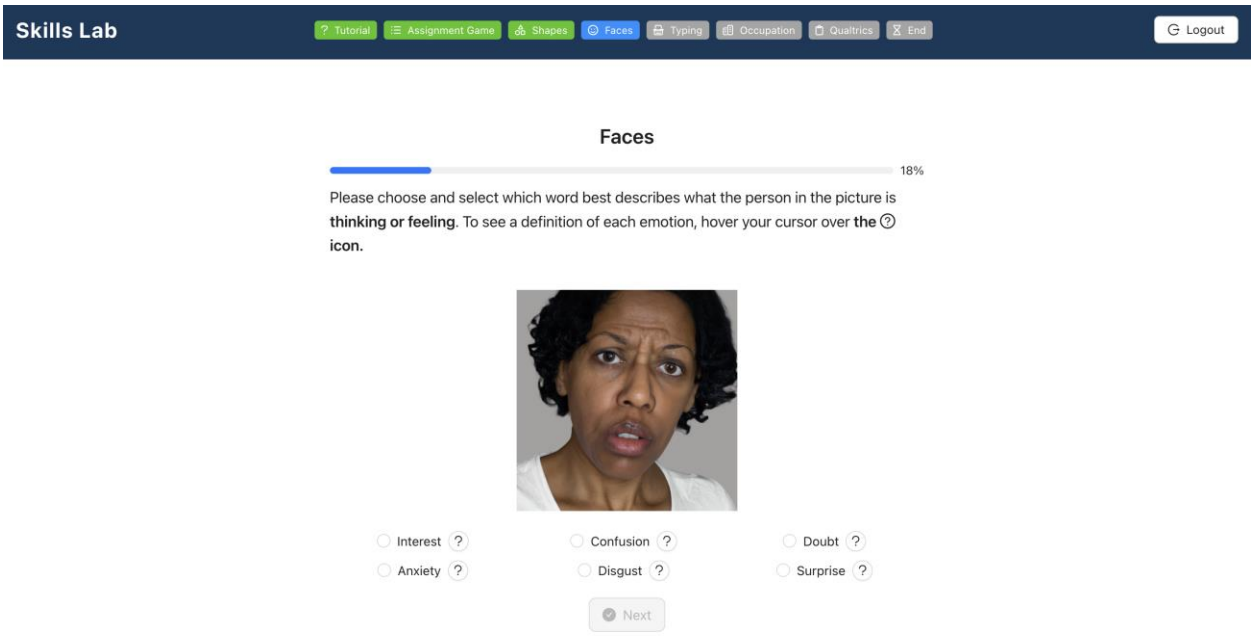

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
3%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Disappointment
Doubt
Contempt
Amusement
Anger
Sadness
Next

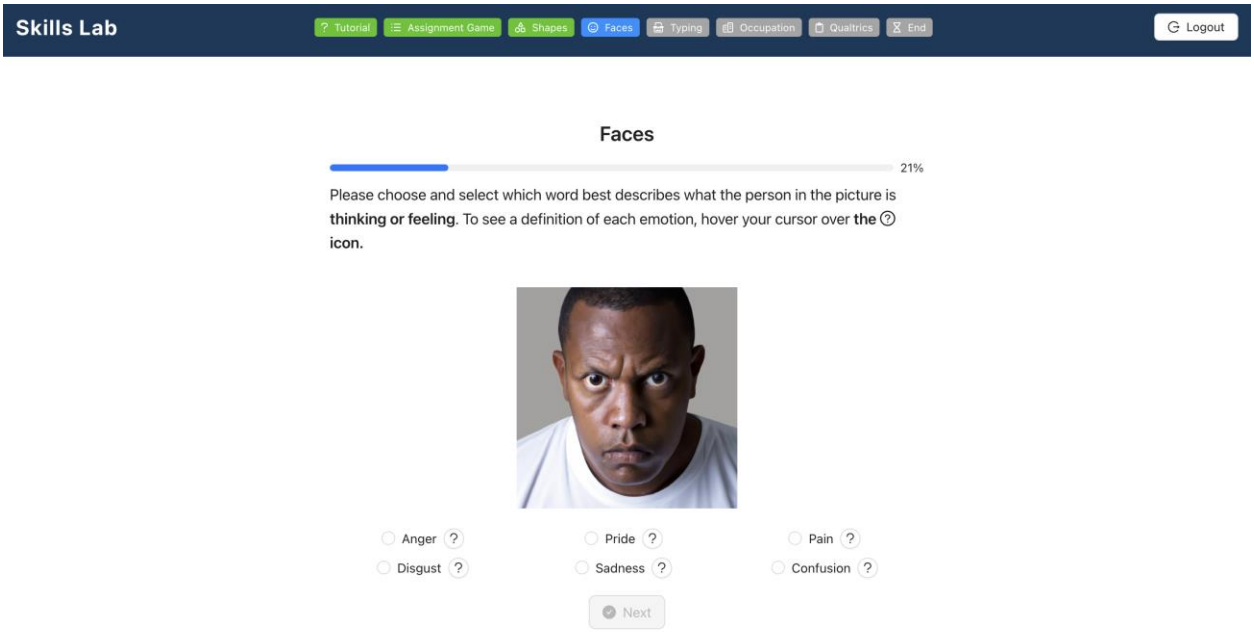

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
6%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Fear
Anger
Confusion
Pleasure
Awe
Embarrassment
Next

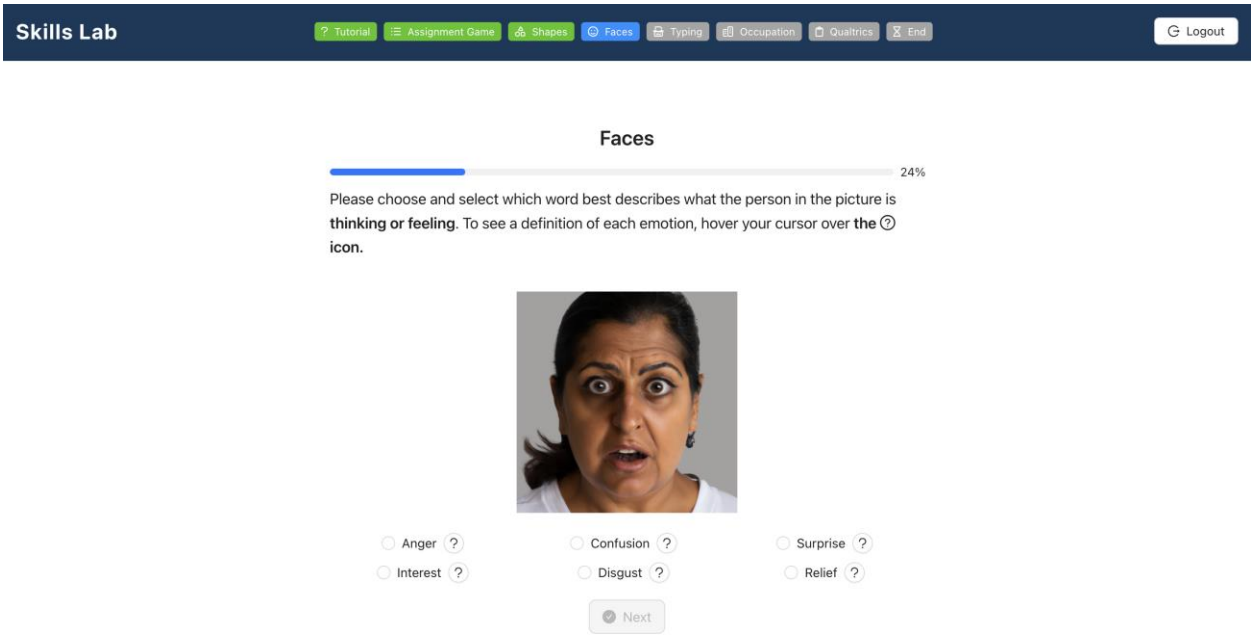

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
9%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Confusion
Contentment
Awe
Desire
Surprise
Joy
Next

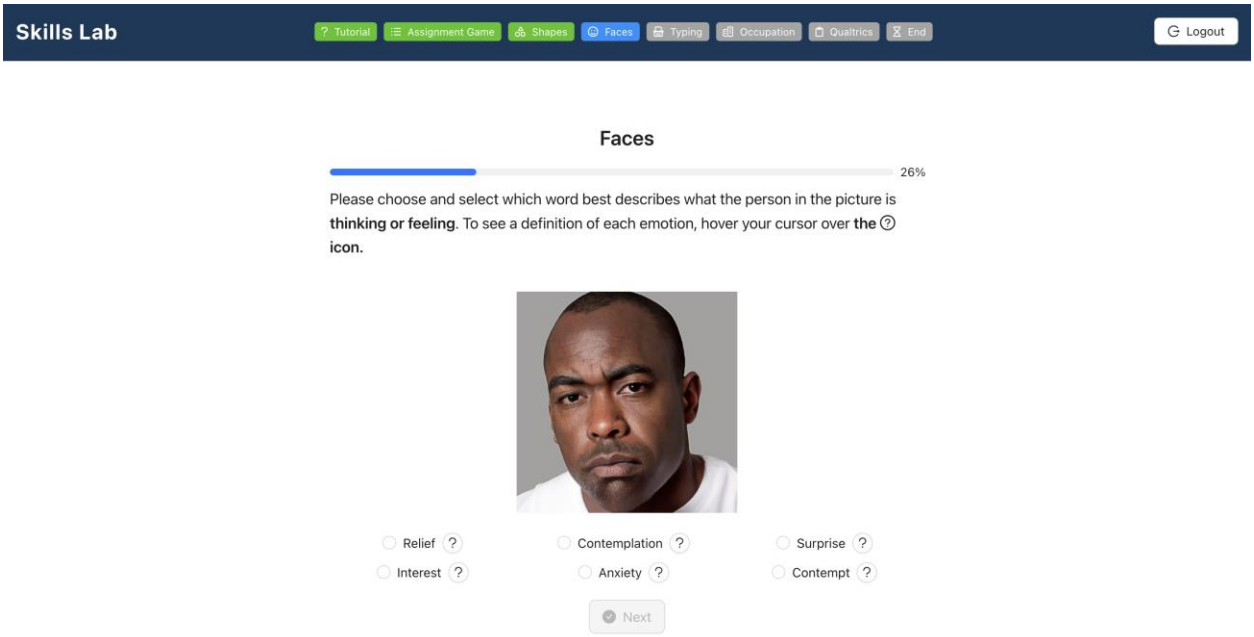

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
12%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Concentration
Disappointment
Confusion
Contentment
Interest
Doubt
Next

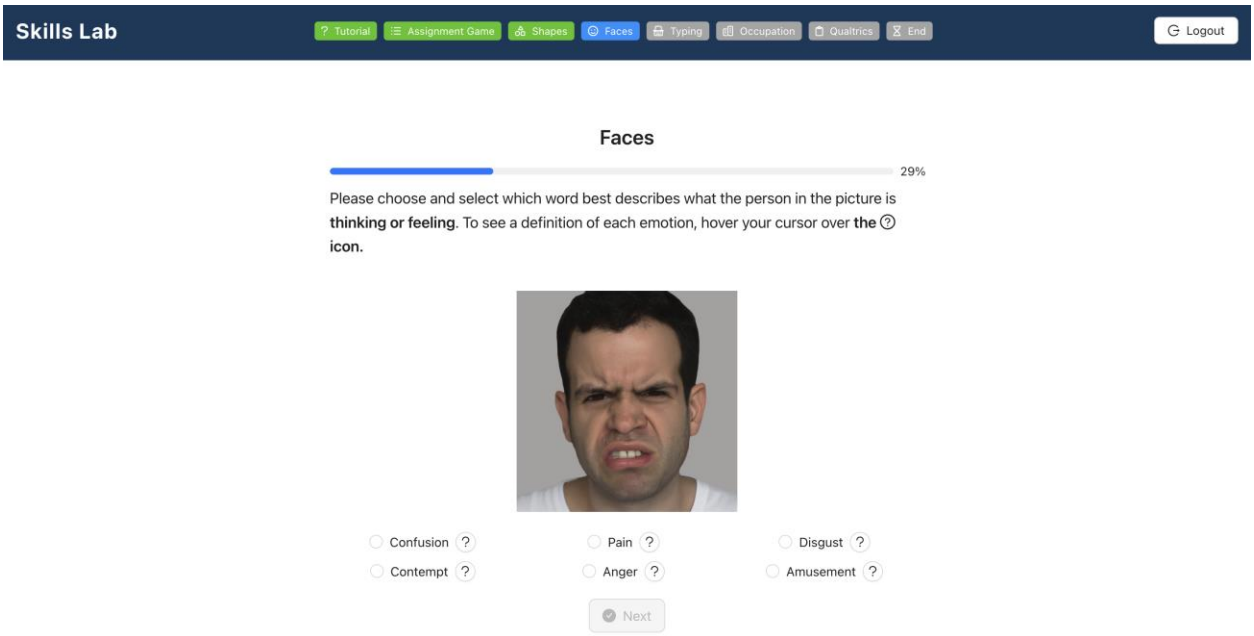

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
15%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Confusion
Contemplation
Disgust
Contempt
Pain
Anger
Next

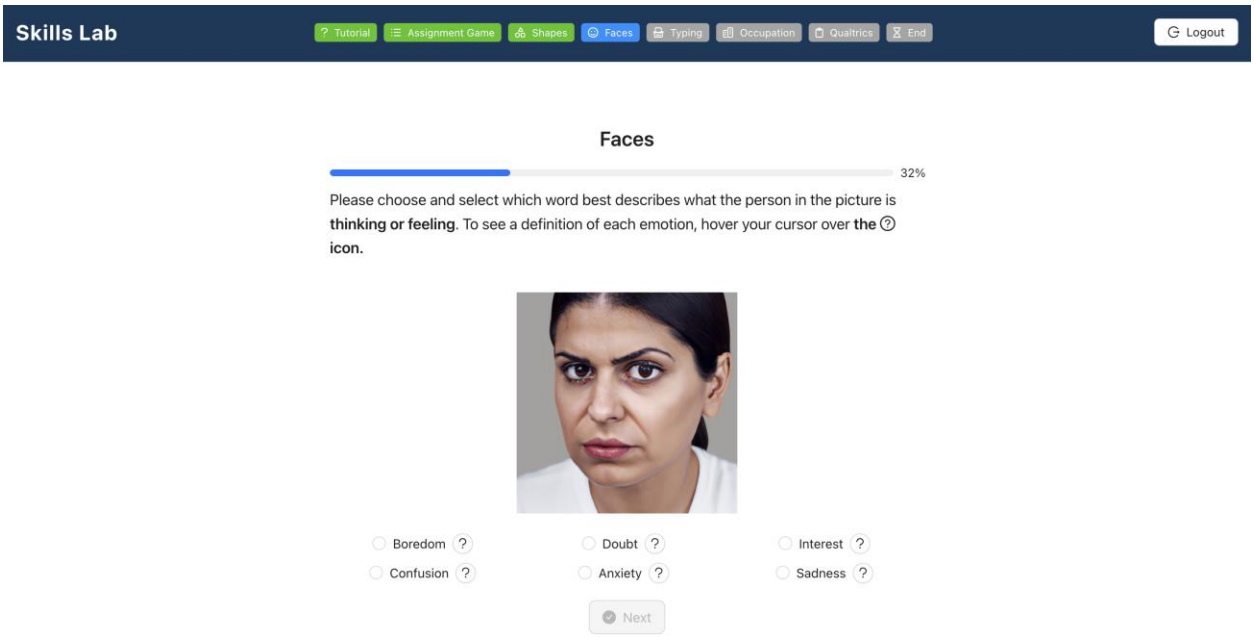

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
18%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Interest
Confusion
Doubt
Anxiety
Disgust
Surprise
Next

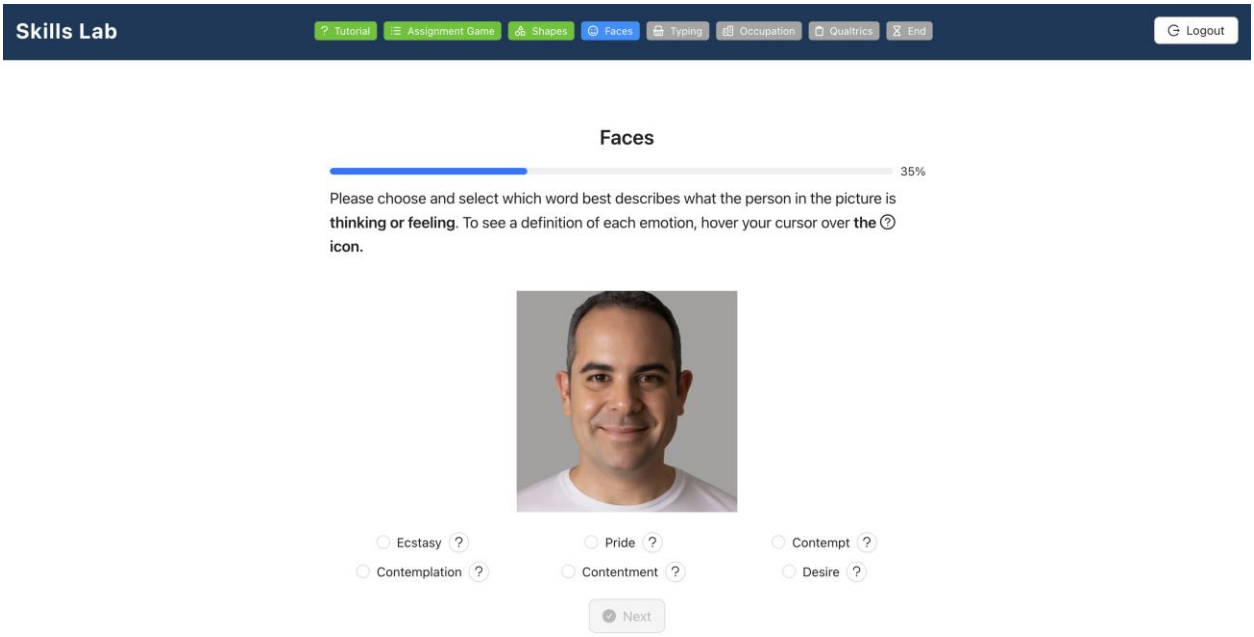

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
21%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Anger
Pride
Pain
Disgust
Sadness
Confusion
Next

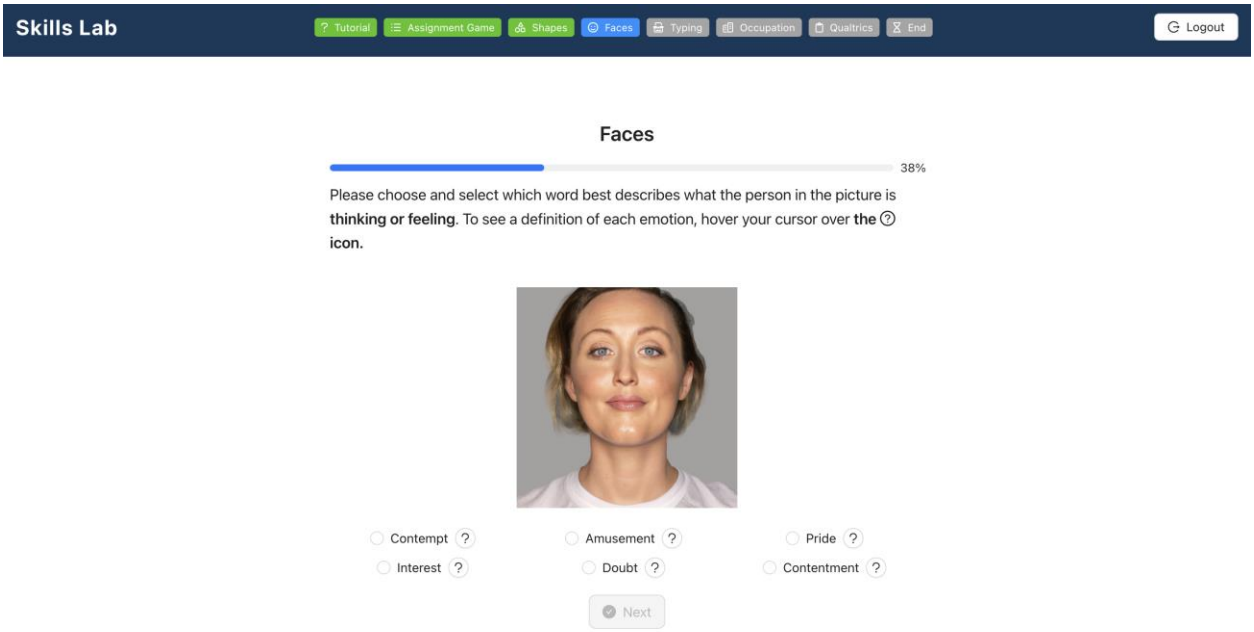

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
24%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Anger
Confusion
Surprise
Interest
Disgust
Relief
Next

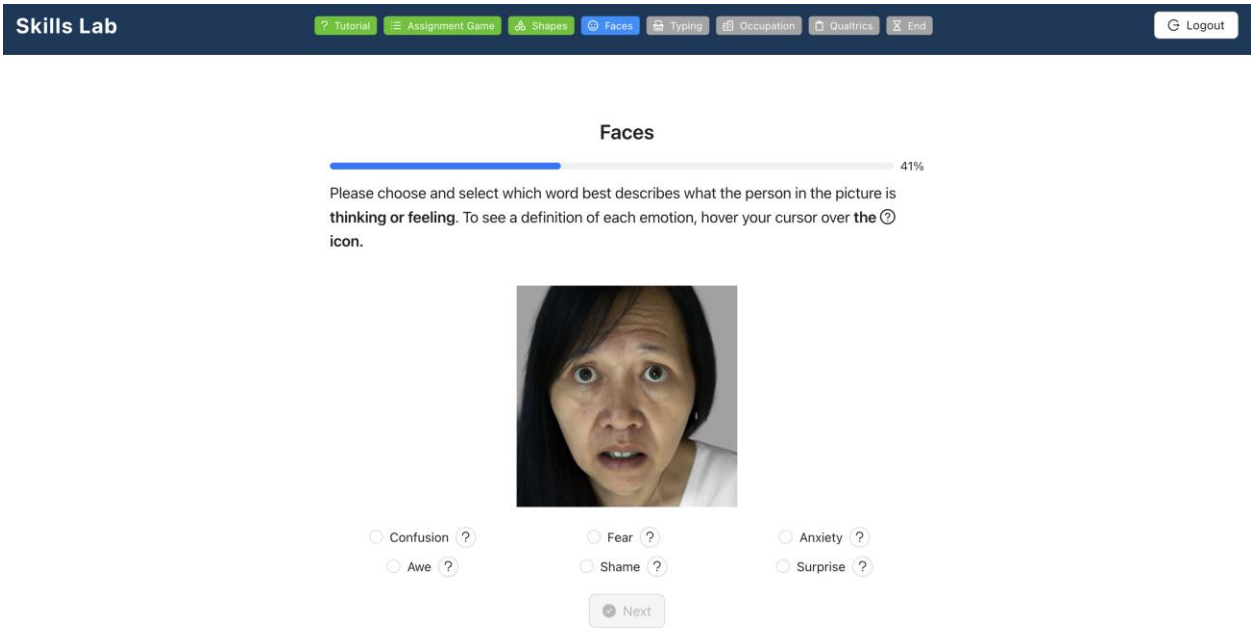

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
26%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Relief
Contemplation
Surprise
Interest
Anxiety
Contempt
Next

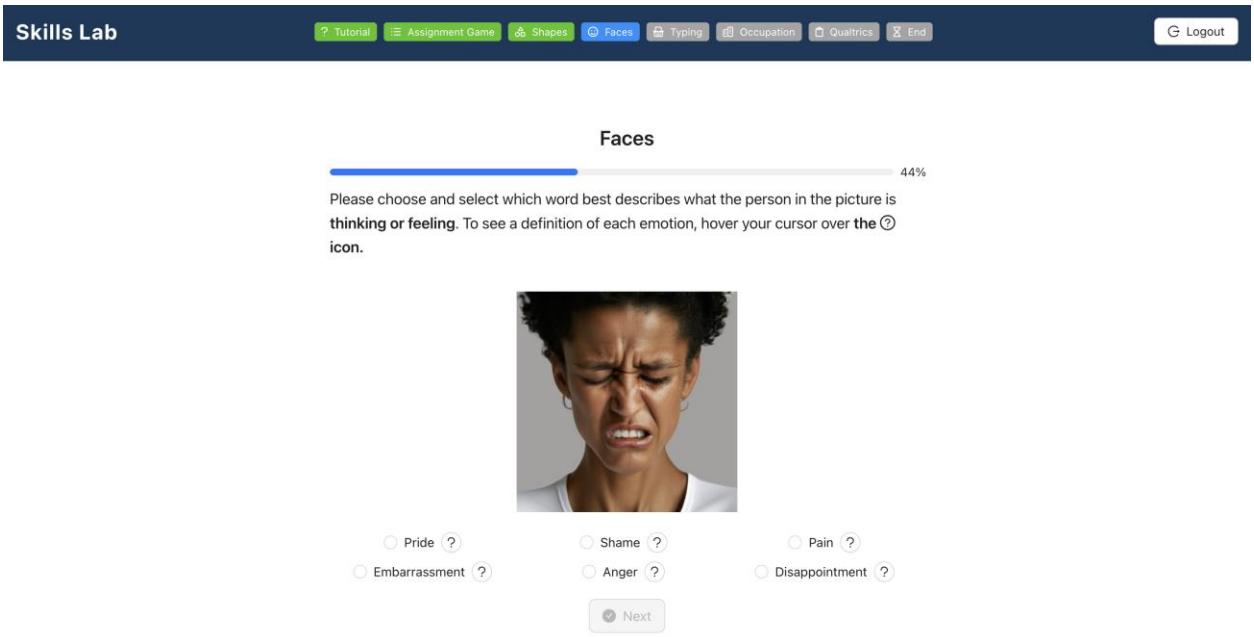

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
29%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Confusion
Pain
Disgust
Contempt
Anger
Amusement
Next

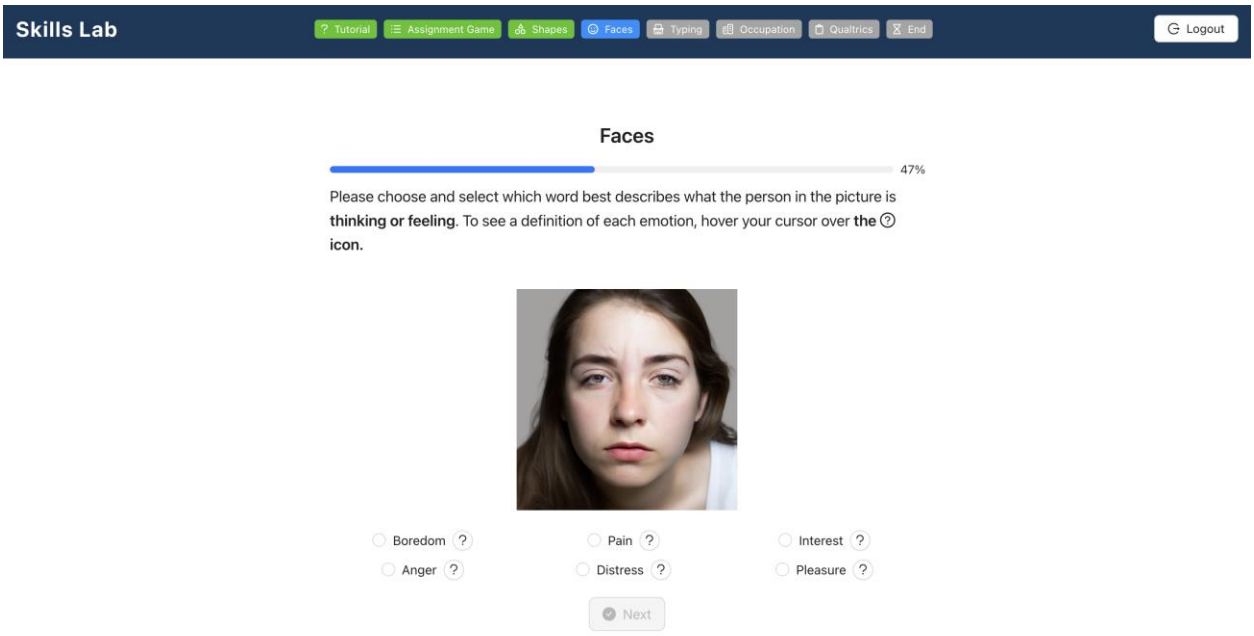

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
32%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Boredom
Doubt
Interest
Confusion
Anxiety
Sadness
Next

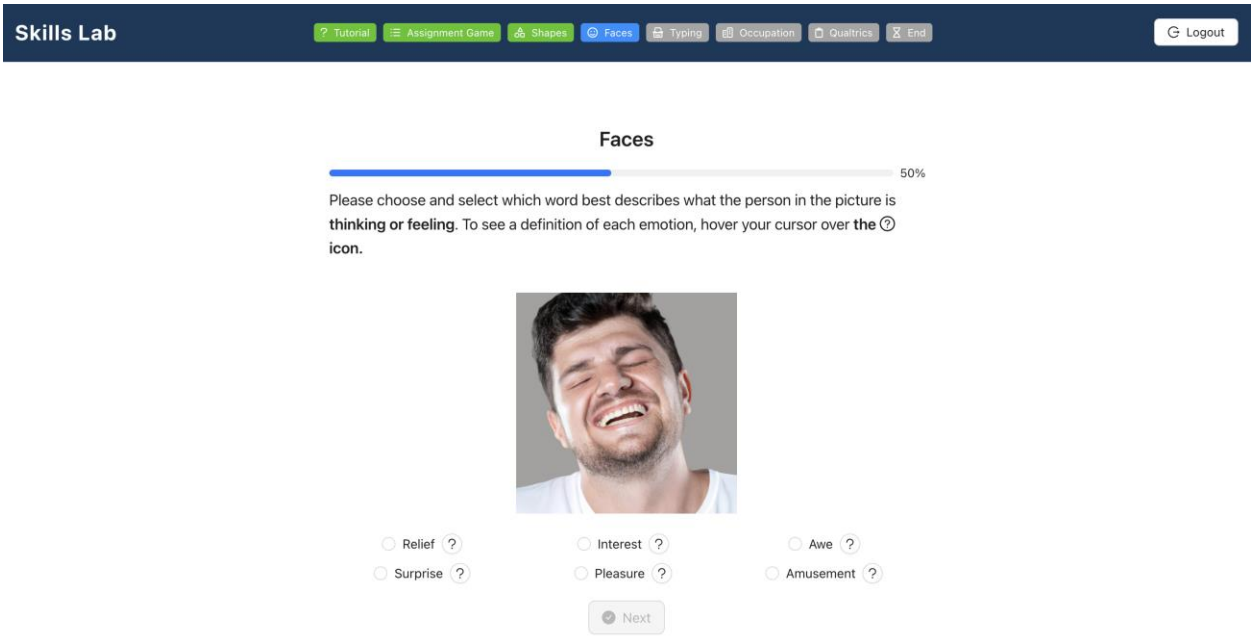

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
35%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Ecstasy
Pride
Contempt
Contemplation
Contentment
Desire
Next

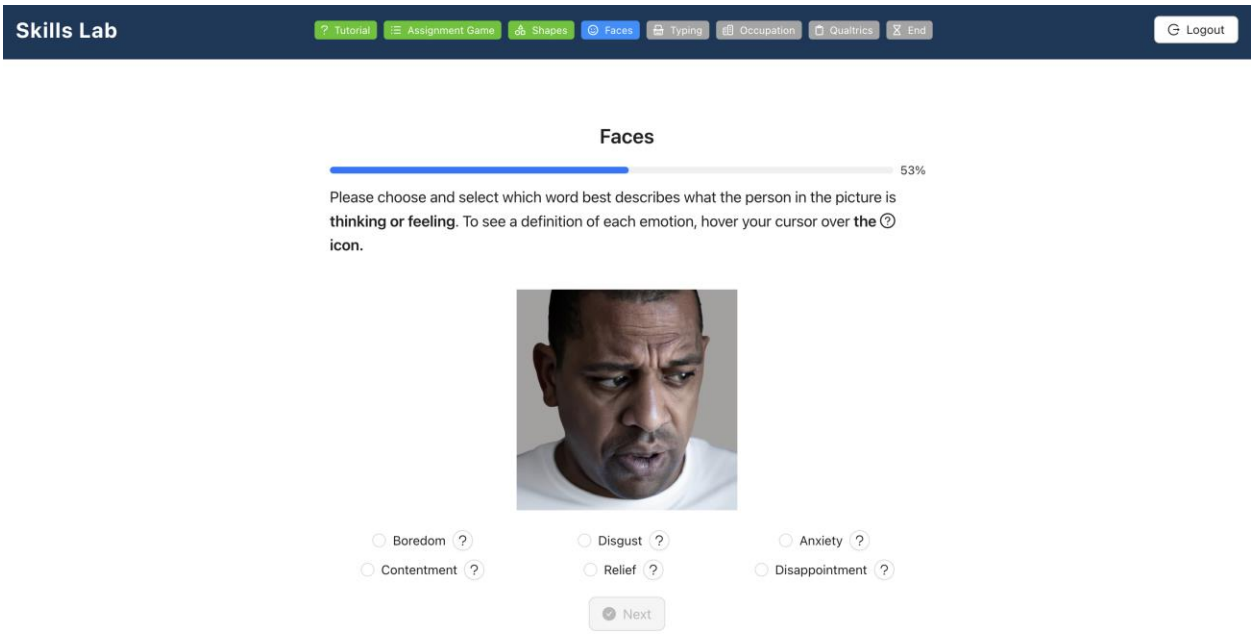

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
38%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Contempt
Amusement
Pride
Interest
Doubt
Contentment
Next

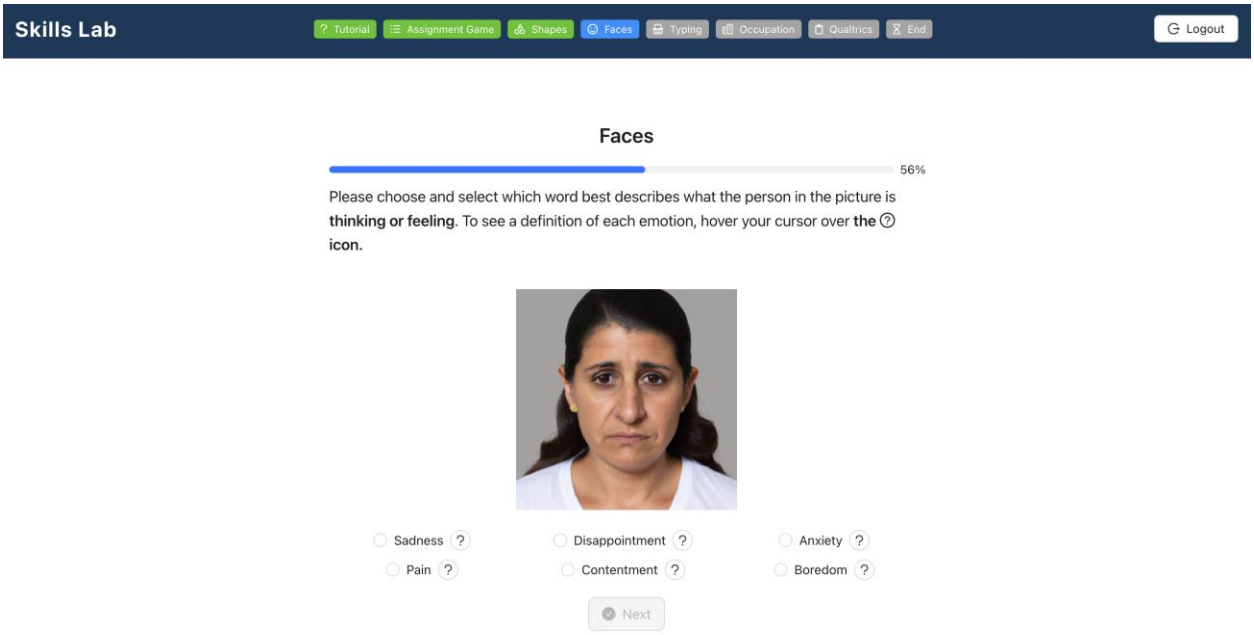

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
41%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Confusion
Fear
Anxiety
Awe
Shame
Surprise
Next

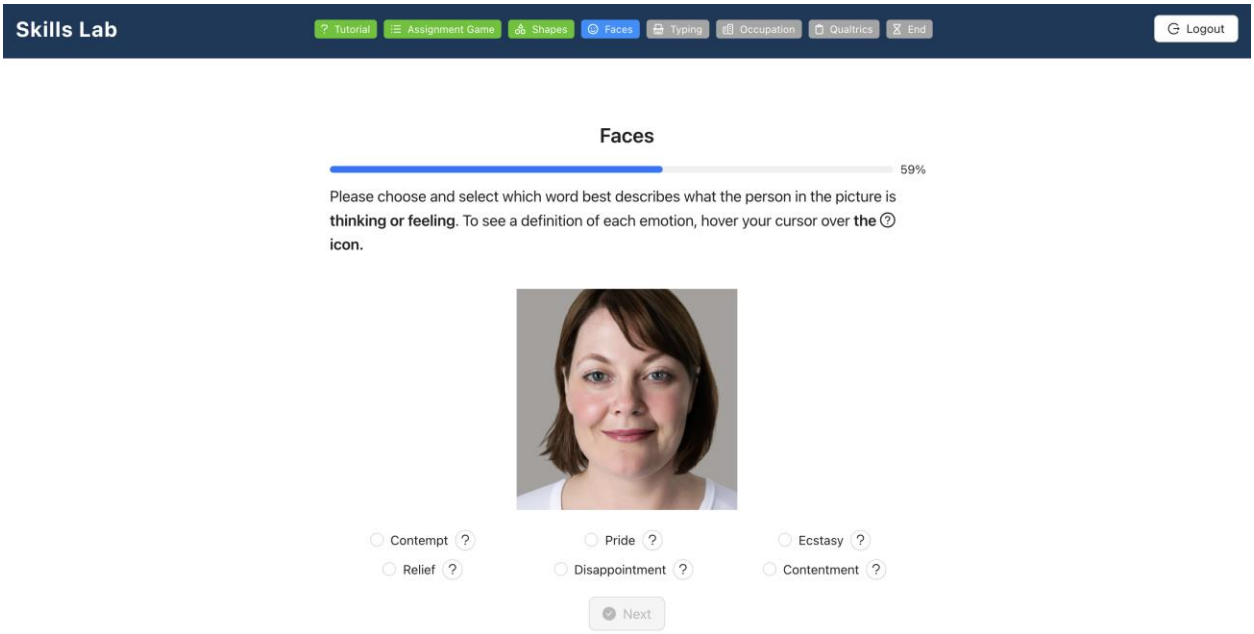

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
44%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Pride
Shame
Pain
Embarrassment
Anger
Disappointment
Next

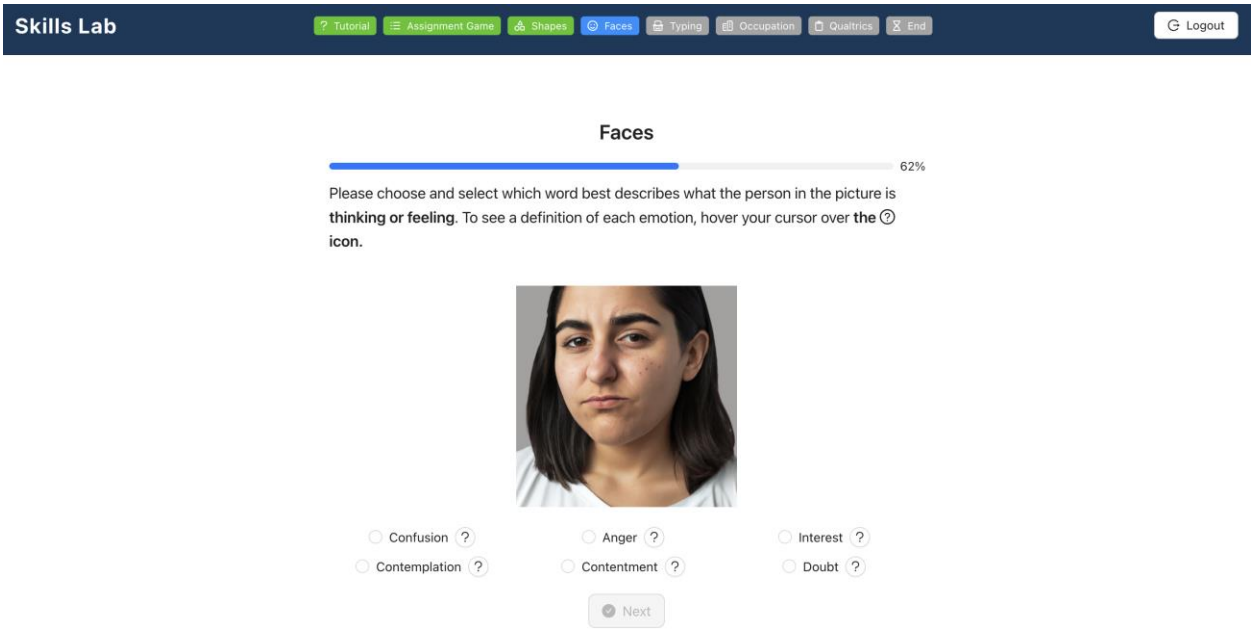

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
47%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Boredom
Pain
Interest
Anger
Distress
Pleasure
Next

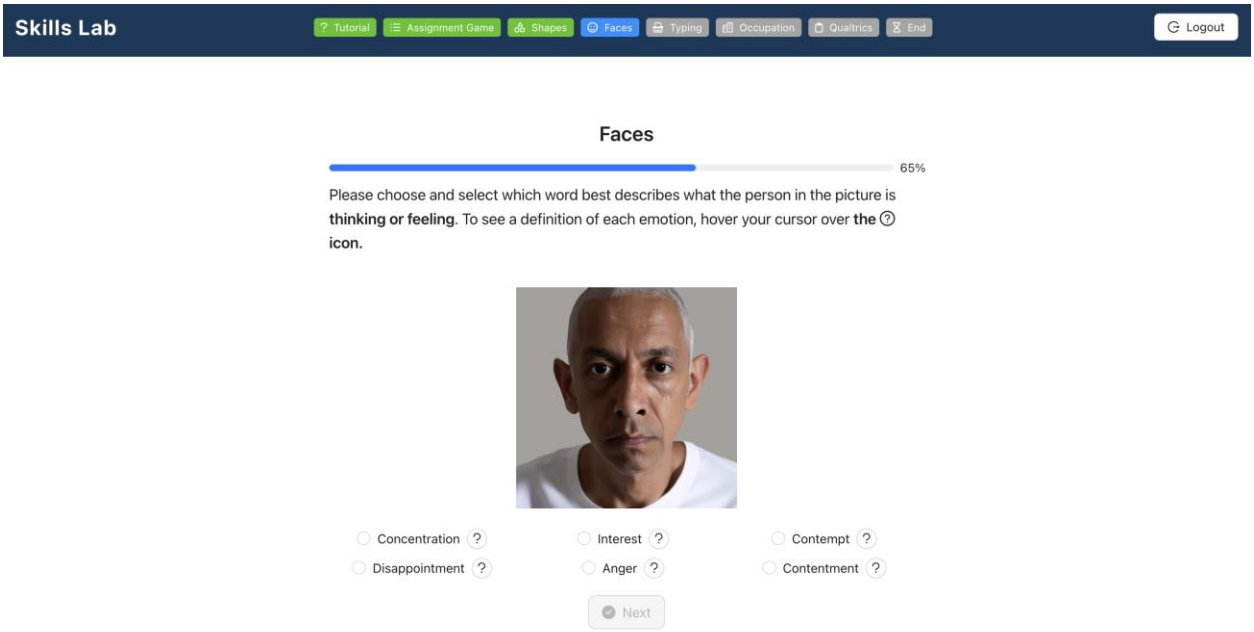

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
50%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Relief
Interest
Awe
Surprise
Pleasure
Amusement
Next


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
53%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Boredom
Disgust
Anxiety
Contentment
Relief
Disappointment
Next


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
56%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Sadness
Disappointment
Anxiety
Pain
Contentment
Boredom
Next


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
59%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Contempt
Pride
Ecstasy
Relief
Disappointment
Contentment
Next


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
62%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Confusion
Anger
Interest
Contemplation
Contentment
Doubt
Next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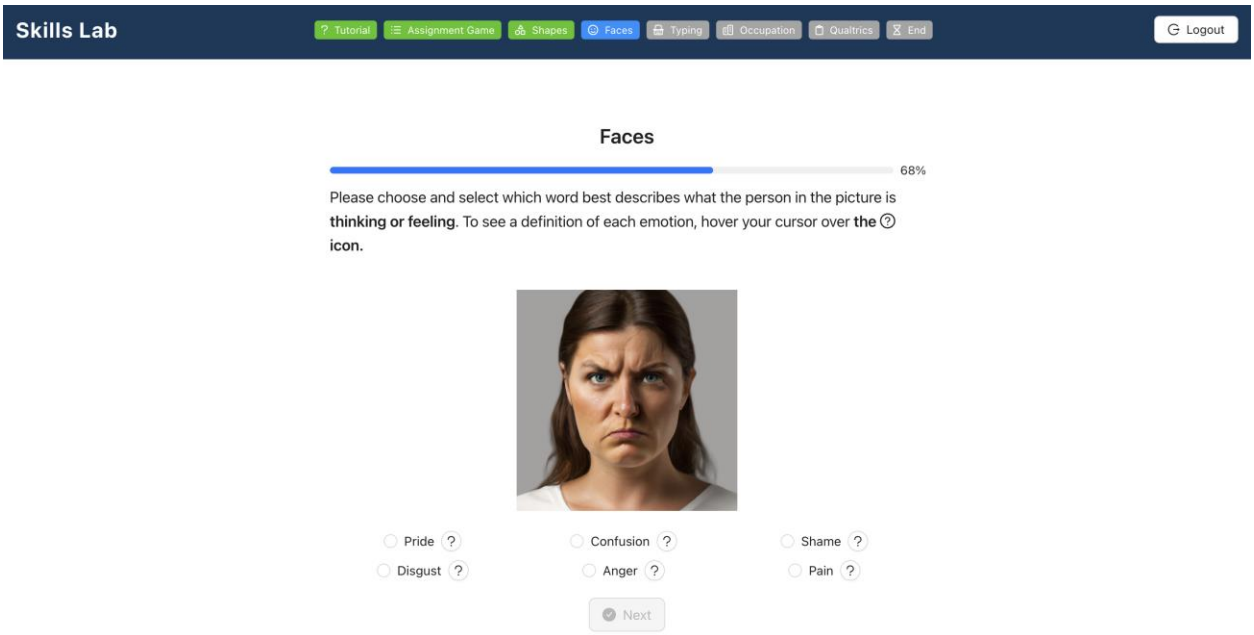
Typing
Occupation
Qualtrics
End
Logout
Faces
65%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Concentration
Interest
Contempt
Disappointment
Anger
Contentment
Next


Skills Lab
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Assignment Game
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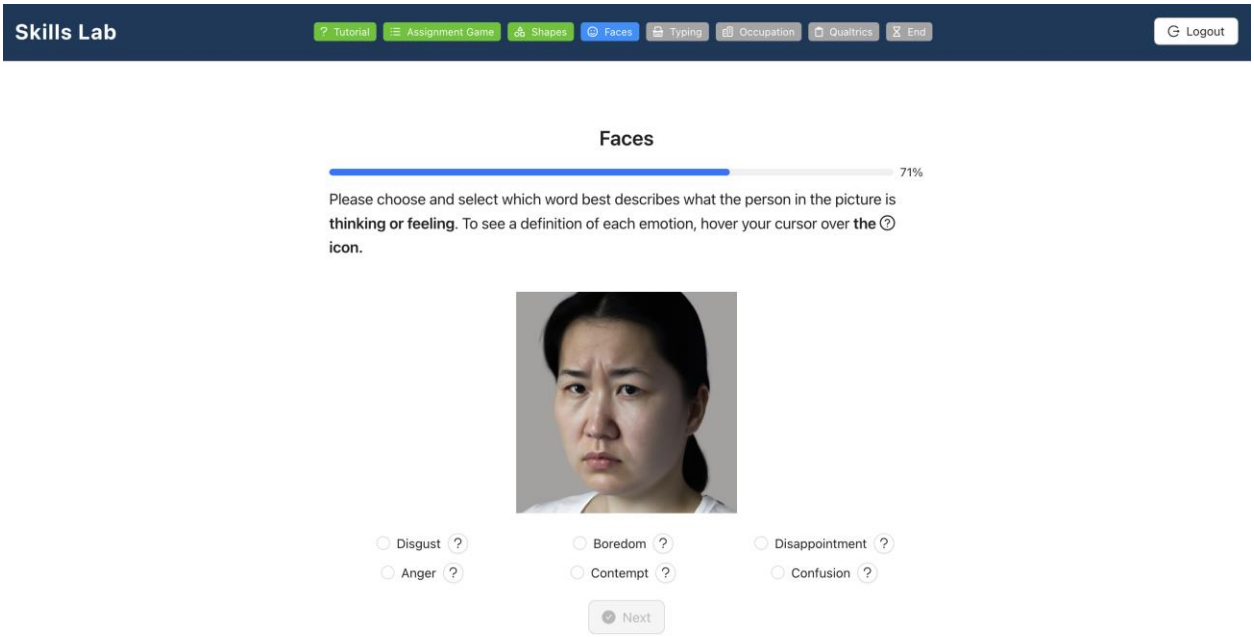
Typing
Occupation
Qualtrics
End
Logout
Faces
68%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Pride
Confusion
Shame
Disgust
Anger
Pain
Next


Skills Lab
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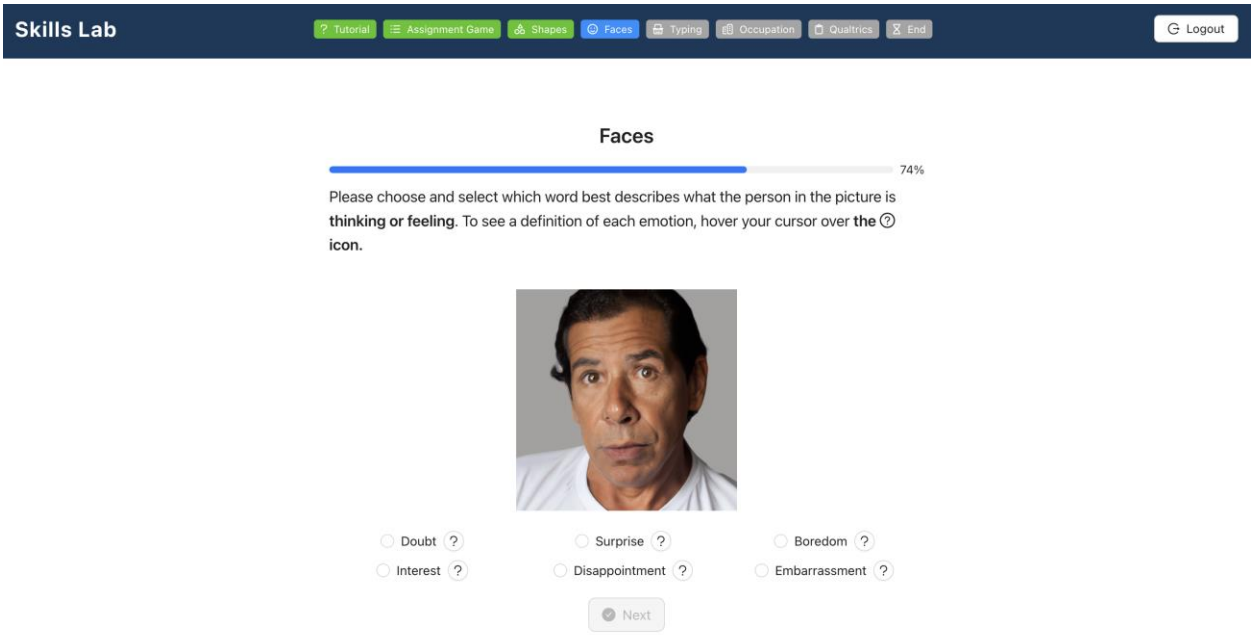
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
71%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Disgust
Boredom
Disappointment
Anger
Contempt
Confusion
Next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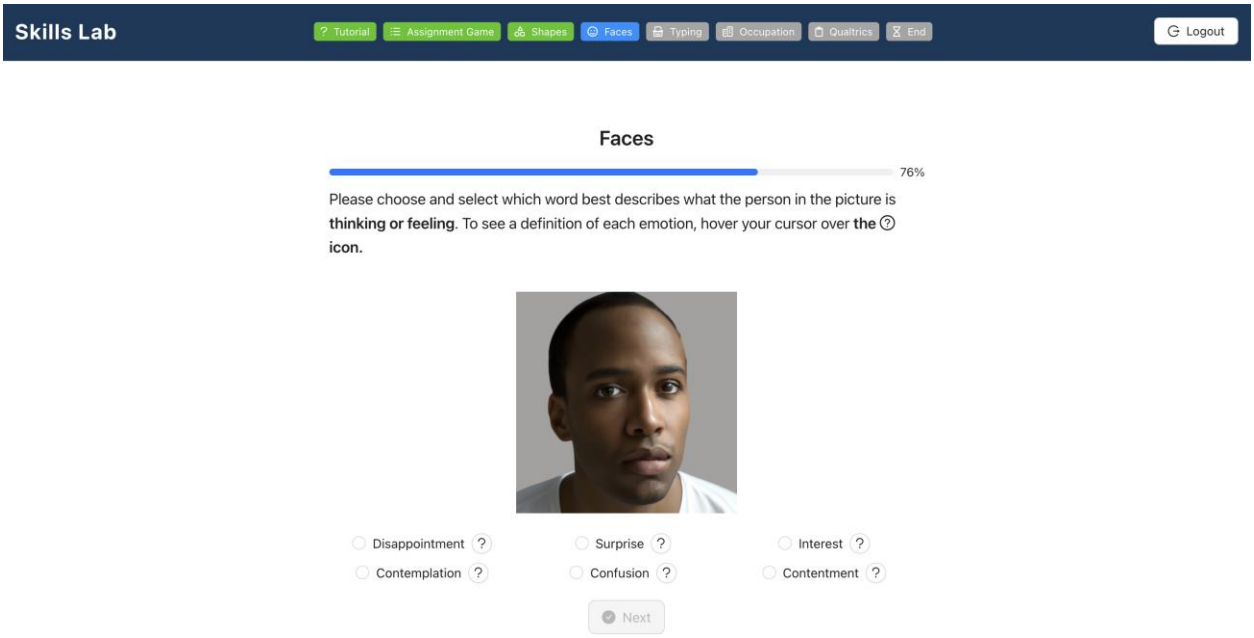
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
74%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Doubt
Surprise
Boredom
Interest
Disappointment
Embarrassment
Next


Skills Lab
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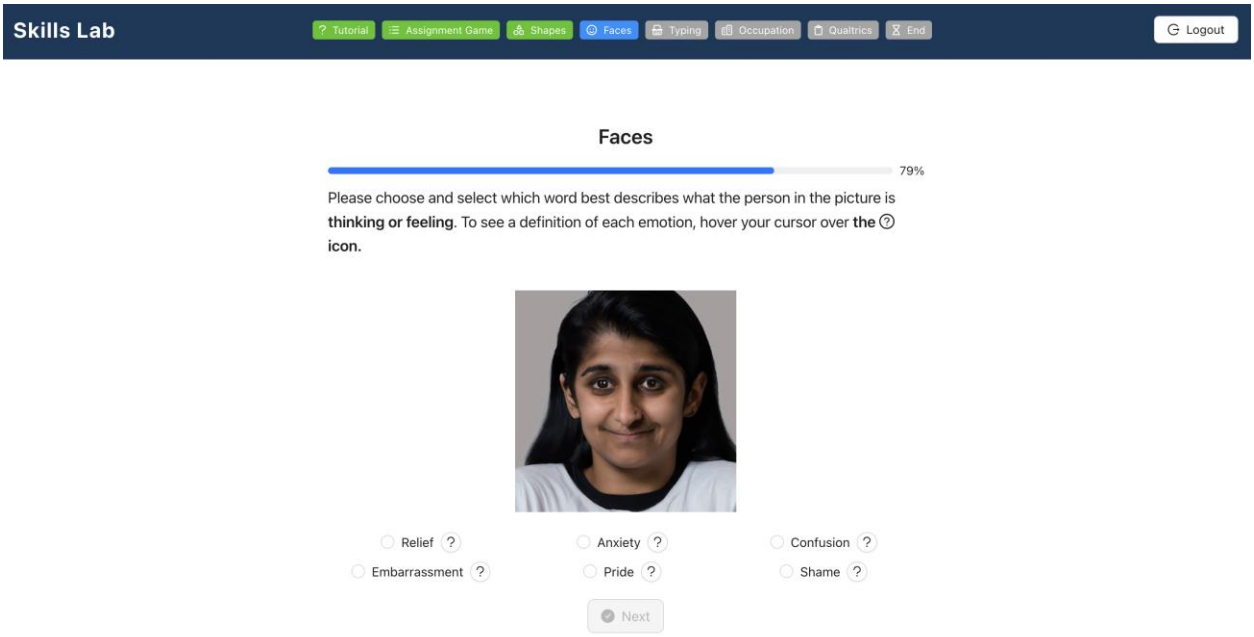
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
76%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Disappointment
Surprise
Interest
Contemplation
Confusion
Contentment
Next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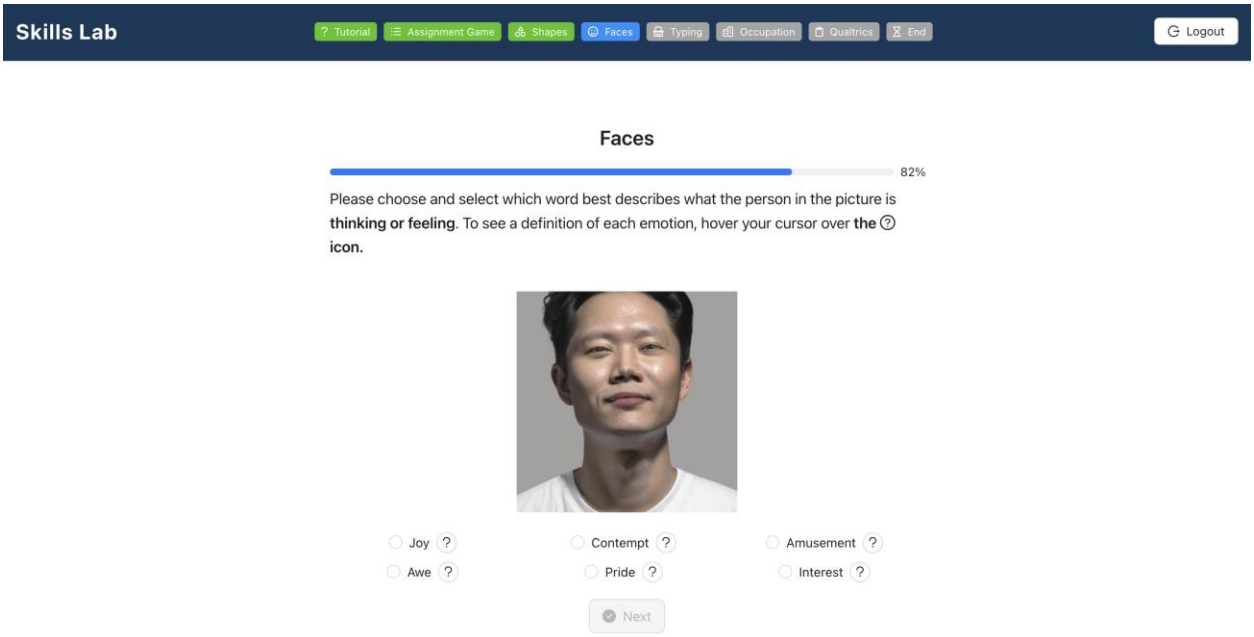
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
79%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Relief
Anxiety
Confusion
Embarrassment
Pride
Shame
Next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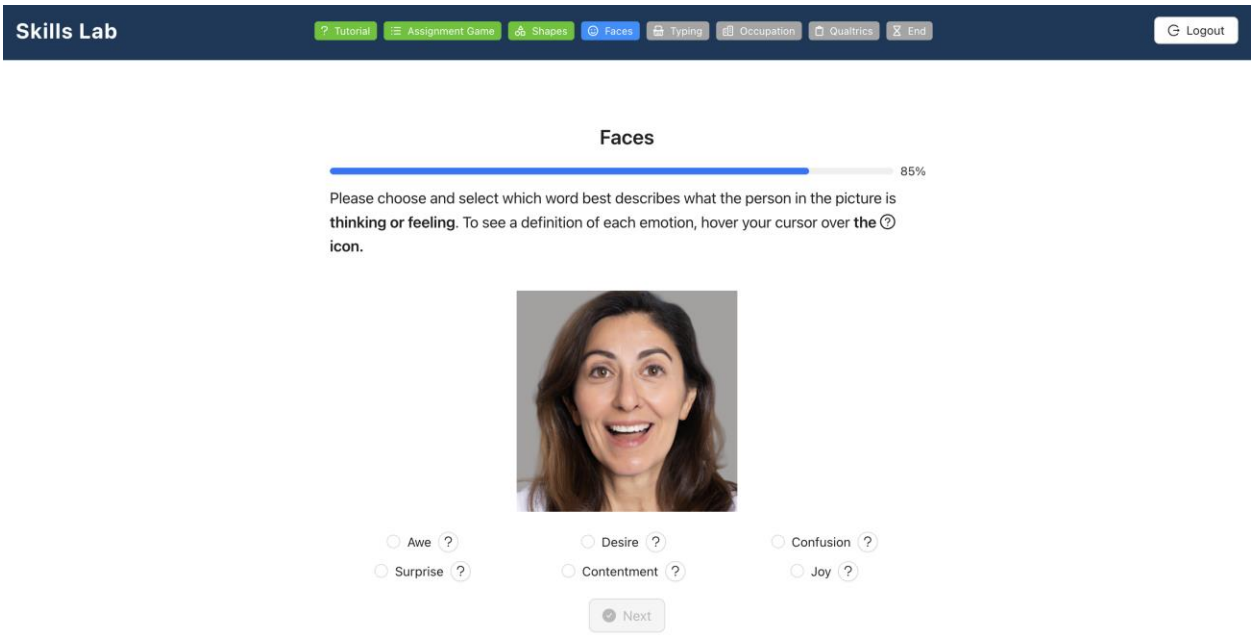
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
82%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Joy
Contempt
Amusement
Awe
Pride
Interest
Next


Skills Lab
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Assignment Game
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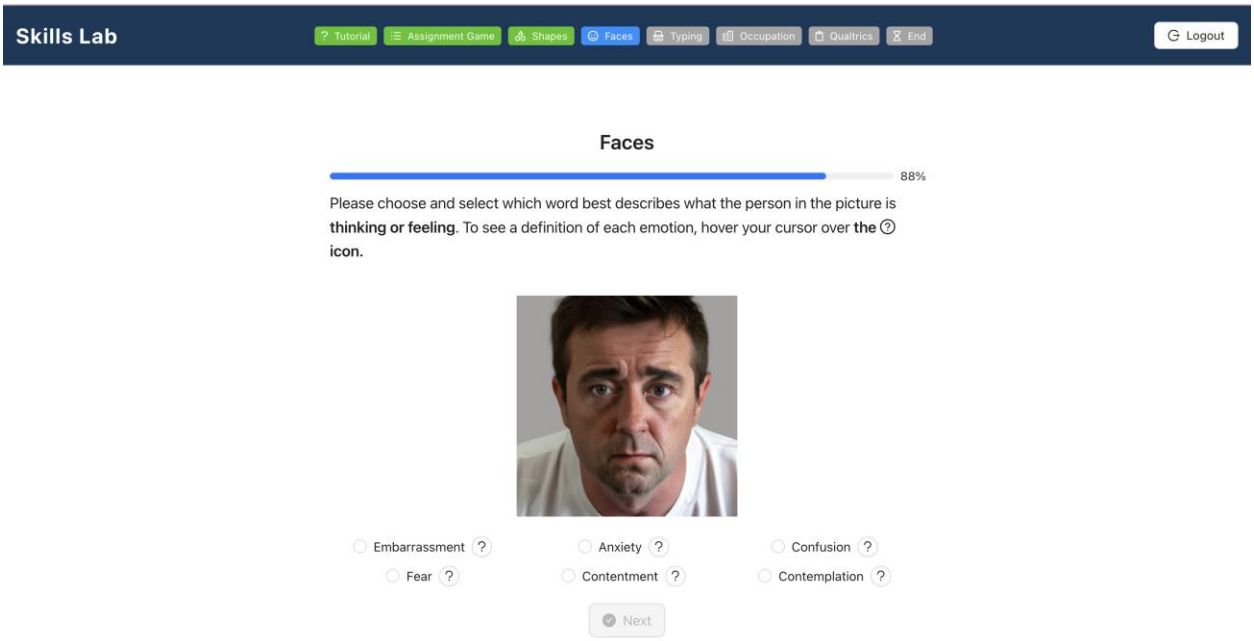
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
85%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Awe
Desire
Confusion
Surprise
Contentment
Joy
Next


Skills Lab
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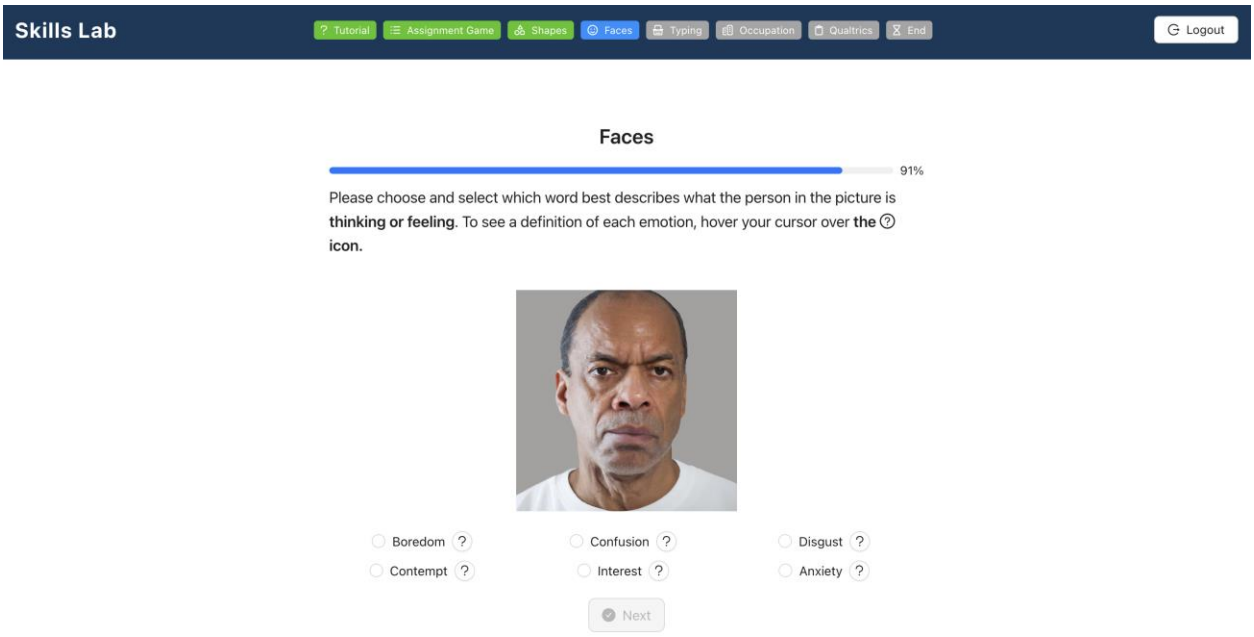
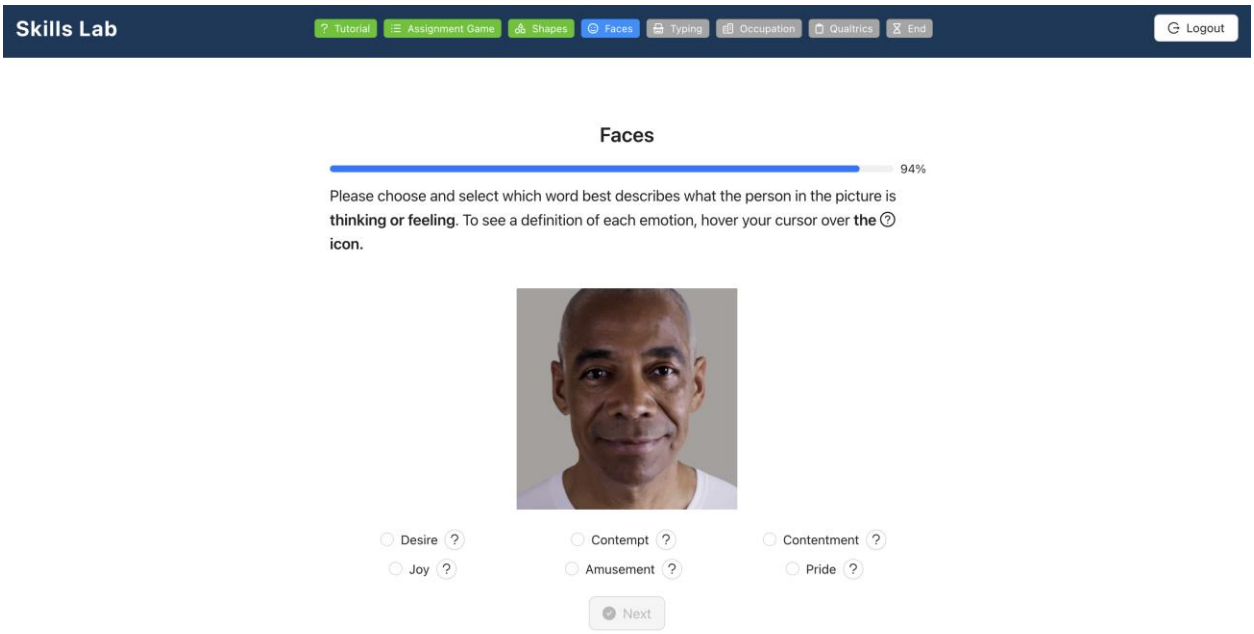
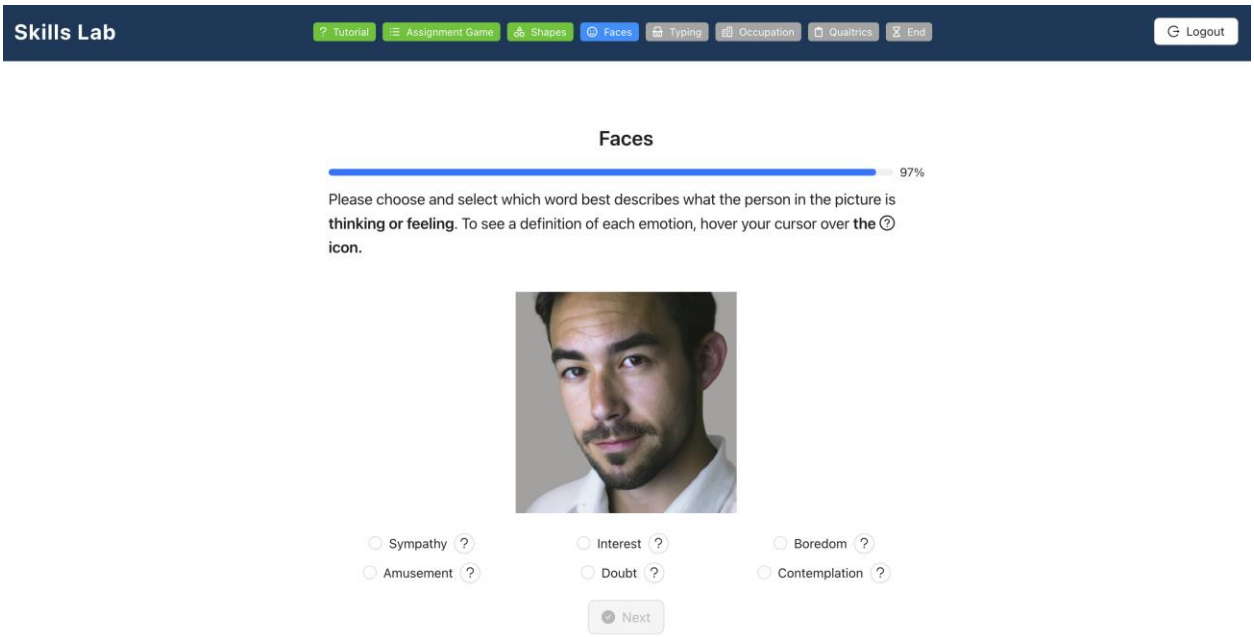
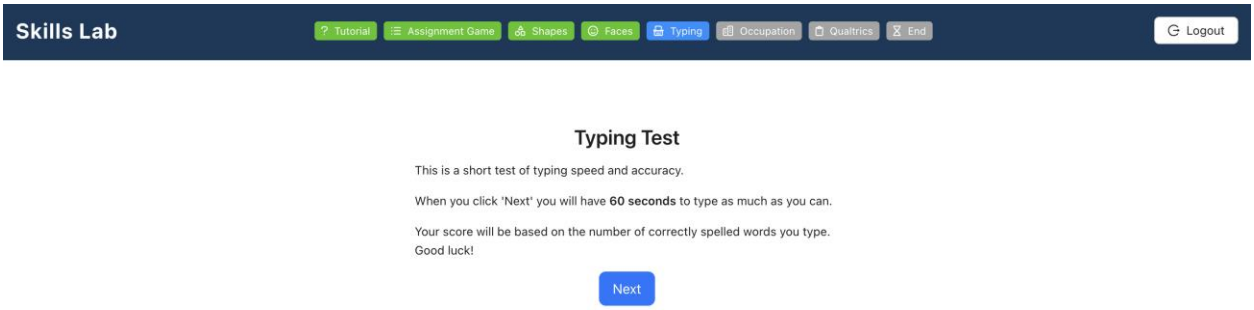
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
88%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Embarrassment
Anxiety
Confusion
Fear
Contentment
Contemplation
Next

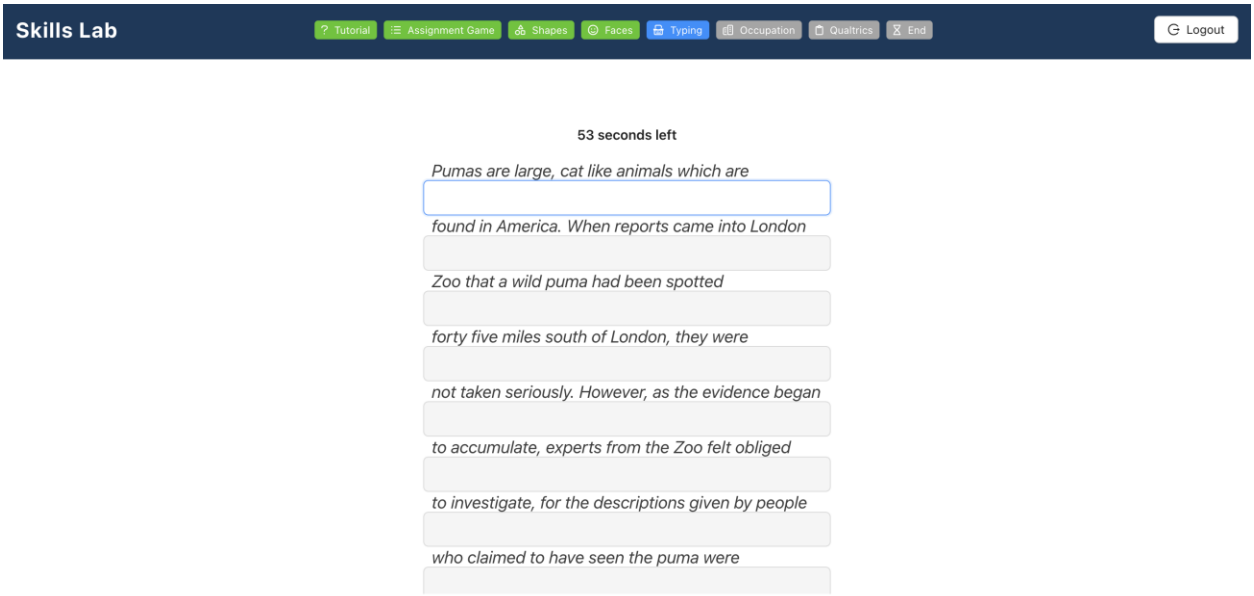

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
91%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Boredom
Confusion
Disgust
Contempt
Interest
Anxiety
Next


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
94%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Desire
Contempt
Contentment
Joy
Amusement
Pride
Next

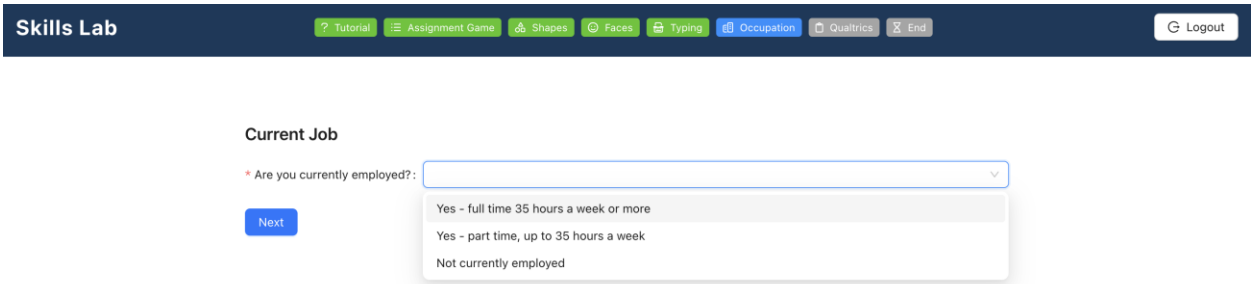

Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Faces
97%
Please choose and select which word best describes what the person in the picture is thinking or feeling. To see a definition of each emotion, hover your cursor over the icon.
Sympathy
Interest
Boredom
Amusement
Doubt
Contemplation
Next

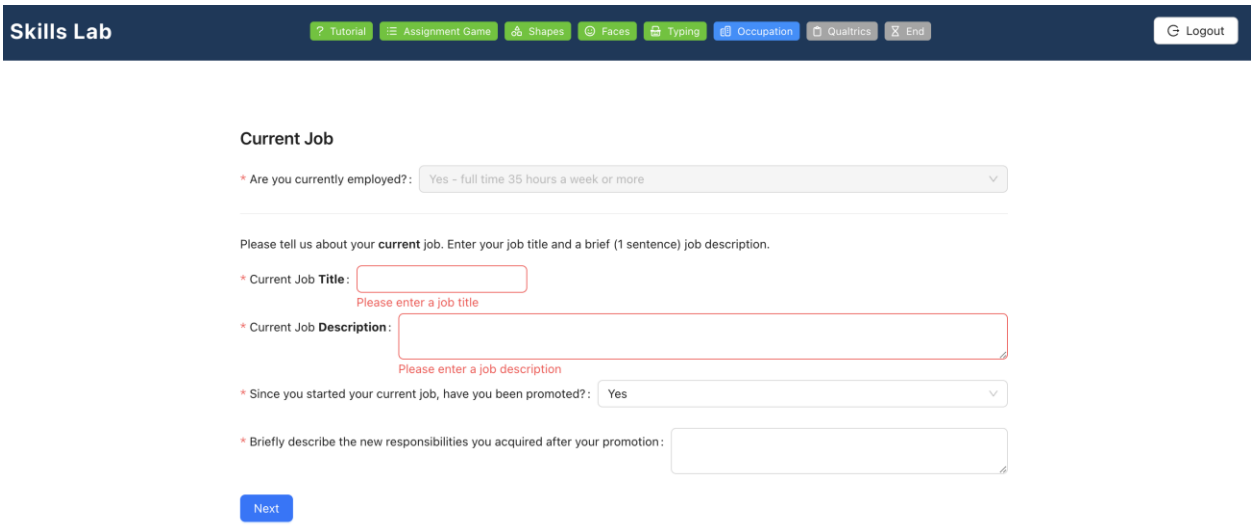
B.2.4 Individual Task 4: Typing Test

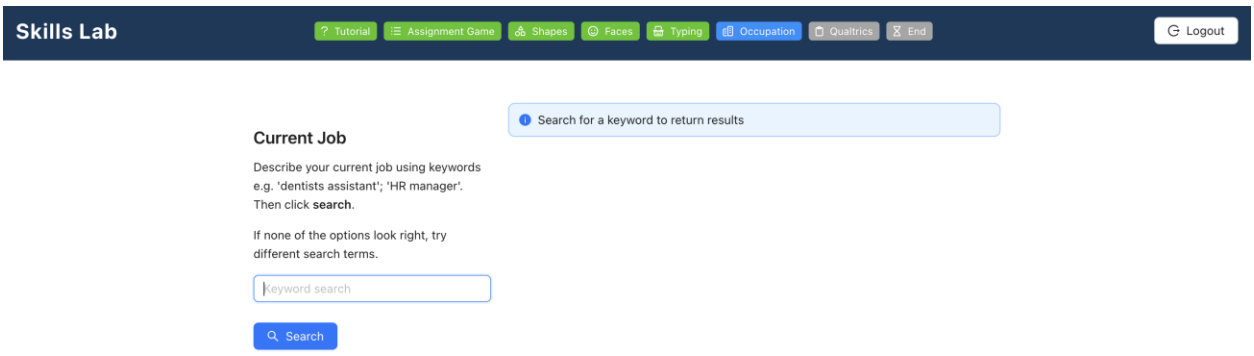


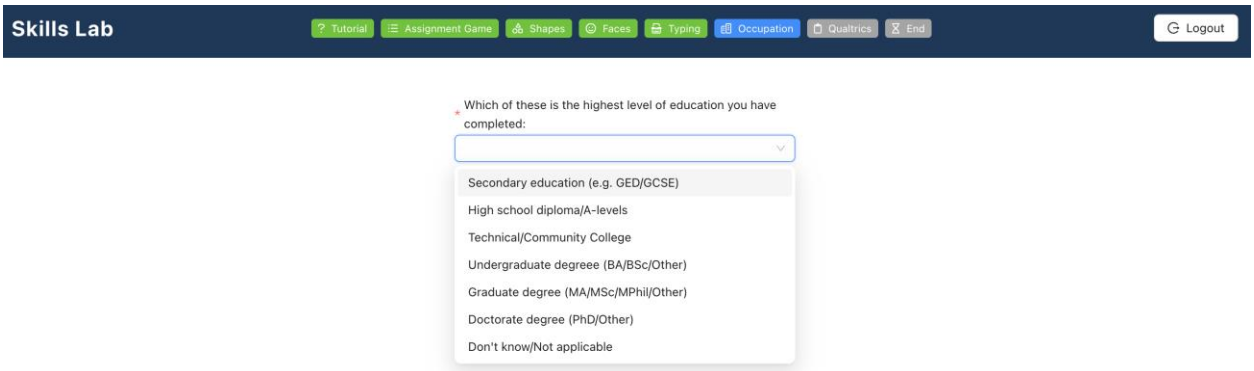


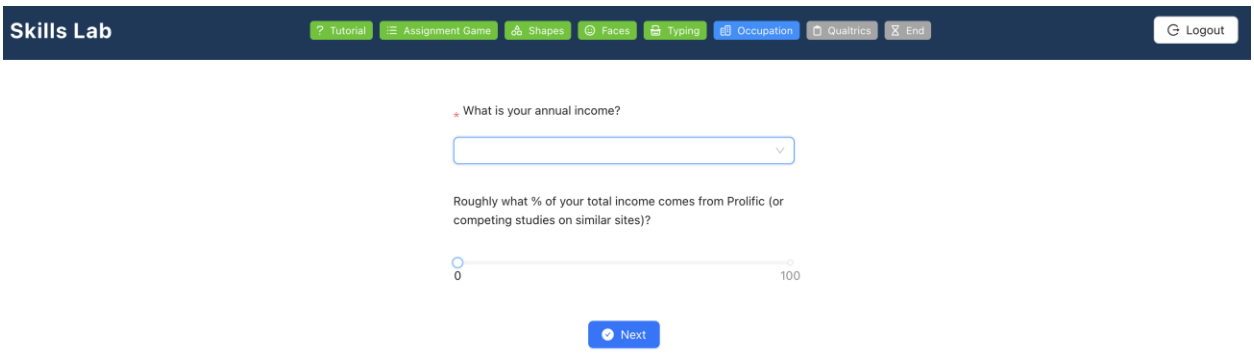
B.2.5 Individual Task 5: Occupation and Education Survey








Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
Which of these is the highest level of education you have completed:
Secondary education (e.g. GED/GCSE)
High school diploma/A-levels
Technical/Community College
Undergraduate degreee (BA/BSc/Other)
Graduate degree (MA/MSc/MPhil/Other)
Doctorate degree (PhD/Other)
Don't know/Not applicable


Skills Lab
Tutorial
Assignment Game
Shapes
Faces
Typing
Occupation
Qualtrics
End
Logout
What is your annual income?
Roughly what % of your total income comes from Prolific (or competing studies on similar sites)?
0
100
Next

B.2.6 Individual Task 6: Individual Hidden Profile Task

Instructions

0% 100%

Please re-enter your Prolific ID (make sure it's the one you used in previous tasks)

→

0% 100%

Welcome to the Decision Task!

This is the final section of Part 1 - individual session, the decision task involves **three** scenarios and takes a total of around 8 minutes.

This is the **MOST IMPORTANT** individual task. Please try you best. Good luck!

→

0% 100%

In the first decision task, you are working at a startup company 'NewCorp,' as part of the product development team.

NewCorp is planning to launch a new product. You and your team are discussing the specifics of the product.

→

0% 100%

There are three items under discussion: **Product type**, **Target Group,** and **Product Color.** Each item has four possible options. For example, you need to figure out which target groups has the most promising market: Kids, Teenagers, Rural, Urban.

You have information to help you make the decisions. After reading the given information, you will need to indicate how certain you are about each choice.

Sometimes, you'll be 100% sure about an answer. But sometimes you won't have enough information to say things with 100% certainty.

→

0% 100%

For example, you may only be able to narrow down the target group options to two: Kids and Teenagers. **If you think both are equally great options, write 50 for each**:

Example

What are the chances of the target groups that have a promising market?

Kids	50
Teenagers	50
Urban	0
Rural	0
Total	100

Note: The numbers must add up to 100.

→

0% 100%

In other cases, **you might be 100% sure. Indicate this by writing 100 in a single box**. For example, if you know for sure that the rural segment is the best option, then your answer would be as follows:

Example

What are the chances of the target groups that have a promising market?

Kids	0
Teenagers	0
Urban	0
Rural	100
Total	100

Note: The number must add up to 100.

→

0% 100%

In other cases, **you might think there are 3 equally likely options. Indicate this by writing 33.3 in the three boxes**. For example, if you think there is an equal chance between Kids, Teenagers, and Urban segments, then your answer would be as follows:

Example

What are the chances of the target groups that have a promising market?

Kids	33.3
Teenagers	33.3
Urban	33.3
Rural	0
Total	99.9

Note: The numbers much add up to 100 (or round up to 100!)

→

0% 100%

If you have **no idea at all, OR you think that each segment is equally likely, write 25 for each**.

Example

What are the chances of the target groups that have a promising market?

Kids	25
Teenagers	25
Urban	25
Rural	25
Total	100

Note: The number must add to 100.

→

0% 100%

To check you understand, please answer the following question.

Let's say all you know is that red and white colors are very unpopular on the current market. How would you summarize your information?

Question: What is the best color? Please indicate % chance for each color.

White	0
Red	0
Blue	0
Yellow	0
Total	0

Don't forget the total needs to add to 100 (or 99.9 in case of an equal split between 3)

→

0% 100%

Now let's get on to the actual task.

To launch the new product, your job is to identify the best combination of **product type, target group,** and **product color** that will generate the highest profit for NewCorp.

Luckily, you have the report produced by a marketing company you hired to compile market research for you. The report has excellent research, and you should follow their suggestions.

→

Puzzle 1

0% 100%

You have 150 seconds to review the 12 clues provided by the marketing company, and indicate your answers below the clues.

Please try your best - and good luck!

→

0213

Clues

(Scroll down to read all 12 clues and questions)

1. A competitor is targeting the Teenagers segment which makes this segment unprofitable

2. There are more than 100 shades of red color palettes

3. Urban segment refers to areas around any city or town with a population of at least 10,000

4. Yellow dye can be extracted from the peel of banana

5. The Kids market segment requires marketing targeted at children

6. The Rural segment is projected to shrink substantially over the next five years, making it unprofitable

7. White-colored light is the combination of all other colors of light

8. Modern Furniture manufacturers often use simple, minimalist styles

9. Heat sinks are widely used in Electronics for thermal management

10. The term "Sneaker" originally referred to how quiet the rubber soles were on the ground

11. Market prices for blue colors are too high and will result in zero profit

12. Supply chain disruptions make Toys manufacturing unlikely to be unprofitable

Questions

What product type will be most profitable? (% chance)

Electronics	0
Toys	0
Sneakers	0
Furniture	0
Total	0

What market segment will be most profitable? (% chance)

Kids	0
Teenagers	0
Urban	0
Rural	0
Total	0

What color will be most profitable? (% chance)

Blue	0
White	0
Yellow	0
Red	0
Total	0

Puzzle 2

0% 100%

Thanks for completing the first decision task!

You are about to begin the second task (of three)

→

0% 100%

In the second decision task, you are a member of a chef team working at a mansion, which is hosting a dinner for a mysterious celebrity.

You and the chef team are deciding on the menu of the dinner according to the celebrity's preferences.

→

0% 100%

There are three courses for the dinner: **Starter**, **Main**, and **Dessert**. Each course has four dish options. For example, you need to decide what to cook for the main: Chinese Beef Stew, Spicy Pork Belly, Braised Lamb, and Korean Noodles.

To impress the celebrity, you and your team want to provide a dinner that exactly aligns with their preferences.

Luckily you have information from the host and celebrity gossip columns to help you decide what to cook.

→

0% 100%

You have 130 seconds to review the 12 clues provided by people who know about the celebrity. In this time you also need to indicate your answers (below the clues).

Please try your best - and good luck!

→

0128

Clues

(Scroll down to read all 12 clues and questions)

1. The recipe for Blueberry Cheesecake says 20 blueberries are needed

2. Poached Chicken is cooked with chicken bought from nearby farms

3. The celebrity is allergic to onions, and can't eat any

4. The celebrity's assistant says that the celebrity hates the flavor of Braised lamb

5. The Apple Pie is hot, but the mysterious celebrity doesn't want a hot dessert

6. The host said that the mysterious celebrity is sick of lobster, and wants to try new things

7. The chocolate Tiramisu is made with white chocolate, not dark chocolate

8. The strawberry tart will be covered with slices of fresh strawberries

9. The mysterious celebrity has posted pictures of beef stew on social media, which they might enjoy

10. The mysterious celebrity doesn't eat nuts and the Korean Noodles has peanuts

11. The mysterious celebrity does not enjoy spicy food

12. Butternut Squash Soup can present either yellow or orange color

Questions

What is the ideal starter? (% chance)

Poached Chicken	0
Lobster	0
Butternut Squash Soup	0
Onion Tarts	0
Total	0

What is the best ideal main (% chance)

Chinese Beef Stew	0
Spicy Pork Belly	0
Braised Lamb	0
Korean Noodles	0
Total	0

What is the ideal dessert? (% chance)

Strawberry Tart	0
Apple Pie	0
Blueberry Cheesecake	0
Chocolate Tiramisu	0
Total	0

Puzzle 3

0% 100%

Thanks for completing the second decision task!

Let's begin the **final** task.

→

0% 100%

Production at 'MegaCorp' depends critically on the MakerMachine. Unfortunately, the MakerMachine recently broke down.

In this task, you are a mechanic working with your team to locate the exact cause of the breakdown and fix it.

0% 100%

The machine has three major components, the transmission, the drive unit, and the electrical wiring. Each of the three components could be contributing to the breakdown and some specific replacement parts need to be ordered.

The 'MegaCorp' needs your help to **identify the transmission issue, order a new drive unit, and fix the broken cable**. For example, you need to identify the transmission issue from four possible problems: unplugged, jammed, worn, and dislocated.

Luckily, mechanics who have started to take the machine apart has the following information for your team.

→

0% 100%

You have 110 seconds to review the 12 clues provided by the mechanics, and indicate your answers below the clues.

Please try your best - and good luck!

→

0 1 2 2

Clues

(Scroll down to read all 12 clues and questions)

1. A mechanic says the transmission needs to be taken apart and cleared if jammed

2. Control lights indicate that all white cables are still functioning

3. Type C drive units haven't been built in years. This cannot be the type used in the machine

4. A recent repair made sure that the transmission is not dislocated

5. It's not possible to power such a large MakerMachine with a Type B drive unit

6. Type D drive units are predominantly use parts from a global supply chain

7. The market price of Type A drive units is $10k

8. An engineer has confirmed that the transmission is not unplugged

9. Blue cables are not used to connect the drive unit and cannot cause the breakdown

10. The full length of a red cable is two meters

11. A mechanic did an inspection showing that the transmission is not worn

12. Yellow cables are on the left side of the MakerMachine

Questions

What is the problem with the transmission? (% chance)

unplugged	0
jammed	0
worn	0
dislocated	0
Total	0

What type of drive unit is in the machine? (% chance)

Type A	0
Type B	0
Type C	0
Type D	0
Total	0

What is the color of the broken cable? (% chance)

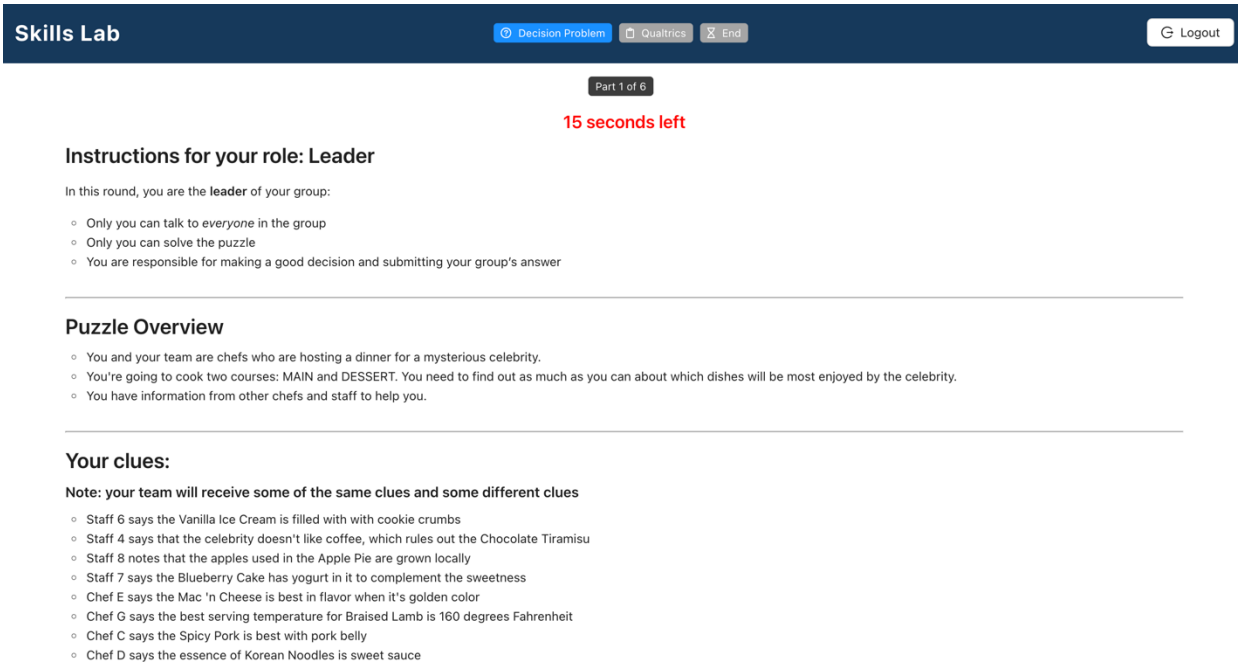
Blue	0
White	0
Yellow	0
Red	0
Total	0

B.3 Group Hidden Profile Task

B.3.1 Human leadership assessment

B.3.1.1 Group HP Puzzle A1: Master Chef

Leader information page



Skills Lab

Decision Problem | Qualtrics | End | Logout

Part 1 of 6

15 seconds left

Instructions for your role: Leader

In this round, you are the **leader** of your group:

- Only you can talk to *everyone* in the group
- Only you can solve the puzzle
- You are responsible for making a good decision and submitting your group's answer

Puzzle Overview

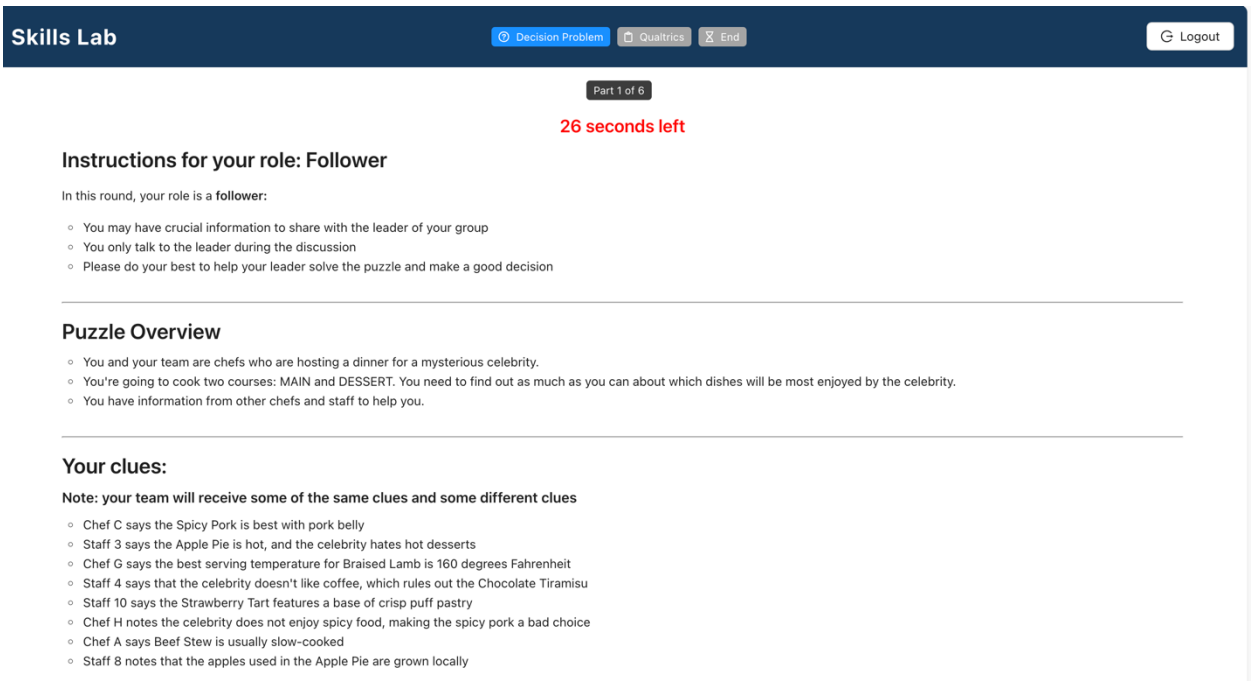
- You and your team are chefs who are hosting a dinner for a mysterious celebrity.
- You're going to cook two courses: MAIN and DESSERT. You need to find out as much as you can about which dishes will be most enjoyed by the celebrity.
- You have information from other chefs and staff to help you.

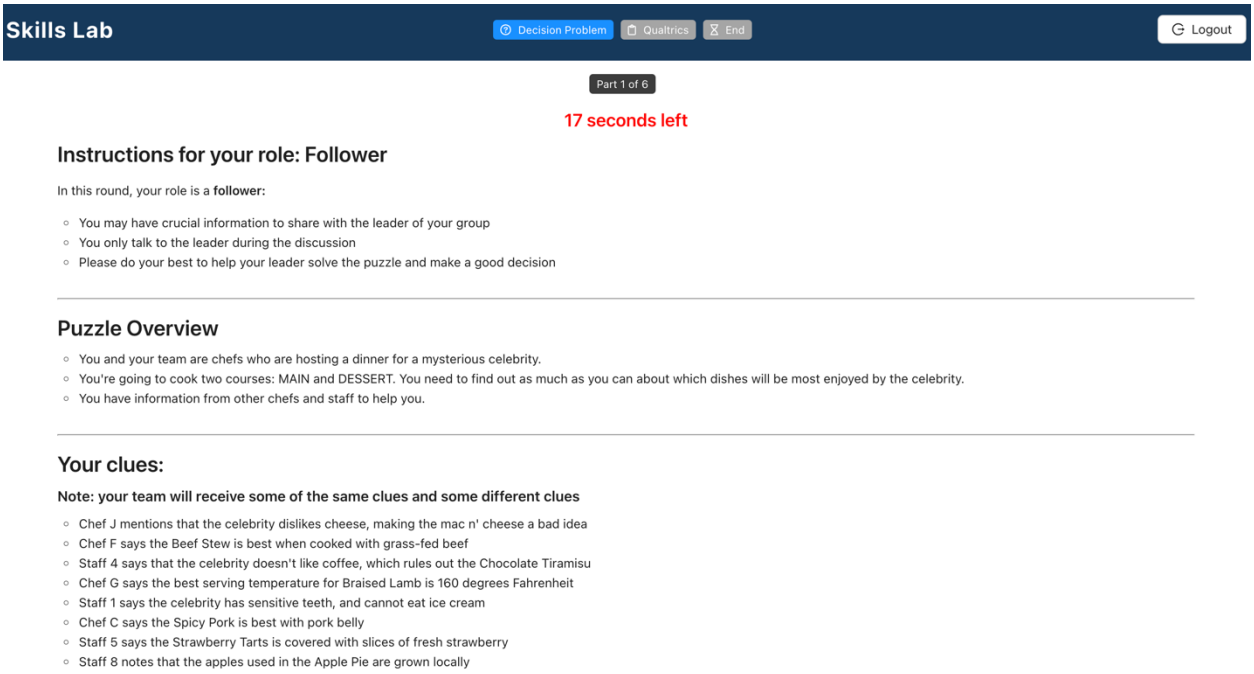
Your clues:

Note: your team will receive some of the same clues and some different clues

- Staff 6 says the Vanilla Ice Cream is filled with with cookie crumbs
- Staff 4 says that the celebrity doesn't like coffee, which rules out the Chocolate Tiramisu
- Staff 8 notes that the apples used in the Apple Pie are grown locally
- Staff 7 says the Blueberry Cake has yogurt in it to complement the sweetness
- Chef E says the Mac 'n Cheese is best in flavor when it's golden color
- Chef G says the best serving temperature for Braised Lamb is 160 degrees Fahrenheit
- Chef C says the Spicy Pork is best with pork belly
- Chef D says the essence of Korean Noodles is sweet sauce

Information page of three followers





Decision Problem | Qualtrics | End

Part 1 of 6

29 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

---

Puzzle Overview

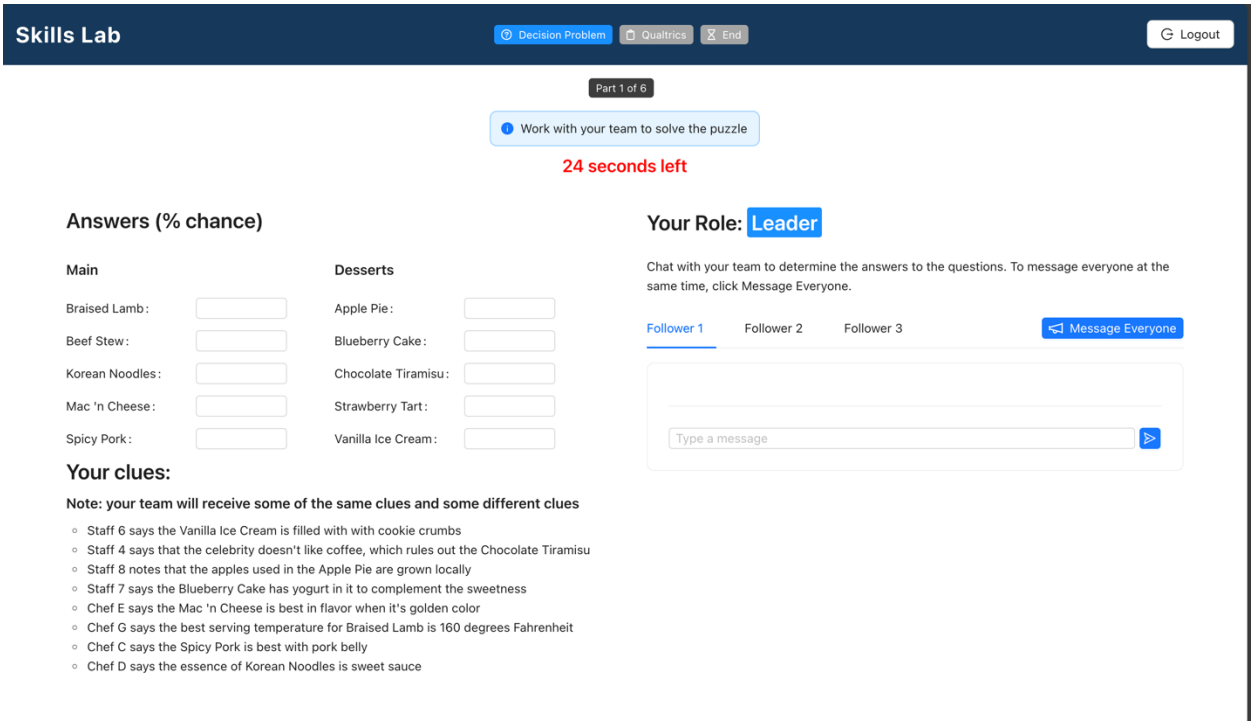
- You and your team are chefs who are hosting a dinner for a mysterious celebrity.
- You're going to cook two courses: MAIN and DESSERT. You need to find out as much as you can about which dishes will be most enjoyed by the celebrity.
- You have information from other chefs and staff to help you.

Your clues:

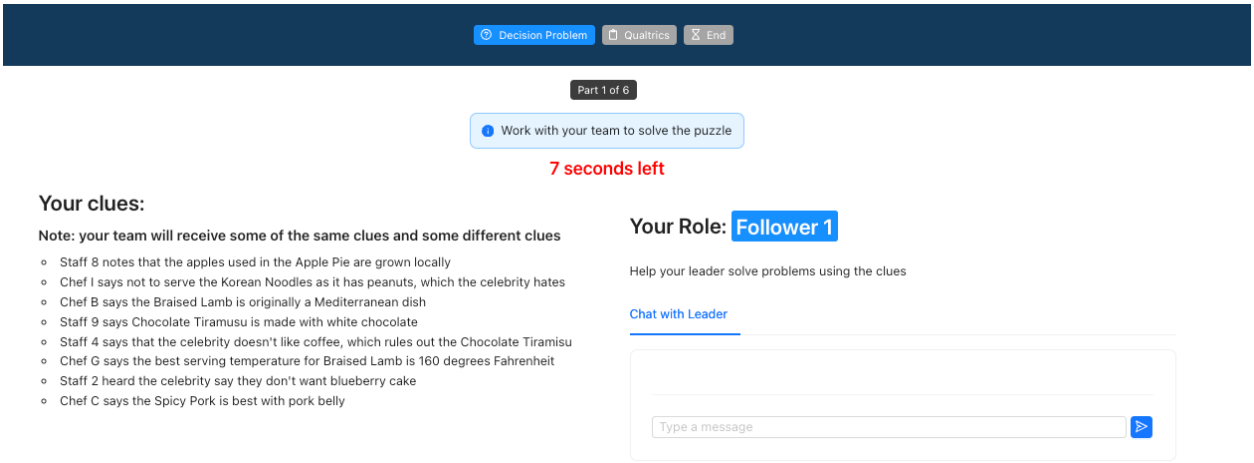
Note: your team will receive some of the same clues and some different clues

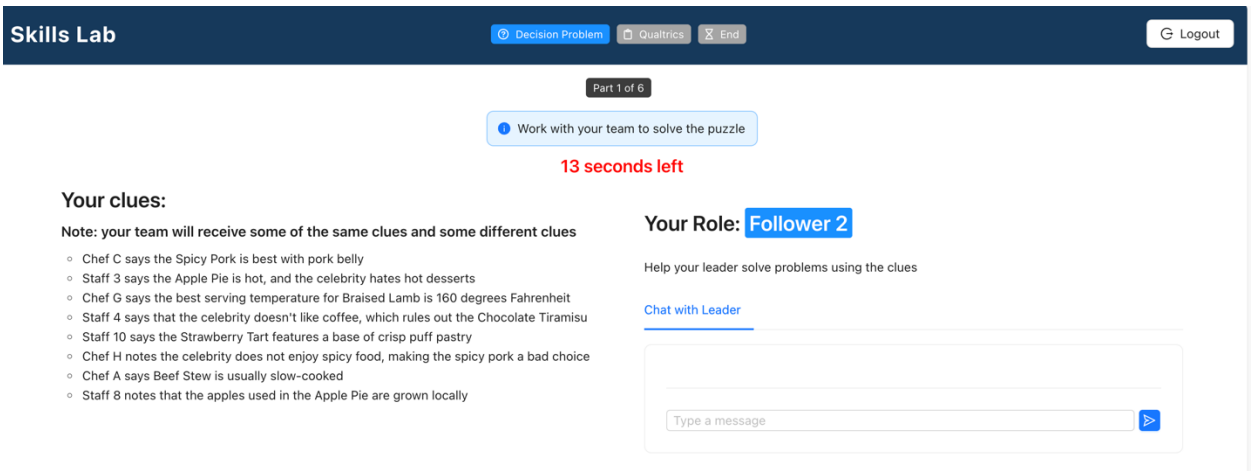
- Staff 8 notes that the apples used in the Apple Pie are grown locally
- Staff 2 heard the celebrity say they don't want blueberry cake
- Chef B says the Braised Lamb is originally a Mediterranean dish
- Chef I says not to serve the Korean Noodles as it has peanuts, which the celebrity hates
- Chef C says the Spicy Pork is best with pork belly
- Chef G says the best serving temperature for Braised Lamb is 160 degrees Fahrenheit
- Staff 9 says Chocolate Tiramusu is made with white chocolate
- Staff 4 says that the celebrity doesn't like coffee, which rules out the Chocolate Tiramisu

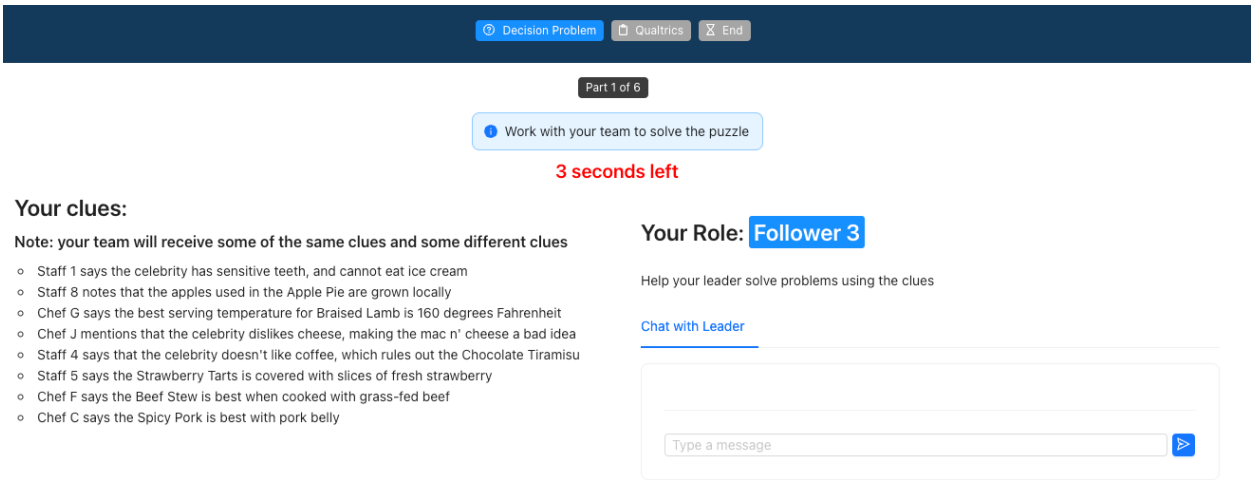
Leader chat interface



Follower chat interface

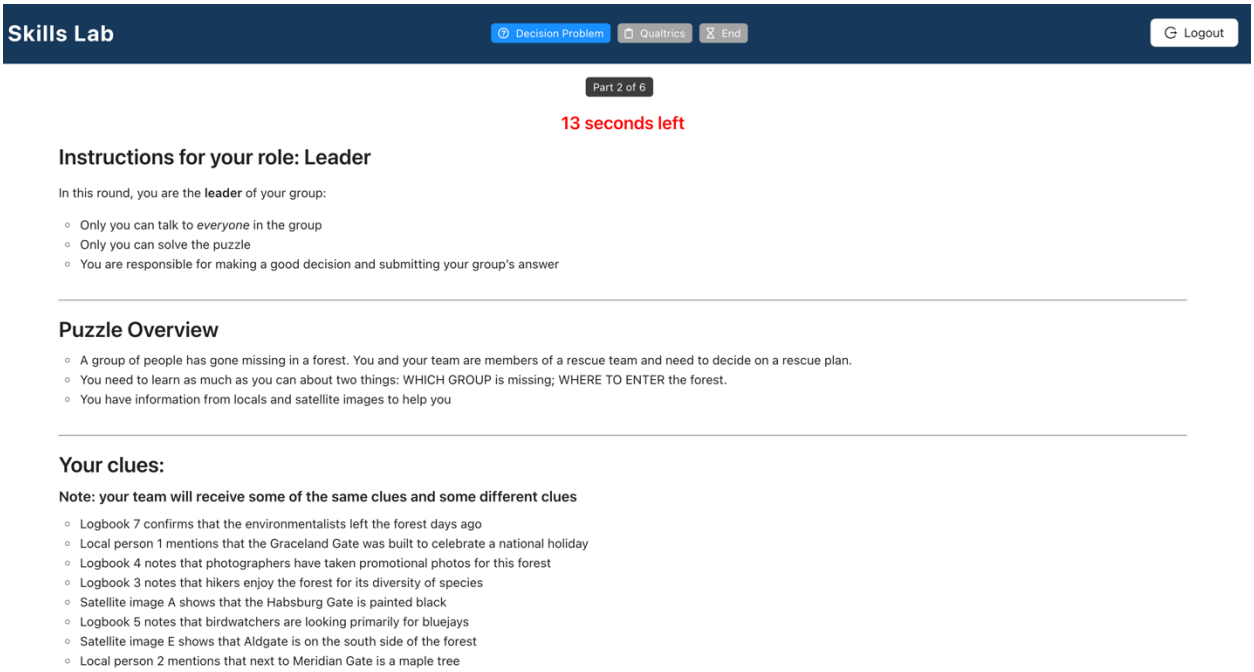






B.3.1.2 Group HP Puzzle B1: Forest Rescue

Leader information page



Skills Lab

Decision Problem | Qualtrics | End | Logout

Part 2 of 6

13 seconds left

Instructions for your role: Leader

In this round, you are the **leader** of your group:

- Only you can talk to *everyone* in the group
- Only you can solve the puzzle
- You are responsible for making a good decision and submitting your group's answer

Puzzle Overview

- A group of people has gone missing in a forest. You and your team are members of a rescue team and need to decide on a rescue plan.
- You need to learn as much as you can about two things: WHICH GROUP is missing; WHERE TO ENTER the forest.
- You have information from locals and satellite images to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Logbook 7 confirms that the environmentalists left the forest days ago
- Local person 1 mentions that the Graceland Gate was built to celebrate a national holiday
- Logbook 4 notes that photographers have taken promotional photos for this forest
- Logbook 3 notes that hikers enjoy the forest for its diversity of species
- Satellite image A shows that the Habsburg Gate is painted black
- Logbook 5 notes that birdwatchers are looking primarily for bluejays
- Satellite image E shows that Aldgate is on the south side of the forest
- Local person 2 mentions that next to Meridian Gate is a maple tree

Information page of three followers

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 2 of 6

33 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- A group of people has gone missing in a forest. You and your team are members of a rescue team and need to decide on a rescue plan.
- You need to learn as much as you can about two things: WHICH GROUP is missing; WHERE TO ENTER the forest.
- You have information from locals and satellite images to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Logbook 8 confirms that the hikers returned safely from the forest
- Logbook 4 notes that photographers have taken promotional photos for this forest
- Satellite image G shows that the Brandenburg Gate is painted yellow
- Logbook 1 notes that scientists usually wear protective gloves when doing fieldwork
- Local person 1 mentions that the Graceland Gate was built to celebrate a national holiday
- Satellite image C shows that the Graceland Gate is blocked by thick trees and is impossible to get through
- Satellite image A shows that the Habsburg Gate is painted black
- Logbook 3 notes that hikers enjoy the forest for its diversity of species

Decision Problem | Qualtrics | End

Part 2 of 6

30 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- A group of people has gone missing in a forest. You and your team are members of a rescue team and need to decide on a rescue plan.
- You need to learn as much as you can about two things: WHICH GROUP is missing; WHERE TO ENTER the forest.
- You have information from locals and satellite images to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Logbook 10 notes that there hasn't been a party of birdwatchers in the forest this year
- Local person 1 mentions that the Graceland Gate was built to celebrate a national holiday
- Satellite image A shows that the Habsburg Gate is painted black
- Local person 3 mentions that the Meridian Gate has been locked for years and is impossible to open
- Logbook 4 notes that photographers have taken promotional photos for this forest
- Satellite image F shows that the Brandenburg Gate is on the north side of the forest
- Logbook 6 notes that scientists who visited the forest study local flora and fauna
- Logbook 3 notes that hikers enjoy the forest for its diversity of species

Decision Problem | Qualtrics | End

Part 2 of 6

20 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

---

Puzzle Overview

- A group of people has gone missing in a forest. You and your team are members of a rescue team and need to decide on a rescue plan.
- You need to learn as much as you can about two things: WHICH GROUP is missing; WHERE TO ENTER the forest.
- You have information from locals and satellite images to help you

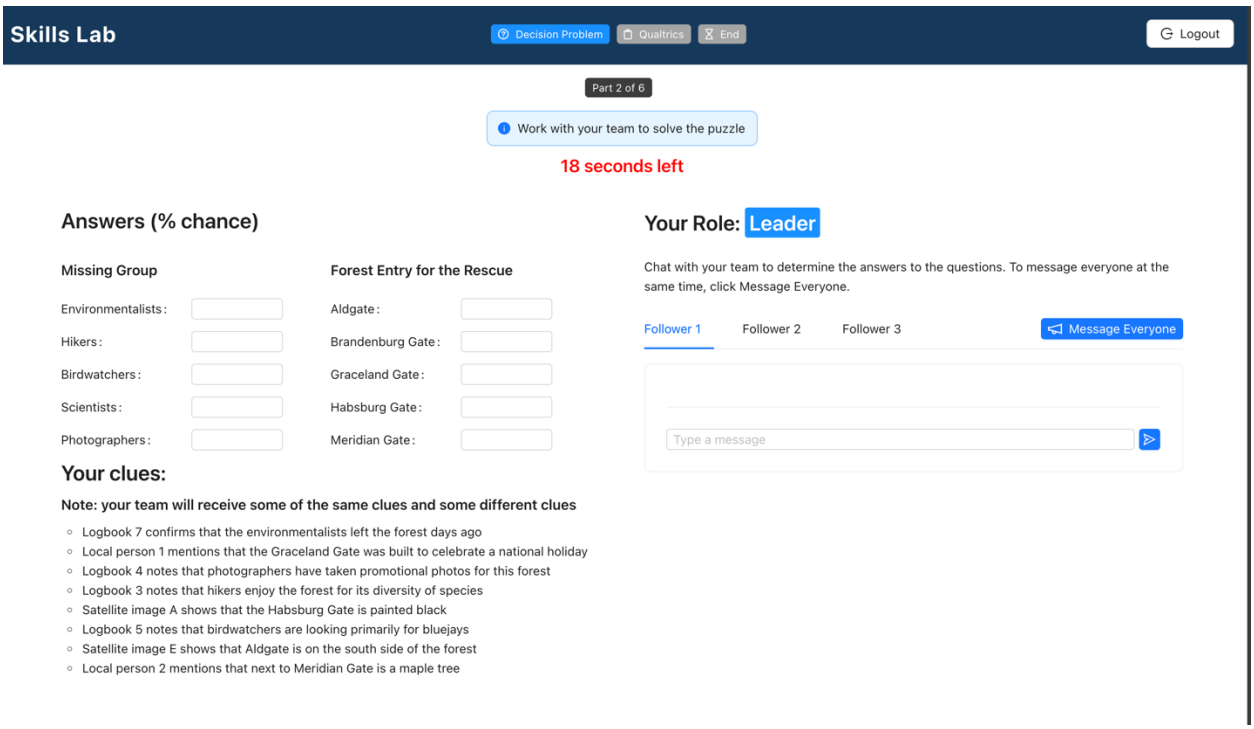
---

Your clues:

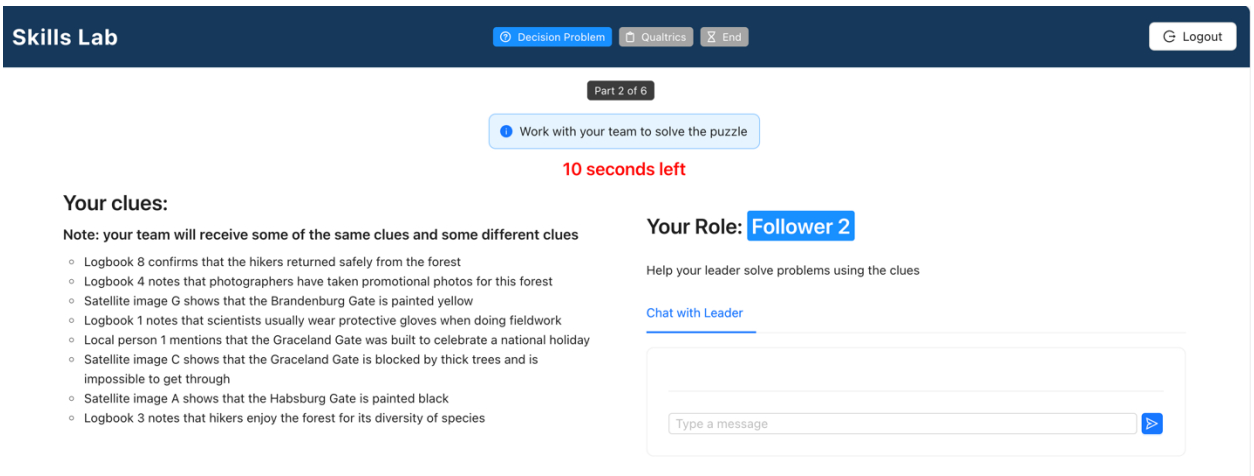
Note: your team will receive some of the same clues and some different clues

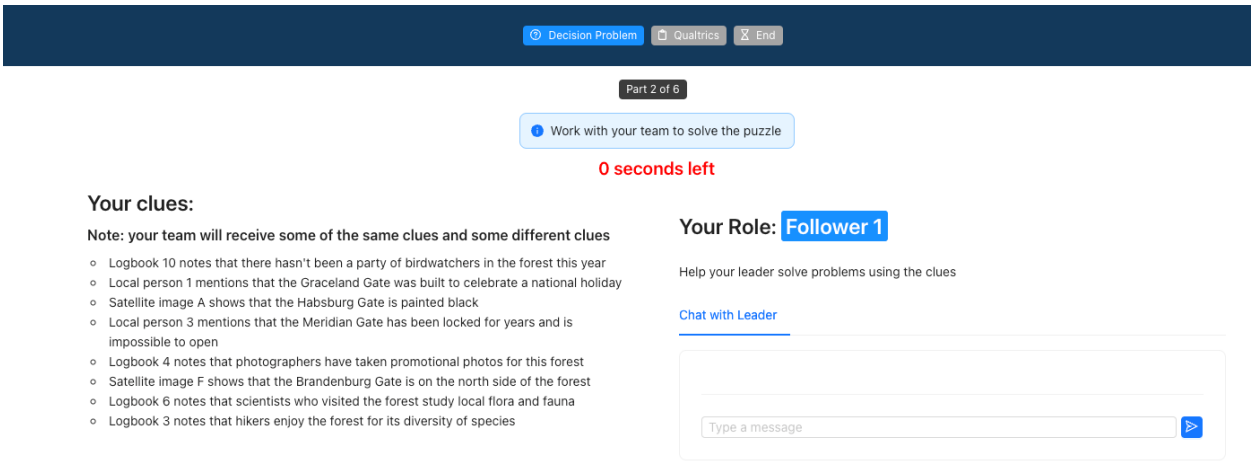
- Logbook 3 notes that hikers enjoy the forest for its diversity of species
- Satellite image D shows that the Habsburg Gate is flooded, and impossible to get through
- Satellite image B shows that there is a small stone lion in front of Aldgate
- Logbook 4 notes that photographers have taken promotional photos for this forest
- Local person 1 mentions that the Graceland Gate was built to celebrate a national holiday
- Logbook 9 confirms that all photographers who entered the forest have left it safely
- Satellite image A shows that the Habsburg Gate is painted black
- Logbook 2 notes that environmentalists are advocating for sustainable forestry practices

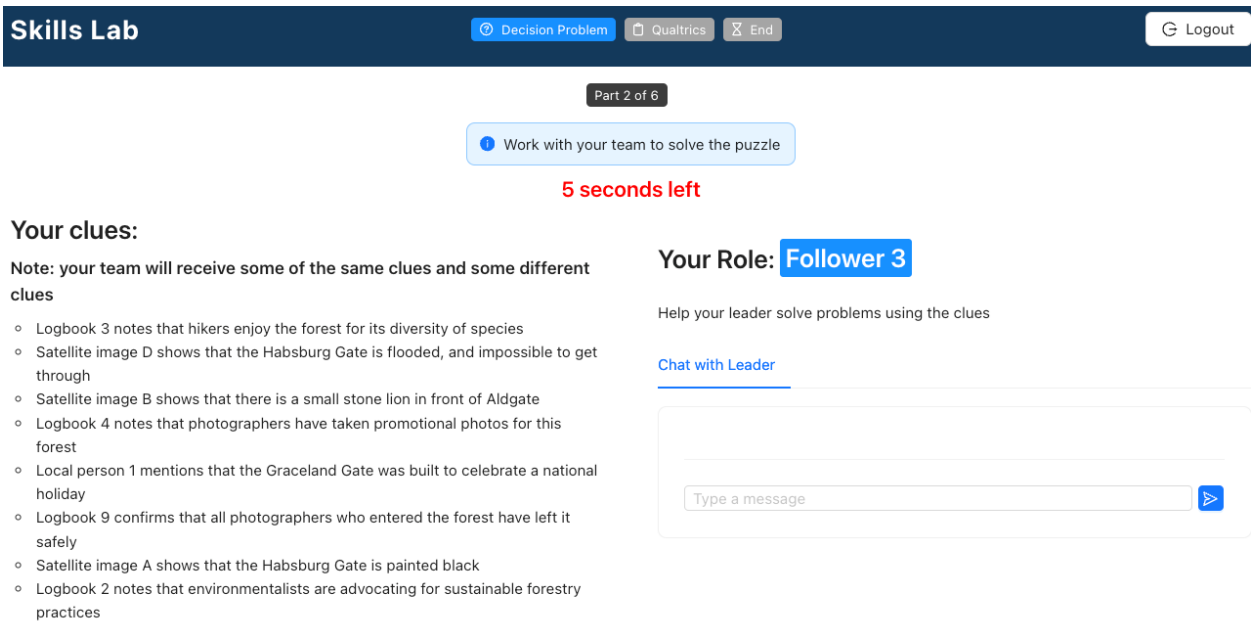
Leader chat interface



Follower chat interface







B.3.1.3 Group HP Puzzle C1: Missing Animal

Leader information page

Skills Lab

Decision Problem | Qualtrics | End

Logout

Part 3 of 6

8 seconds left

Instructions for your role: Leader

In this round, you are the **leader** of your group:

- Only you can talk to *everyone* in the group
- Only you can solve the puzzle
- You are responsible for making a good decision and submitting your group's answer

---

Puzzle Overview

- You and your team work at a zoo. The alarm system alerted you that an animal had escaped!
- You and your team need to learn as much as you can about two things: WHICH ANIMAL escaped? And WHERE IS THE ANIMAL now?
- You have information from zoo attendants and rangers to help you

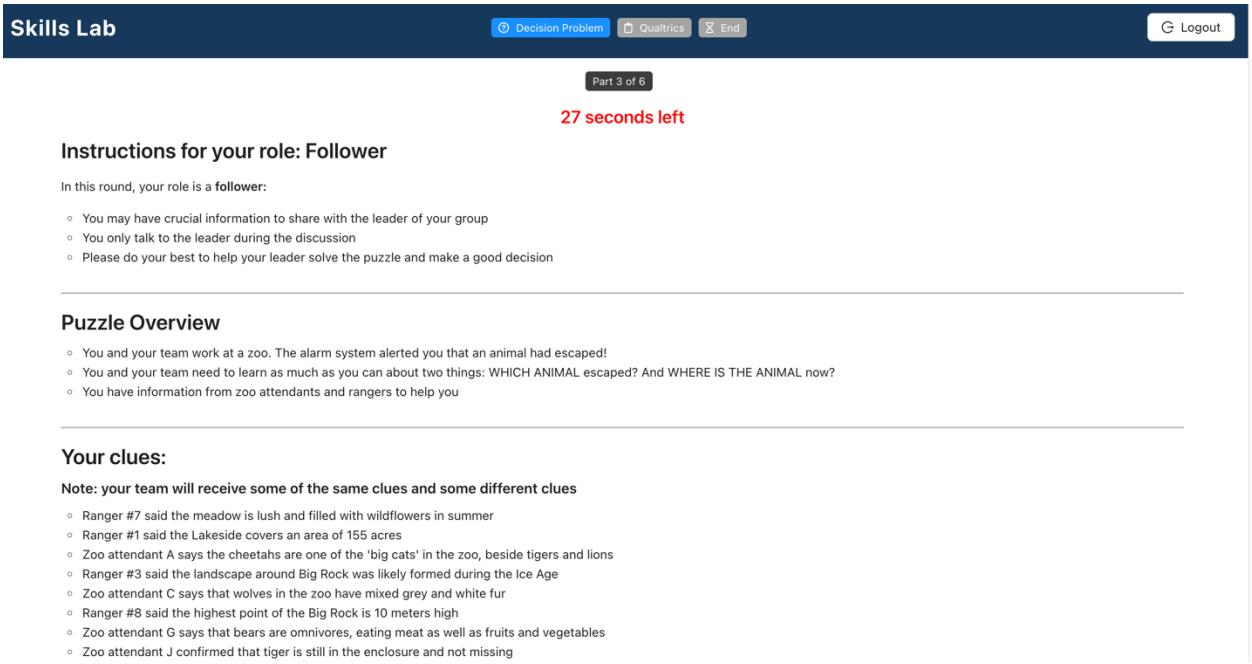
---

Your clues:

Note: your team will receive some of the same clues and some different clues

- Zoo attendant E says that tigers in the zoo have an average weight of 400 pounds
- Ranger #7 said the meadow is lush and filled with wildflowers in summer
- Zoo attendant C says that wolves in the zoo have mixed grey and white fur
- Ranger #3 said the landscape around Big Rock was likely formed during the Ice Age
- Zoo attendant G says that bears are omnivores, eating meat as well as fruits and vegetables
- Zoo attendant D says that lions are one of the 'big cats' in the zoo, beside tigers and cheetahs
- Ranger #5 said the forest covers mountains reaching up to 1000 meters
- Ranger #4 said many species of wildflowers grow in the highlands

Information page of three followers



Skills Lab

Decision Problem | Qualtrics | End | Logout

Part 3 of 6

27 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

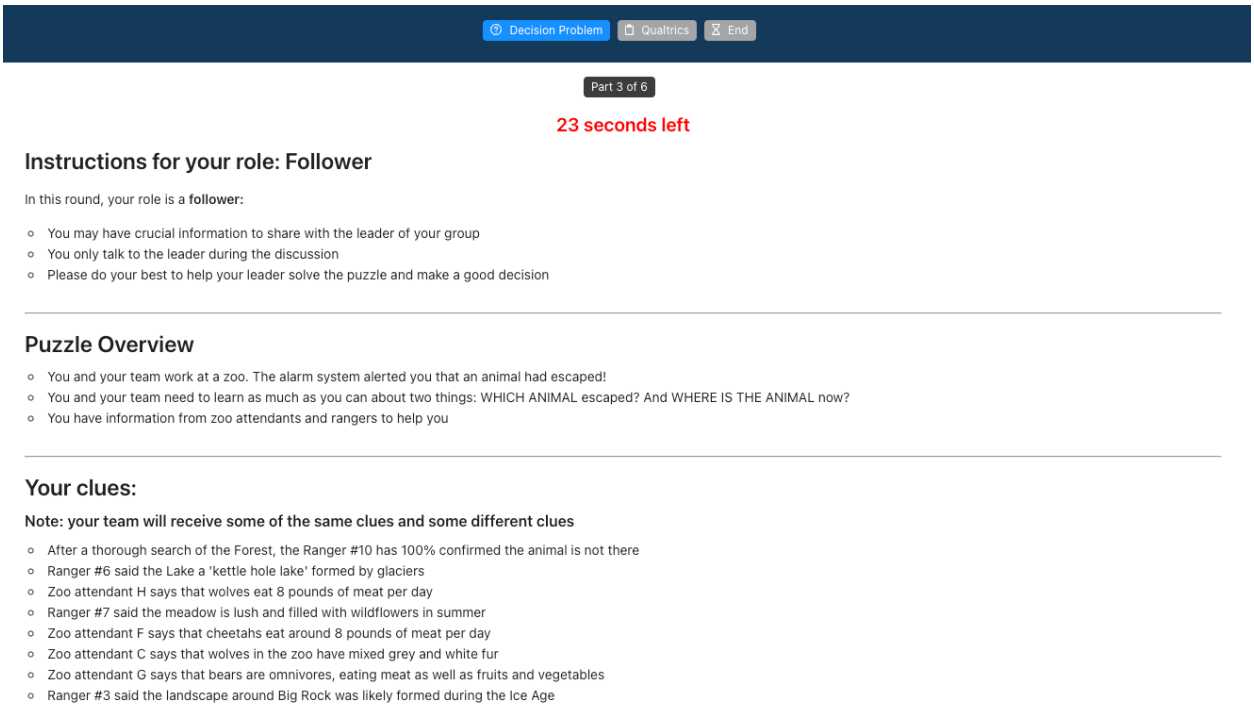
Puzzle Overview

- You and your team work at a zoo. The alarm system alerted you that an animal had escaped!
- You and your team need to learn as much as you can about two things: WHICH ANIMAL escaped? And WHERE IS THE ANIMAL now?
- You have information from zoo attendants and rangers to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Ranger #7 said the meadow is lush and filled with wildflowers in summer
- Ranger #1 said the Lakeside covers an area of 155 acres
- Zoo attendant A says the cheetahs are one of the 'big cats' in the zoo, beside tigers and lions
- Ranger #3 said the landscape around Big Rock was likely formed during the Ice Age
- Zoo attendant C says that wolves in the zoo have mixed grey and white fur
- Ranger #8 said the highest point of the Big Rock is 10 meters high
- Zoo attendant G says that bears are omnivores, eating meat as well as fruits and vegetables
- Zoo attendant J confirmed that tiger is still in the enclosure and not missing



Decision Problem | Qualtrics | End

Part 3 of 6

23 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- You and your team work at a zoo. The alarm system alerted you that an animal had escaped!
- You and your team need to learn as much as you can about two things: WHICH ANIMAL escaped? And WHERE IS THE ANIMAL now?
- You have information from zoo attendants and rangers to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- After a thorough search of the Forest, the Ranger #10 has 100% confirmed the animal is not there
- Ranger #6 said the Lake a 'kettle hole lake' formed by glaciers
- Zoo attendant H says that wolves eat 8 pounds of meat per day
- Ranger #7 said the meadow is lush and filled with wildflowers in summer
- Zoo attendant F says that cheetahs eat around 8 pounds of meat per day
- Zoo attendant C says that wolves in the zoo have mixed grey and white fur
- Zoo attendant G says that bears are omnivores, eating meat as well as fruits and vegetables
- Ranger #3 said the landscape around Big Rock was likely formed during the Ice Age

Skills Lab

Decision Problem | Qualtrics | End

Logout

Part 3 of 6

13 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

---

Puzzle Overview

- You and your team work at a zoo. The alarm system alerted you that an animal had escaped!
- You and your team need to learn as much as you can about two things: WHICH ANIMAL escaped? And WHERE IS THE ANIMAL now?
- You have information from zoo attendants and rangers to help you

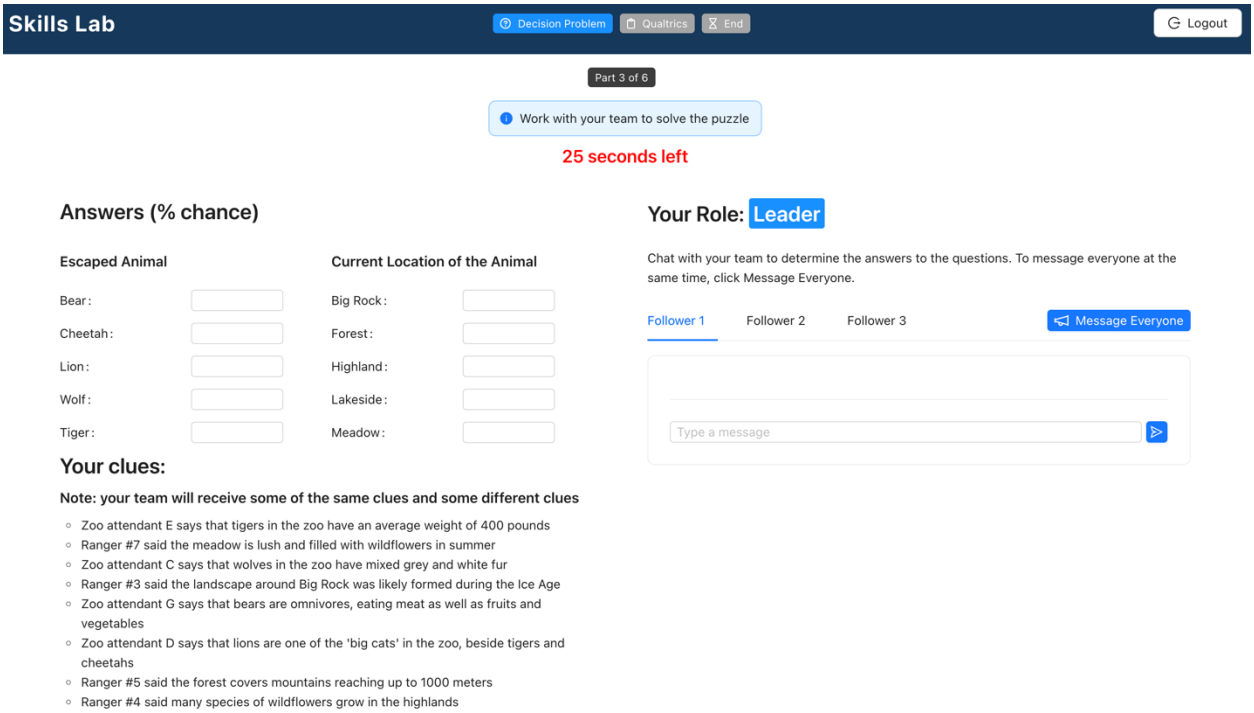
---

Your clues:

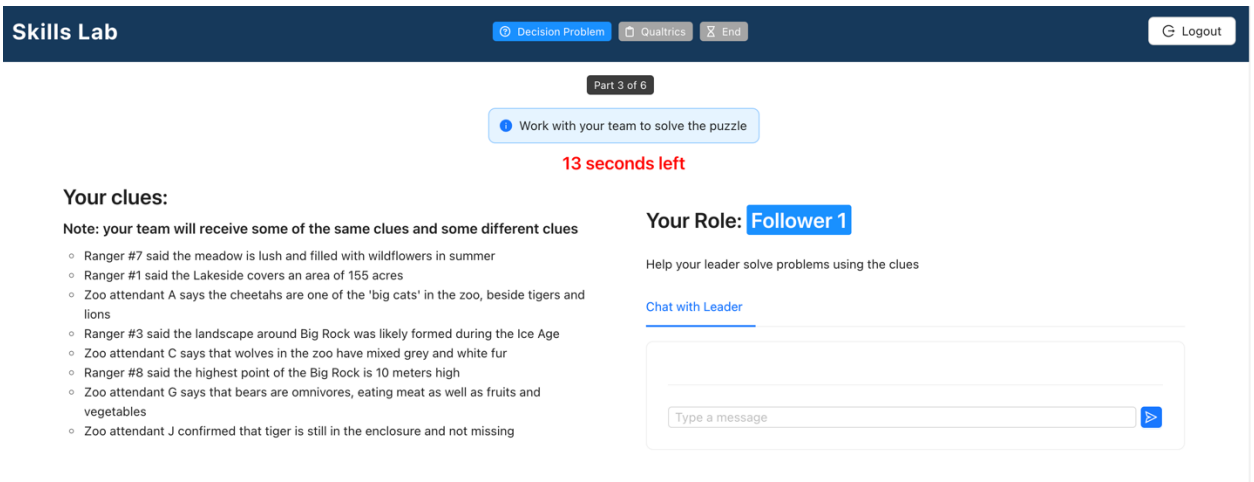
Note: your team will receive some of the same clues and some different clues

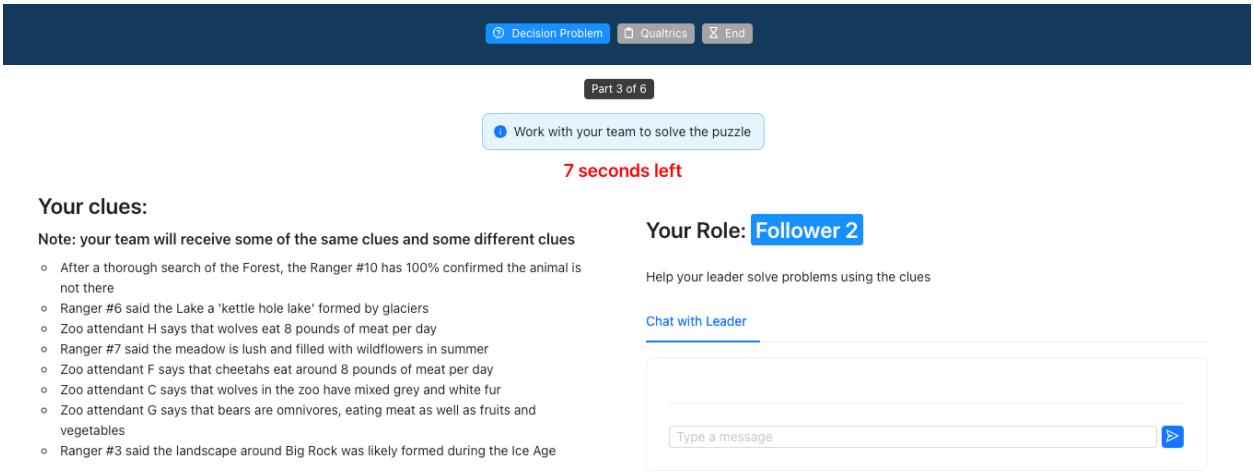
- Zoo attendant I says that an lions are exclusively carnivores
- Zoo attendant C says that wolves in the zoo have mixed grey and white fur
- Zoo attendant G says that bears are omnivores, eating meat as well as fruits and vegetables
- Zoo attendant B says the bears in the zoo usually have light brown fur
- Ranger #7 said the meadow is lush and filled with wildflowers in summer
- After searching the Highlands thoroughly, Ranger #9 100% confirmed the animal is not there
- Ranger #3 said the landscape around Big Rock was likely formed during the Ice Age
- Ranger #2 notes that the Meadow is on the north side of the zoo

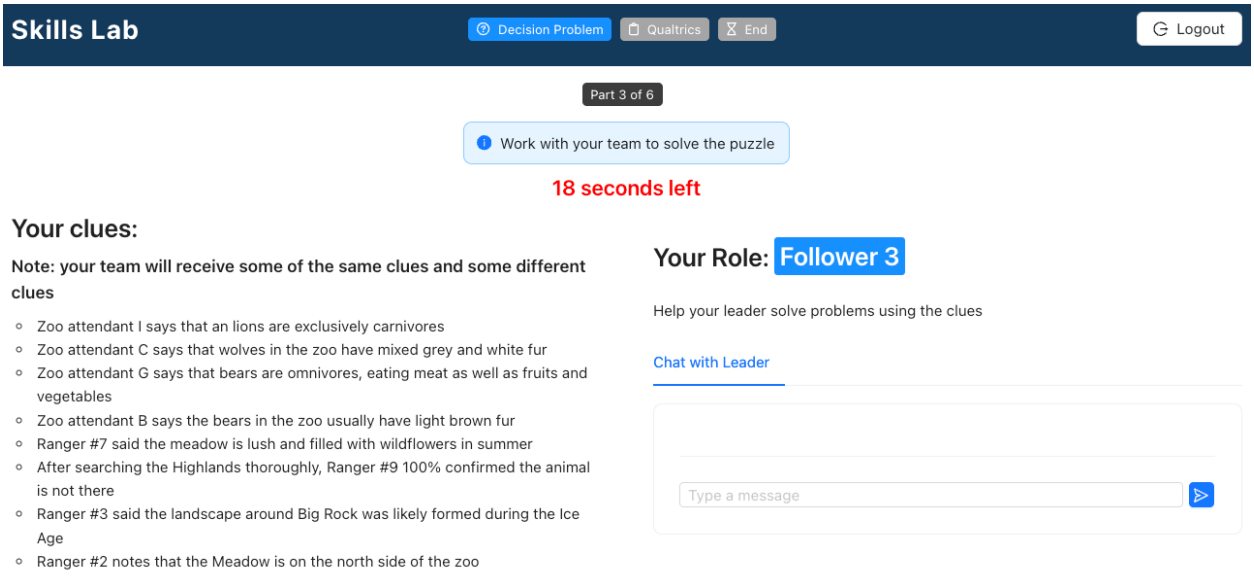
Leader chat interface



Follower chat interface







B.3.1.4 Group HP Puzzle D1: Plant Identification

Leader information page

Skills Lab

Decision Problem | Qualtrics | End | Logout

Part 4 of 6

21 seconds left

Instructions for your role: Leader

In this round, you are the **leader** of your group:

- Only you can talk to *everyone* in the group
- Only you can solve the puzzle
- You are responsible for making a good decision and submitting your group's answer

---

Puzzle Overview

- A group of hikers has reported feeling unwell after eating a wild plant while hiking at a national park.
- In order to find the antidote, you and your team need to learn as much as you can about two things: the TYPE OF BARK and the LEAF COLOR of the plant the hikers have eaten.
- The foresters and local rangers have provided the following information to help you

---

Your clues:

Note: your team will receive some of the same clues and some different clues

- Ranger 6 notes that plants with red leaves contain anthocyanins
- Forester D says that plants with scaly bark have a long evolutionary history
- Forester J says that plants with spotted bark are often home to birdlife
- Forester G says that plants with cracked bark are often found in the east of the park
- Ranger 3 notes that the green-leaved plants in this park are evergreen
- Forester B says that plants with shiny bark thrives in the winter
- Ranger 10 notes that black-pigmented leaves absorb more solar radiation
- Ranger 8 notes that purple leaves absorb both green and yellow light

Information page of three followers

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 4 of 6

26 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- A group of hikers has reported feeling unwell after eating a wild plant while hiking at a national park.
- In order to find the antidote, you and your team need to learn as much as you can about two things: the TYPE OF BARK and the LEAF COLOR of the plant the hikers have eaten.
- The foresters and local rangers have provided the following information to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Forester D says that plants with scaly bark have a long evolutionary history
- Forester J says that plants with spotted bark are often home to birdlife
- Forester C says that plants with smooth bark are often home to squirrels
- Ranger 6 notes that plants with red leaves contain anthocyanins
- Ranger 5 notes that red leaves display different shades of red throughout the year
- Forester F says that there are no plants with scaly bark in the national park
- Ranger 3 notes that the green-leaved plants in this park are evergreen
- Ranger 2 notes that many yellow leaves contain carotenoids

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 4 of 6

15 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- A group of hikers has reported feeling unwell after eating a wild plant while hiking at a national park.
- In order to find the antidote, you and your team need to learn as much as you can about two things: the TYPE OF BARK and the LEAF COLOR of the plant the hikers have eaten.
- The foresters and local rangers have provided the following information to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Forester J says that plants with spotted bark are often home to birdlife
- Forester H says that plants with spotted bark are often covered with green vines
- Ranger 7 notes that hikers were warned not to eat purple leaves to avoid a rash; none of the hikers have a rash
- Ranger 3 notes that the green-leaved plants in this park are evergreen
- Forester I says that plants with cracked bark are covered in stinging wasps and are never eaten
- Ranger 4 notes that green leaves are green due to chlorophyll
- Forester D says that plants with scaly bark have a long evolutionary history
- Ranger 6 notes that plants with red leaves contain anthocyanins

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 4 of 6

0 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

---

Puzzle Overview

- A group of hikers has reported feeling unwell after eating a wild plant while hiking at a national park.
- In order to find the antidote, you and your team need to learn as much as you can about two things: the TYPE OF BARK and the LEAF COLOR of the plant the hikers have eaten.
- The foresters and local rangers have provided the following information to help you

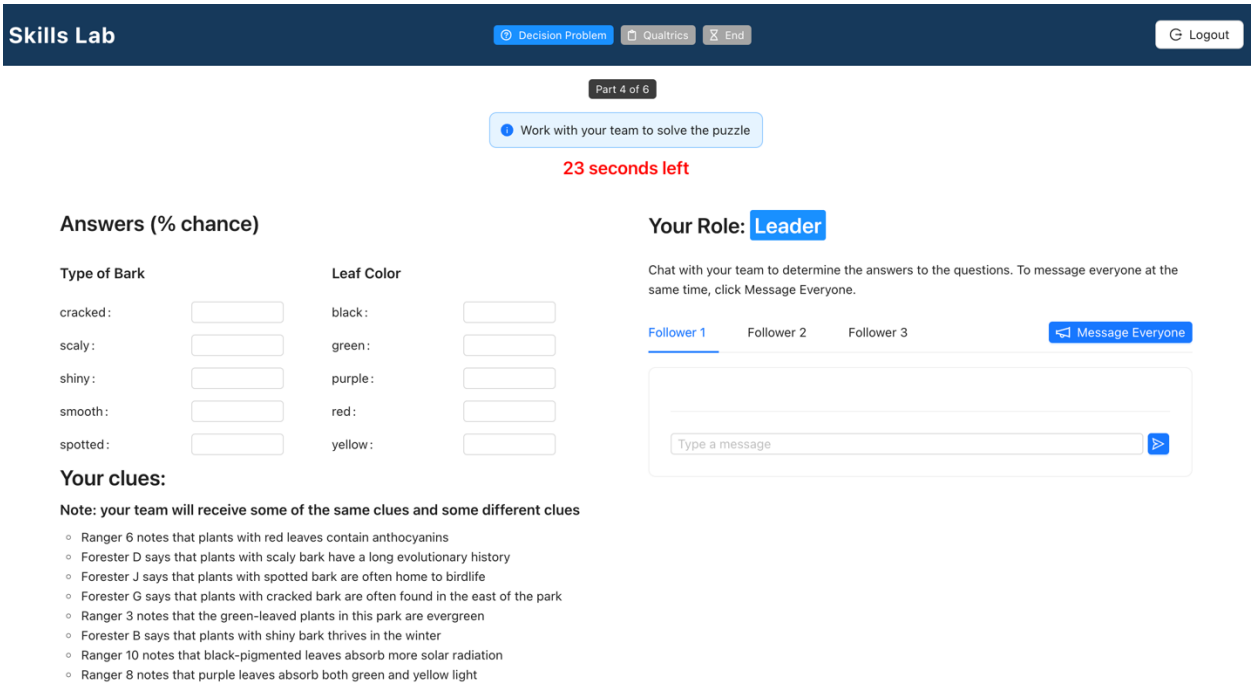
---

Your clues:

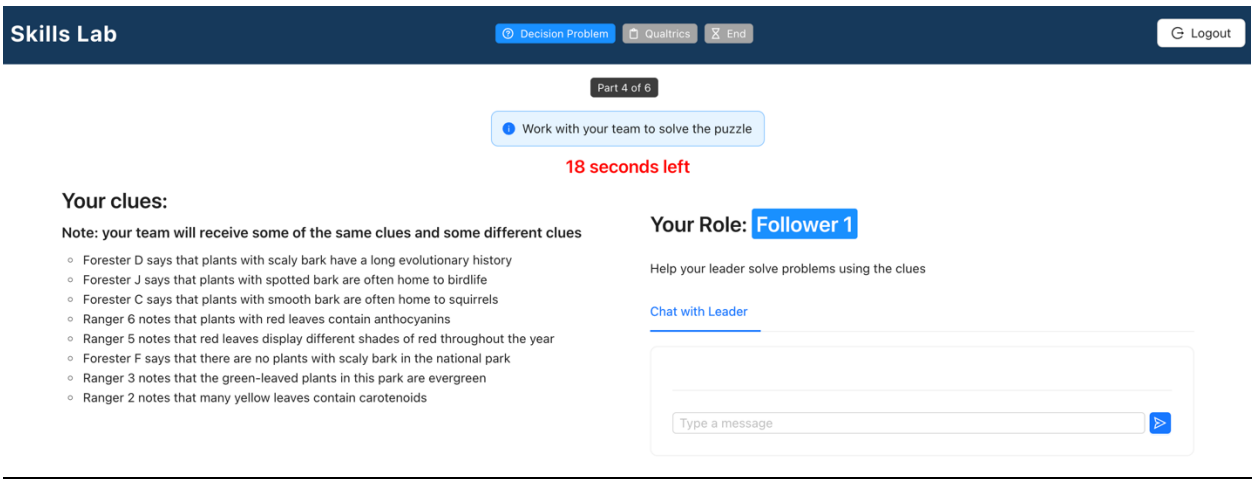
Note: your team will receive some of the same clues and some different clues

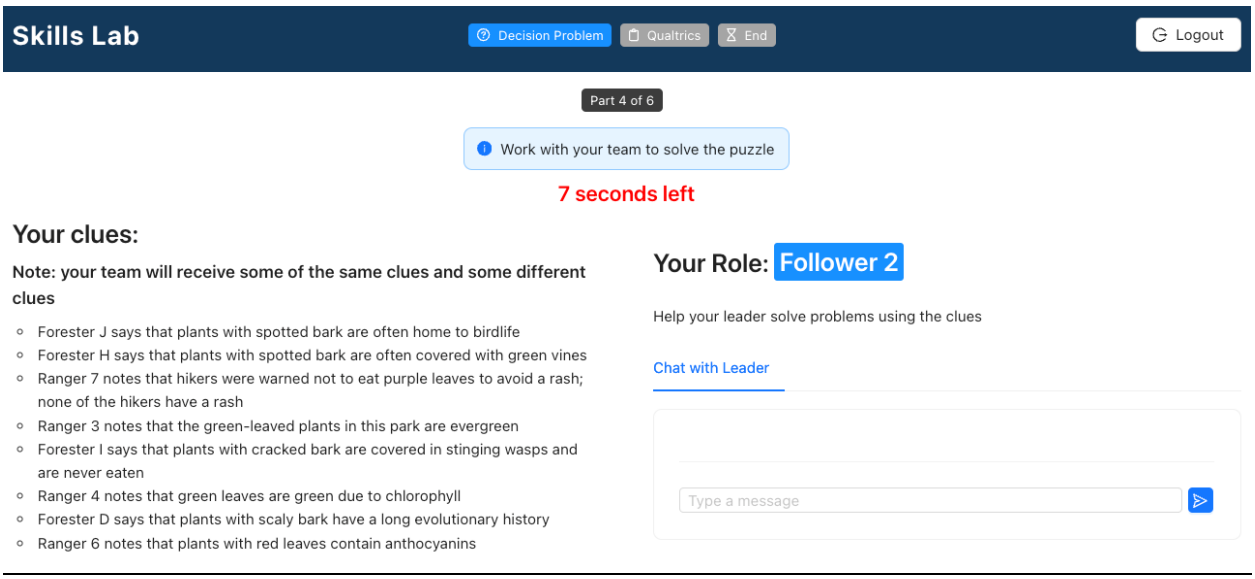
- Forester J says that plants with spotted bark are often home to birdlife
- Forester D says that plants with scaly bark have a long evolutionary history
- Ranger 9 notes that plants with black leaves are extinct in this national park due to over-harvesting
- Forester E says that plants with smooth bark usually have straight trunks
- Ranger 3 notes that the green-leaved plants in this park are evergreen
- Ranger 1 notes that leaves of deciduous forest turn yellow in early September
- Forester A says that no shiny bark plants in the park as they can't survive the climate
- Ranger 6 notes that plants with red leaves contain anthocyanins

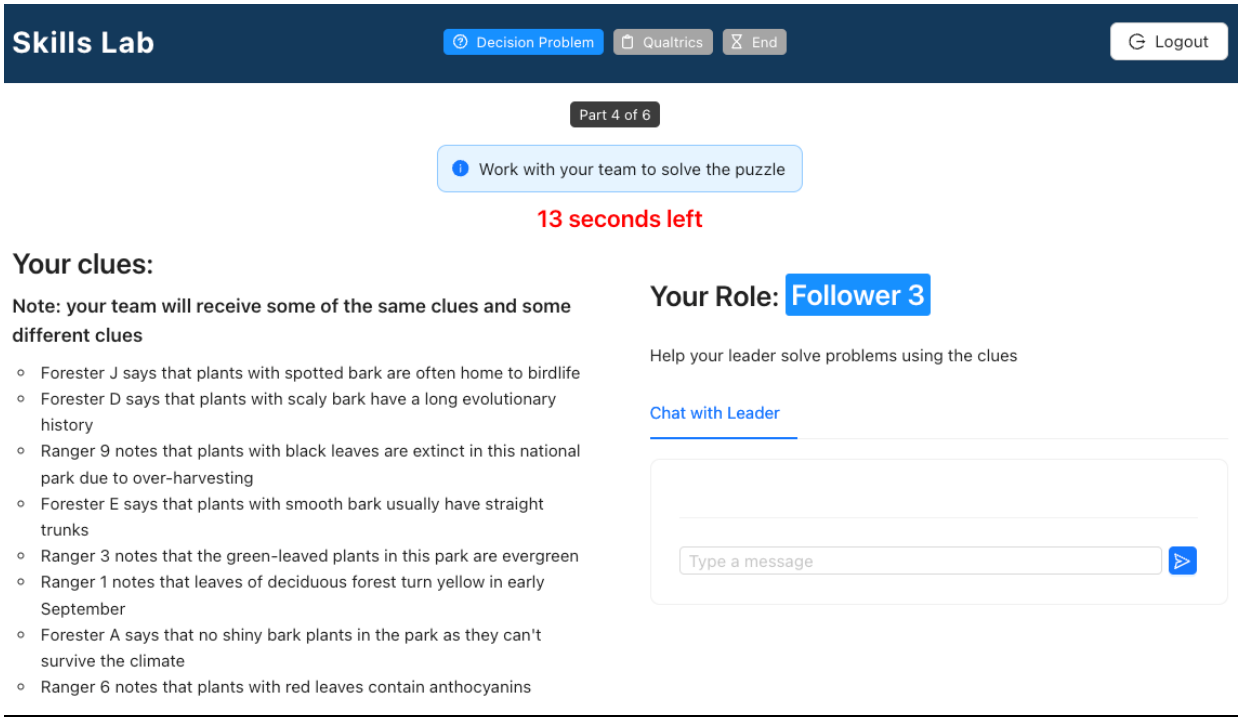
Leader chat interface



Follower chat interface






Skills Lab
Decision Problem
Qualtrics
End
Logout
Part 4 of 6
Work with your team to solve the puzzle
13 seconds left
Your clues:
Note: your team will receive some of the same clues and some different clues
Forester J says that plants with spotted bark are often home to birdlife
Forester D says that plants with scaly bark have a long evolutionary history
Ranger 9 notes that plants with black leaves are extinct in this national park due to over-harvesting
Forester E says that plants with smooth bark usually have straight trunks
Ranger 3 notes that the green-leaved plants in this park are evergreen
Ranger 1 notes that leaves of deciduous forest turn yellow in early September
Forester A says that no shiny bark plants in the park as they can't survive the climate
Ranger 6 notes that plants with red leaves contain anthocyanins
Your Role: Follower 3
Help your leader solve problems using the clues
Chat with Leader
Type a message

B.3.1.5 Group HP Puzzle E1: Broken Machine

Leader information page

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 5 of 6

18 seconds left

Instructions for your role: Leader

In this round, you are the **leader** of your group:

- Only you can talk to *everyone* in the group
- Only you can solve the puzzle
- You are responsible for making a good decision and submitting your group's answer

---

Puzzle Overview

- You work at MegaCorp as an engineer. Unfortunately, there's a problem with their 'MakerMachine'.
- The machine has two components, the TRANSMISSION and the DRIVE UNIT.
- You and your team need to learn as much as you can about these two components. What is the issue with the transmission? What type of drive do we need to re-order?
- Mechanics and technicians have provided information to help you.

Your clues:

Note: your team will receive some of the same clues and some different clues

- Mechanic I says if the transmission hasn't been regularly maintained, it could be worn
- Technician 7 says Type B drive units can be purchased from a range of suppliers
- Technician 6 says that Type E drive units are made of many different materials
- Mechanic A says if the temperatures is very low, transmission can become cracked
- Technician 5 says Type A drive units have been on the market for many years
- Mechanic H says that if a transmission is dislocated, it needs to be taken apart and cleaned
- Technician 10 says the width of Type C drive units is 100 cm
- Mechanic C says that if transmissions are unplugged, they can be fixed by replugging

Information page of three followers

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 5 of 6

34 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- You work at MegaCorp as an engineer. Unfortunately, there's a problem with their 'MakerMachine'.
- The machine has two components, the TRANSMISSION and the DRIVE UNIT.
- You and your team need to learn as much as you can about these two components. What is the issue with the transmission? What type of drive do we need to re-order?
- Mechanics and technicians have provided information to help you.

Your clues:

Note: your team will receive some of the same clues and some different clues

- Mechanic E says if the transmission hasn't been recently secured, it could be dislocated
- Technician 1 says Type D drive units can operate at speed 1,800 RPM
- Mechanic H says that if a transmission is dislocated, it needs to be taken apart and cleaned
- Technician 7 says Type B drive units can be purchased from a range of suppliers
- Mechanic B says that jammed transmissions need to be cleared before the machine will work
- Technician 5 says Type A drive units have been on the market for many years
- Technician 8 says it's not possible to power MegaCorp's MakerMachine with a Type A drive unit
- Mechanic C says that if transmissions are unplugged, they can be fixed by replugging

---

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 5 of 6

28 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- You work at MegaCorp as an engineer. Unfortunately, there's a problem with their 'MakerMachine'.
- The machine has two components, the TRANSMISSION and the DRIVE UNIT.
- You and your team need to learn as much as you can about these two components. What is the issue with the transmission? What type of drive do we need to re-order?
- Mechanics and technicians have provided information to help you.

Your clues:

Note: your team will receive some of the same clues and some different clues

- Mechanic G says that if transmissions are worn, they need to be replaced
- Technician 3 says Type C drive units are made using parts from many countries
- Technician 9 says that Type B drive units are incompatible with Megacorp's machines
- Mechanic H says that if a transmission is dislocated, it needs to be taken apart and cleaned
- Mechanic C says that if transmissions are unplugged, they can be fixed by replugging
- Technician 5 says Type A drive units have been on the market for many years
- Mechanic J says if the transmission hasn't been reinforced recently, it could be unplugged
- Technician 7 says Type B drive units can be purchased from a range of suppliers

---

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 5 of 6

24 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

---

Puzzle Overview

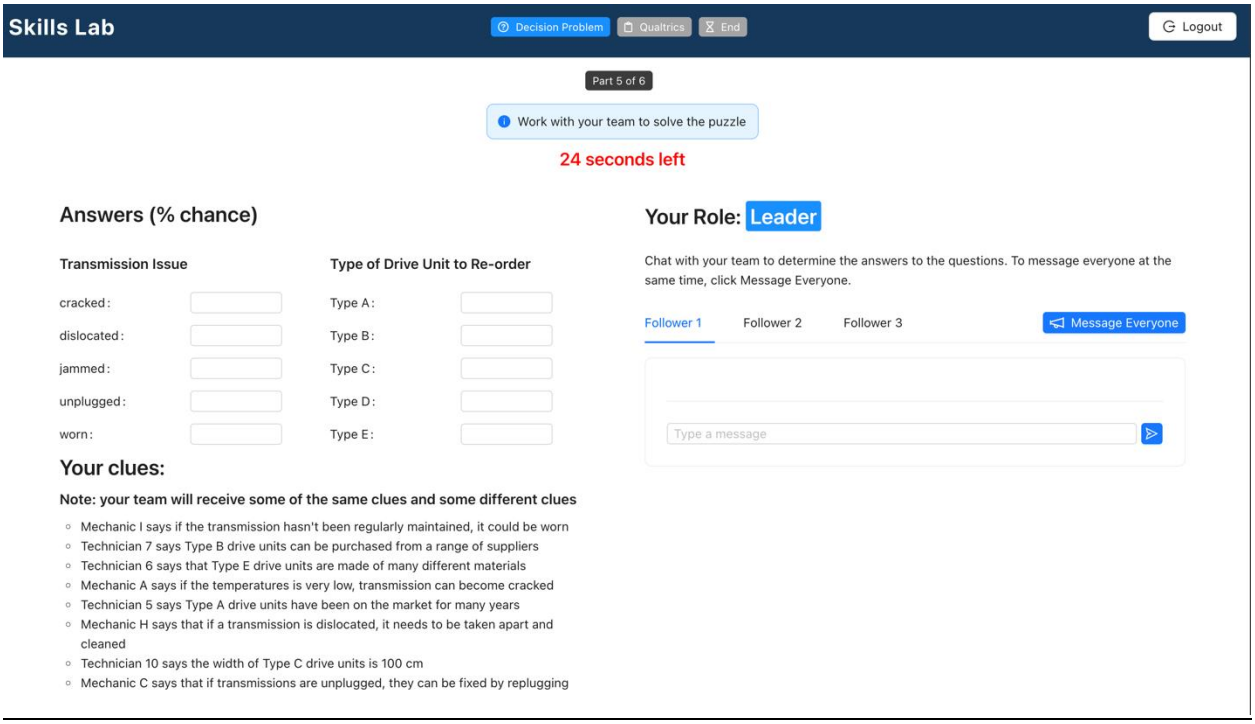
- You work at MegaCorp as an engineer. Unfortunately, there's a problem with their 'MakerMachine'.
- The machine has two components, the TRANSMISSION and the DRIVE UNIT.
- You and your team need to learn as much as you can about these two components. What is the issue with the transmission? What type of drive do we need to re-order?
- Mechanics and technicians have provided information to help you.

Your clues:

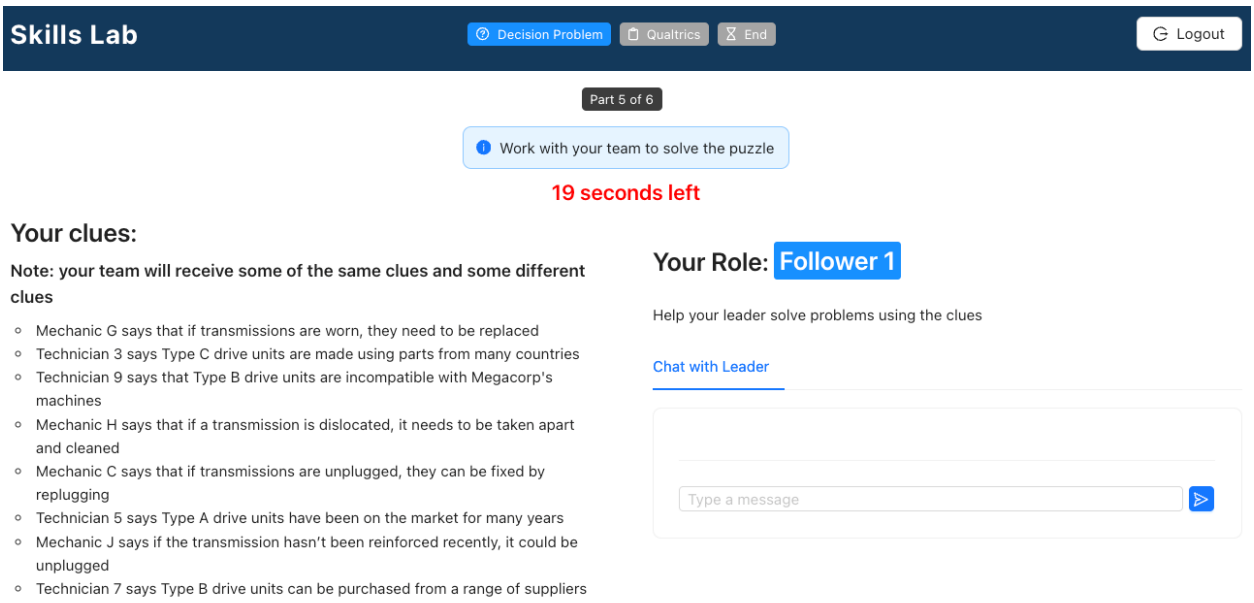
Note: your team will receive some of the same clues and some different clues

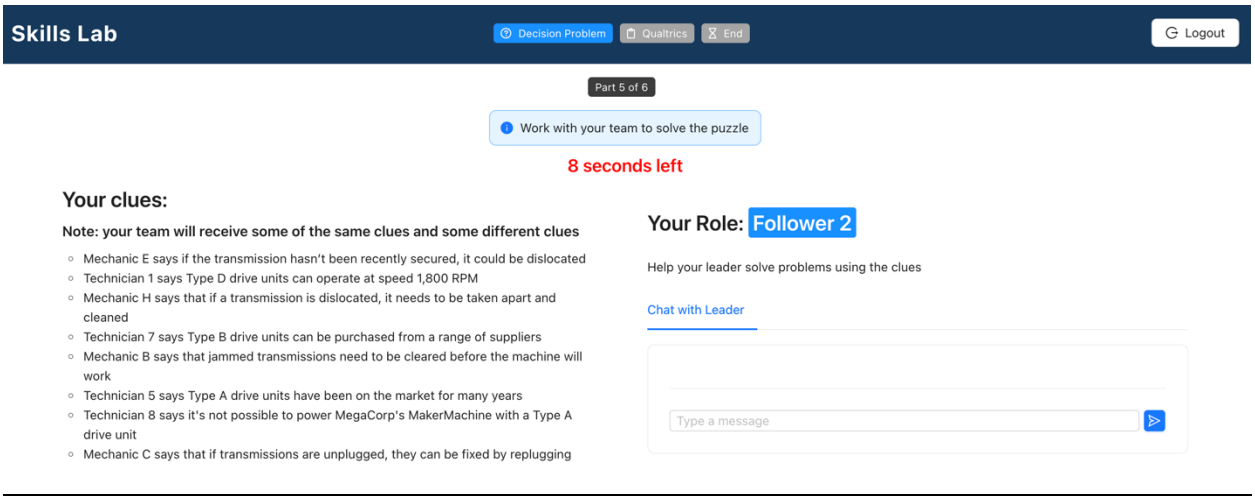
- Technician 2 confirmed that MakerMachine's drive unit can't be Type E
- Mechanic D did an inspection showing that the transmission is definitely not cracked
- Technician 7 says Type B drive units can be purchased from a range of suppliers
- Mechanic C says that if transmissions are unplugged, they can be fixed by replugging
- Mechanic F says if the transmission hasn't been cleared recently, it could be jammed
- Technician 5 says Type A drive units have been on the market for many years
- Mechanic H says that if a transmission is dislocated, it needs to be taken apart and cleaned
- Technician 4 says Type D drive units include a variety of different metal parts

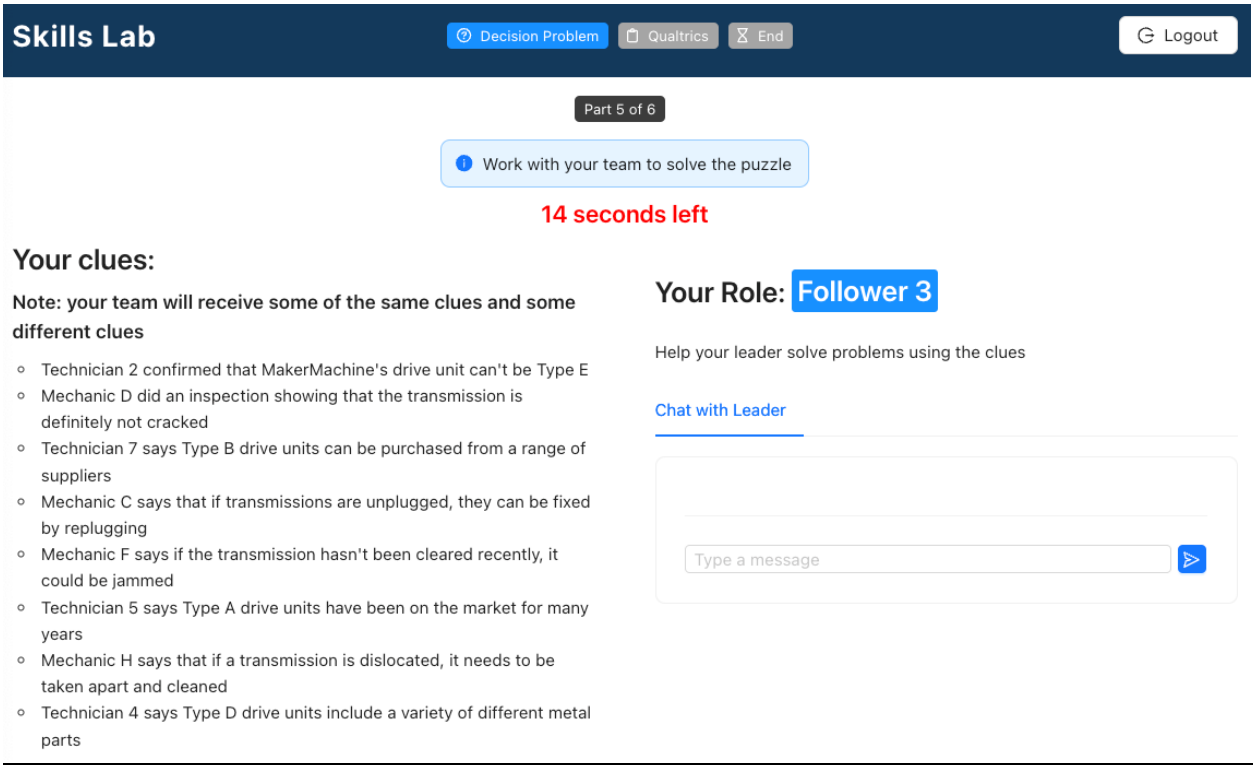
Leader chat interface



Follower chat interface






Skills Lab
Decision Problem
Qualtrics
End
Logout
Part 5 of 6
Work with your team to solve the puzzle
14 seconds left
Your clues:
Note: your team will receive some of the same clues and some different clues
Technician 2 confirmed that MakerMachine's drive unit can't be Type E
Mechanic D did an inspection showing that the transmission is definitely not cracked
Technician 7 says Type B drive units can be purchased from a range of suppliers
Mechanic C says that if transmissions are unplugged, they can be fixed by replugging
Mechanic F says if the transmission hasn't been cleared recently, it could be jammed
Technician 5 says Type A drive units have been on the market for many years
Mechanic H says that if a transmission is dislocated, it needs to be taken apart and cleaned
Technician 4 says Type D drive units include a variety of different metal parts
Your Role: Follower 3
Help your leader solve problems using the clues
Chat with Leader
Type a message

B.3.1.6 Group HP Puzzle F1: New Product

Leader information page

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 6 of 6

29 seconds left

Instructions for your role: Leader

In this round, you are the **leader** of your group:

- Only you can talk to *everyone* in the group
- Only you can solve the puzzle
- You are responsible for making a good decision and submitting your group's answer

Puzzle Overview

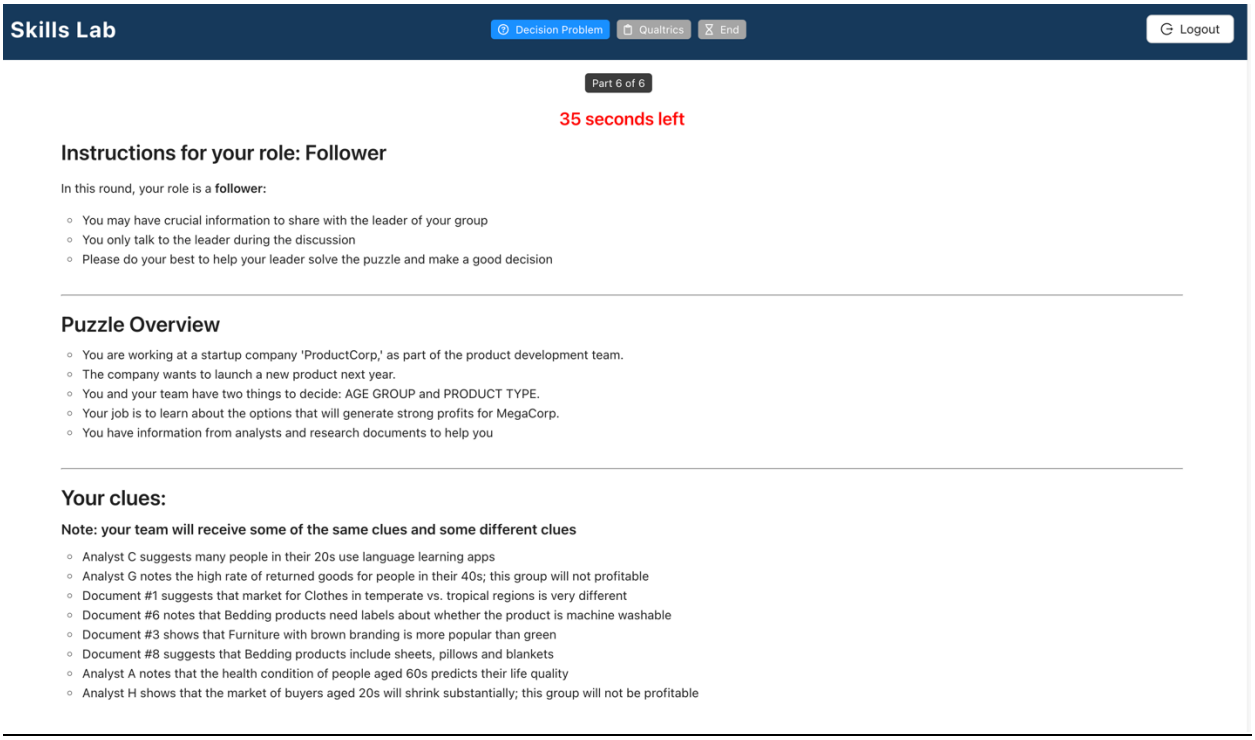
- You are working at a startup company 'ProductCorp,' as part of the product development team.
- The company wants to launch a new product next year.
- You and your team have two things to decide: AGE GROUP and PRODUCT TYPE.
- Your job is to learn about the options that will generate strong profits for MegaCorp.
- You have information from analysts and research documents to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Analyst G notes the high rate of returned goods for people in their 40s; this group will not profitable
- Analyst D shows there are more female than males in the 30s age group
- Analyst C suggests many people in their 20s use language learning apps
- Document #5 suggests that Cookware industry is influenced by TV cooking shows
- Document #2 suggests that Appliances manufacturing relies on electrical components
- Document #6 notes that Bedding products need labels about whether the product is machine washable
- Analyst E shows people in their 50s are often engaged in community activities
- Document #1 suggests that market for Clothes in temperate vs. tropical regions is very different

Information page of three followers



Skills Lab

Decision Problem | Qualtrics | End

Logout

Part 6 of 6

35 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

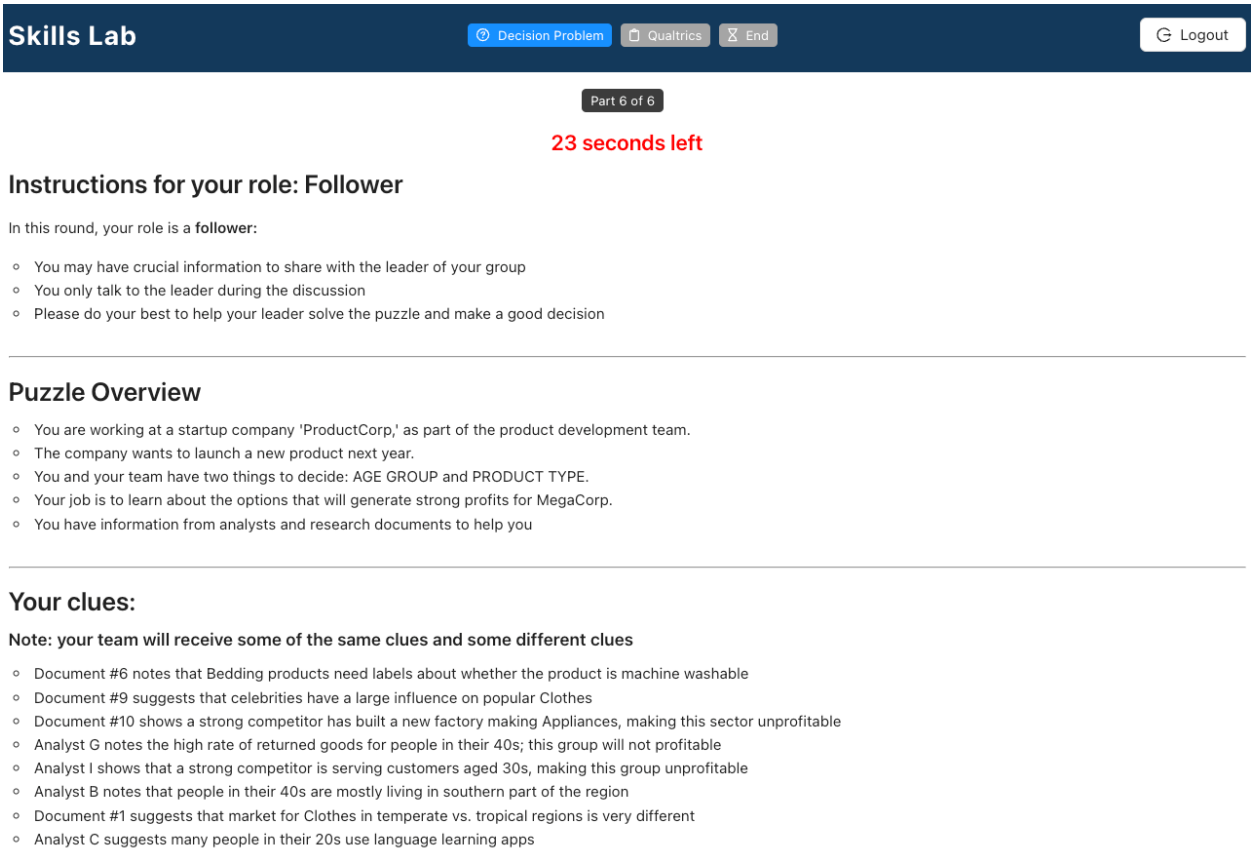
Puzzle Overview

- You are working at a startup company 'ProductCorp,' as part of the product development team.
- The company wants to launch a new product next year.
- You and your team have two things to decide: AGE GROUP and PRODUCT TYPE.
- Your job is to learn about the options that will generate strong profits for MegaCorp.
- You have information from analysts and research documents to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Analyst C suggests many people in their 20s use language learning apps
- Analyst G notes the high rate of returned goods for people in their 40s; this group will not profitable
- Document #1 suggests that market for Clothes in temperate vs. tropical regions is very different
- Document #6 notes that Bedding products need labels about whether the product is machine washable
- Document #3 shows that Furniture with brown branding is more popular than green
- Document #8 suggests that Bedding products include sheets, pillows and blankets
- Analyst A notes that the health condition of people aged 60s predicts their life quality
- Analyst H shows that the market of buyers aged 20s will shrink substantially; this group will not be profitable



Skills Lab

Decision Problem | Qualtrics | End

Logout

Part 6 of 6

23 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

Puzzle Overview

- You are working at a startup company 'ProductCorp,' as part of the product development team.
- The company wants to launch a new product next year.
- You and your team have two things to decide: AGE GROUP and PRODUCT TYPE.
- Your job is to learn about the options that will generate strong profits for MegaCorp.
- You have information from analysts and research documents to help you

Your clues:

Note: your team will receive some of the same clues and some different clues

- Document #6 notes that Bedding products need labels about whether the product is machine washable
- Document #9 suggests that celebrities have a large influence on popular Clothes
- Document #10 shows a strong competitor has built a new factory making Appliances, making this sector unprofitable
- Analyst G notes the high rate of returned goods for people in their 40s; this group will not profitable
- Analyst I shows that a strong competitor is serving customers aged 30s, making this group unprofitable
- Analyst B notes that people in their 40s are mostly living in southern part of the region
- Document #1 suggests that market for Clothes in temperate vs. tropical regions is very different
- Analyst C suggests many people in their 20s use language learning apps

Skills Lab

Decision Problem | Qualtrics | End

Logout

Part 6 of 6

17 seconds left

Instructions for your role: Follower

In this round, your role is a **follower:**

- You may have crucial information to share with the leader of your group
- You only talk to the leader during the discussion
- Please do your best to help your leader solve the puzzle and make a good decision

---

Puzzle Overview

- You are working at a startup company 'ProductCorp,' as part of the product development team.
- The company wants to launch a new product next year.
- You and your team have two things to decide: AGE GROUP and PRODUCT TYPE.
- Your job is to learn about the options that will generate strong profits for MegaCorp.
- You have information from analysts and research documents to help you

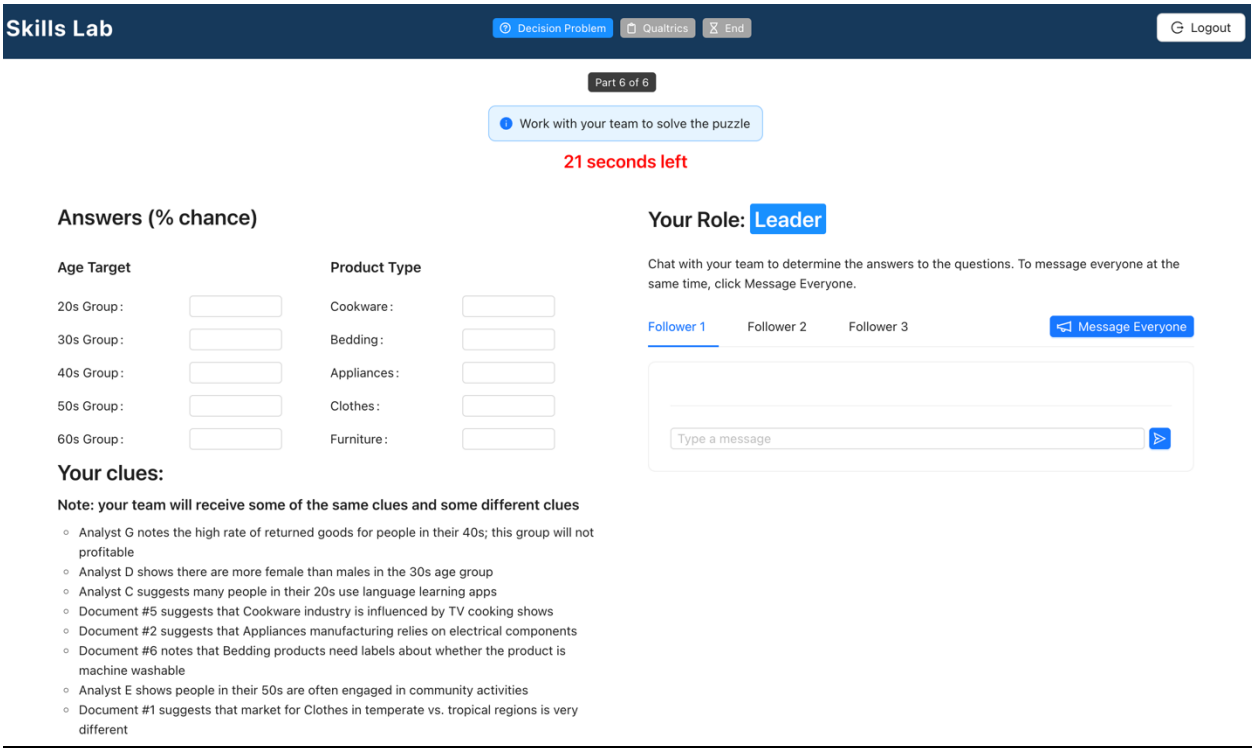
---

Your clues:

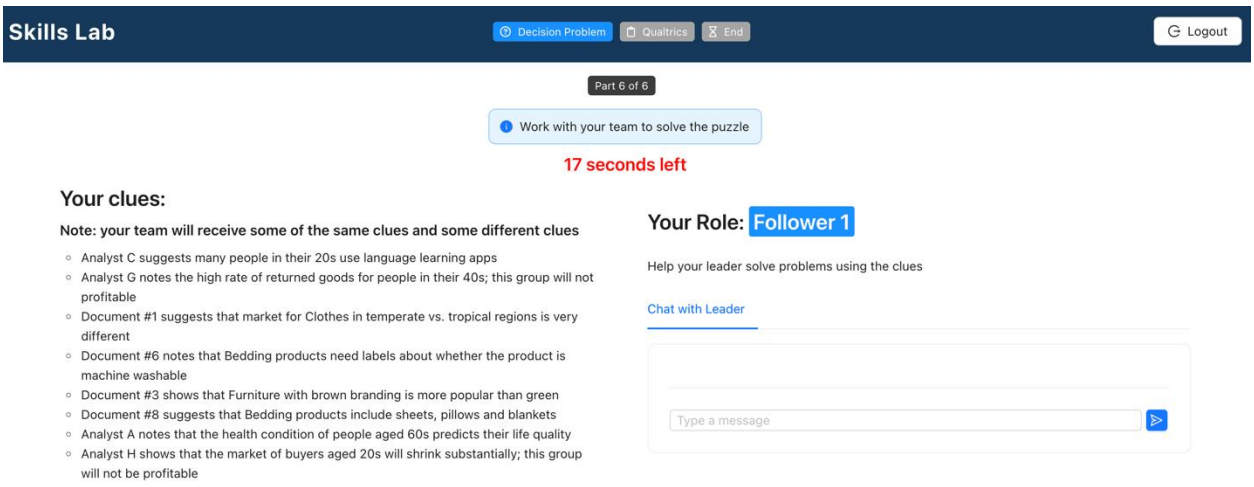
Note: your team will receive some of the same clues and some different clues

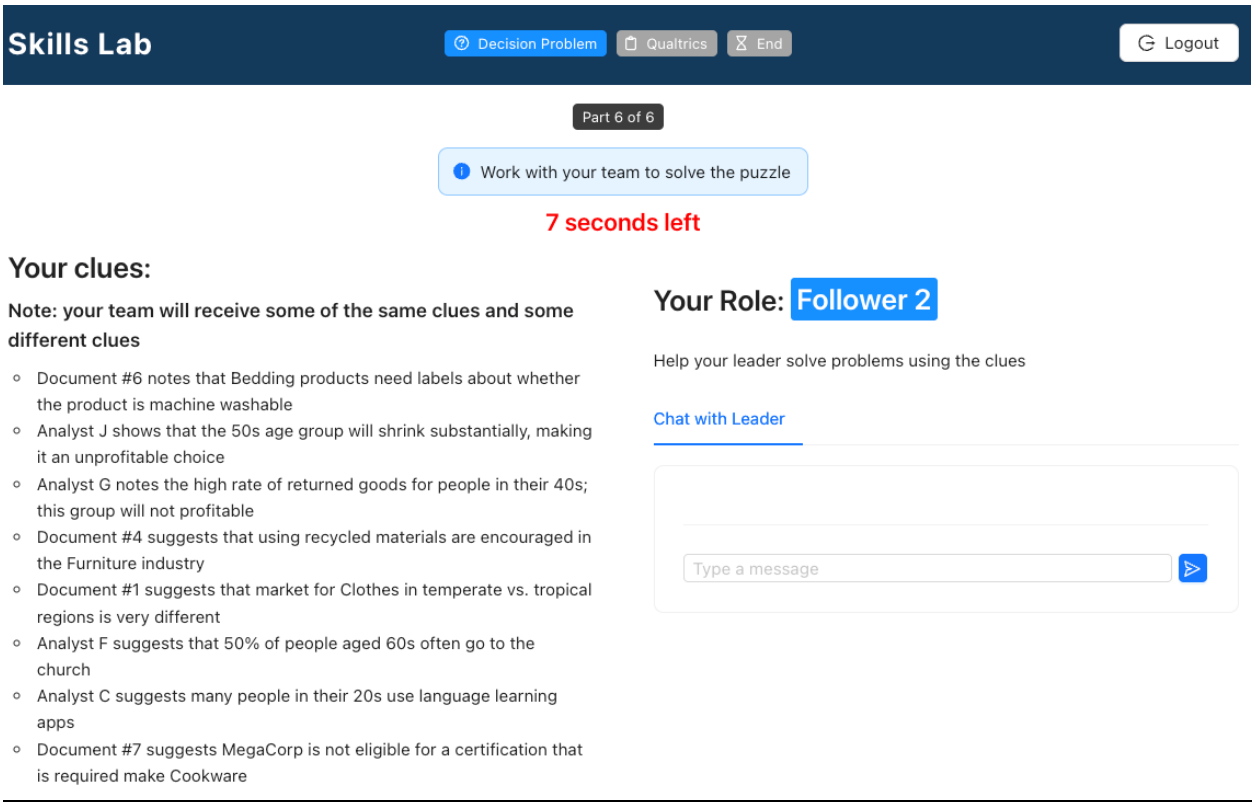
- Document #6 notes that Bedding products need labels about whether the product is machine washable
- Analyst J shows that the 50s age group will shrink substantially, making it an unprofitable choice
- Analyst G notes the high rate of returned goods for people in their 40s; this group will not profitable
- Document #4 suggests that using recycled materials are encouraged in the Furniture industry
- Document #1 suggests that market for Clothes in temperate vs. tropical regions is very different
- Analyst F suggests that 50% of people aged 60s often go to the church
- Analyst C suggests many people in their 20s use language learning apps
- Document #7 suggests MegaCorp is not eligible for a certification that is required make Cookware

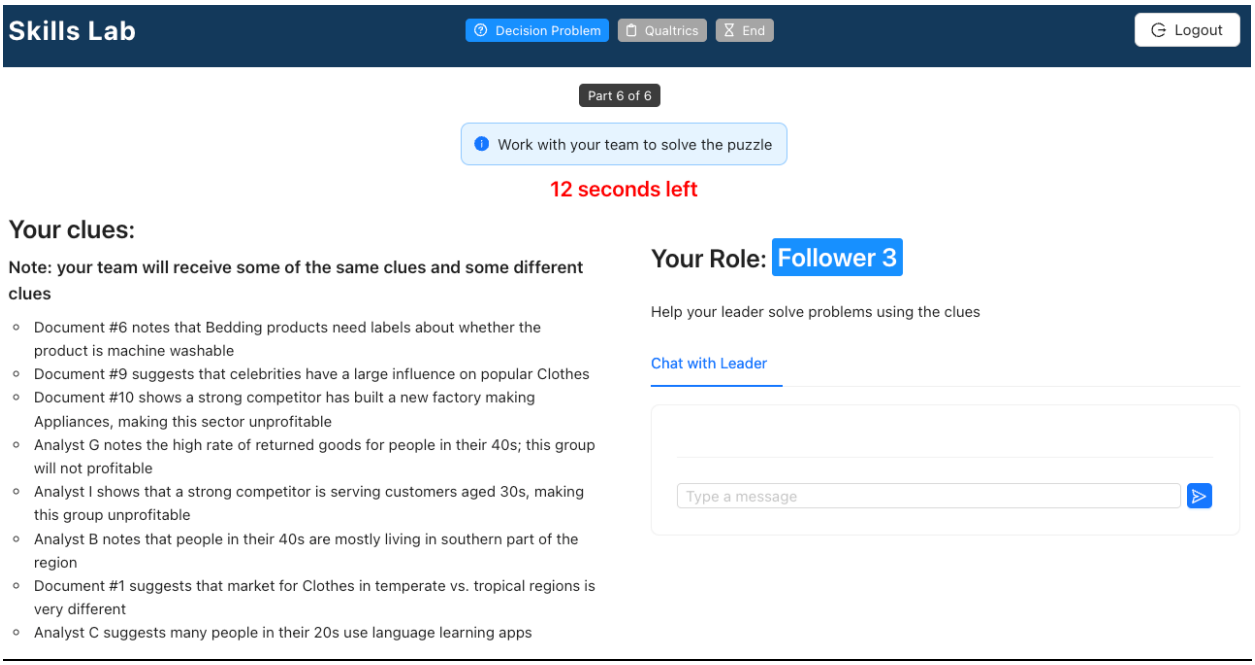
Leader chat interface



Follower chat interface






Skills Lab
Decision Problem
Qualtrics
End
Logout
Part 6 of 6
Work with your team to solve the puzzle
12 seconds left
Your clues:
Note: your team will receive some of the same clues and some different clues
Document #6 notes that Bedding products need labels about whether the product is machine washable
Document #9 suggests that celebrities have a large influence on popular Clothes
Document #10 shows a strong competitor has built a new factory making Appliances, making this sector unprofitable
Analyst G notes the high rate of returned goods for people in their 40s; this group will not profitable
Analyst I shows that a strong competitor is serving customers aged 30s, making this group unprofitable
Analyst B notes that people in their 40s are mostly living in southern part of the region
Document #1 suggests that market for Clothes in temperate vs. tropical regions is very different
Analyst C suggests many people in their 20s use language learning apps
Your Role: Follower 3
Help your leader solve problems using the clues
Chat with Leader
Type a message

B.3.2 AI leadership assessment

B.3.2.1 Group HP Puzzle A2: Natural History Museum

Skills Lab Decision Problem | Qualtrics | End | Logout

Part 1 of 6

18 seconds left

Instructions for your role: Leader

In this round, you are the **leader** of your group:

- Only you can talk to *everyone* in the group
- Only you can solve the puzzle
- You are responsible for making a good decision and submitting your group's answer

---

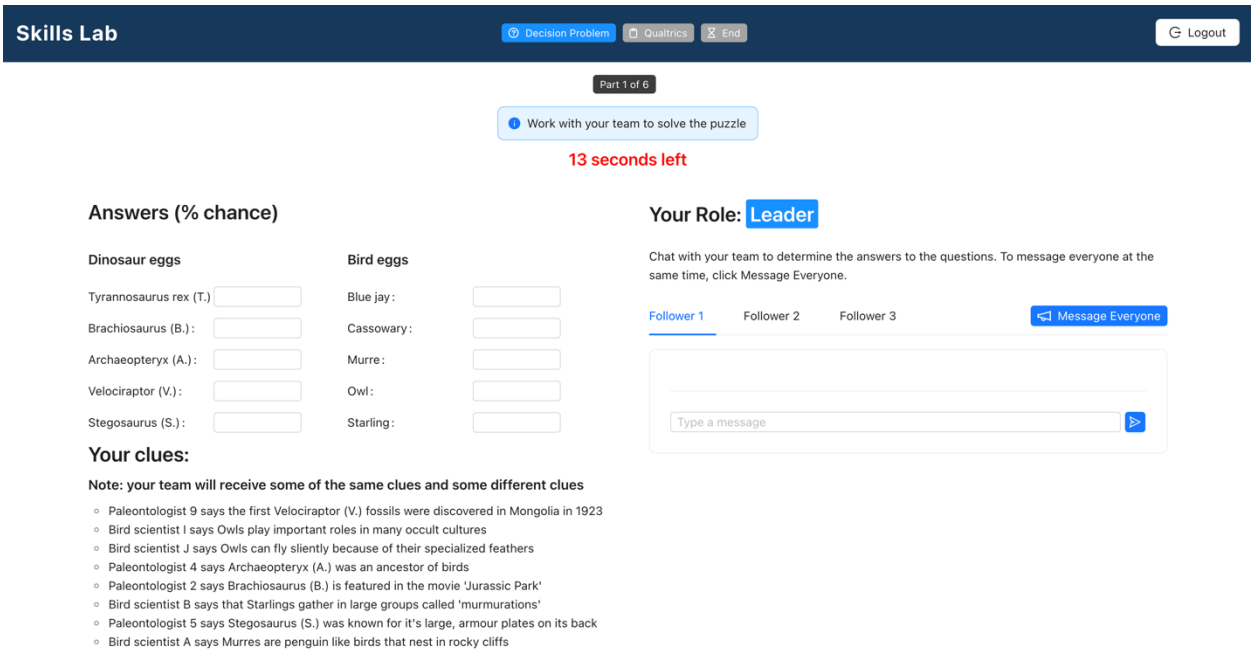
Puzzle Overview

- Puzzle 1: Natural History Museum
- You and your team are curators working at the **Natural History Museum**. One day while you are cleaning the storage room, you discovered two old drawers.
- When you open one drawer, you find a **fossil of a dinosaur egg,** with 5 labels. You are not sure which label is correct!
- In the second drawer, you find a **bird egg** with 5 more labels. Your job is to learn about which labels are correct for both eggs.
- You have the following information from paleontologists and bird scientists to find out:

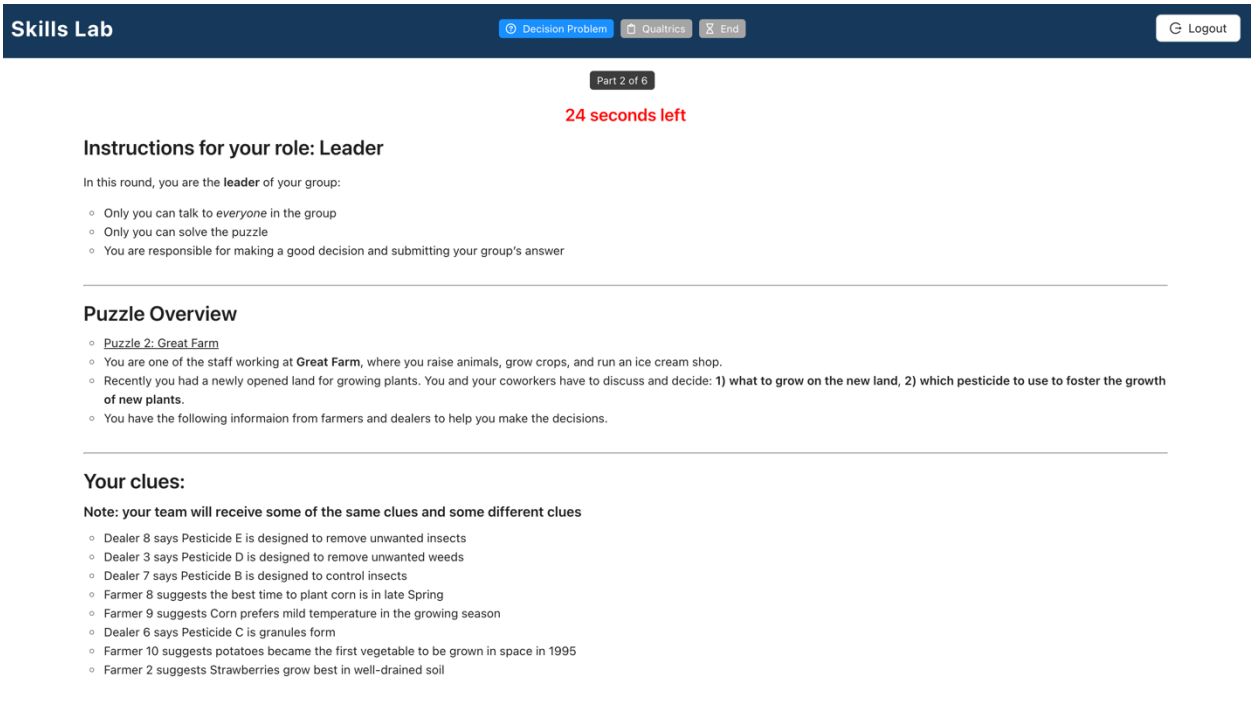
Your clues:

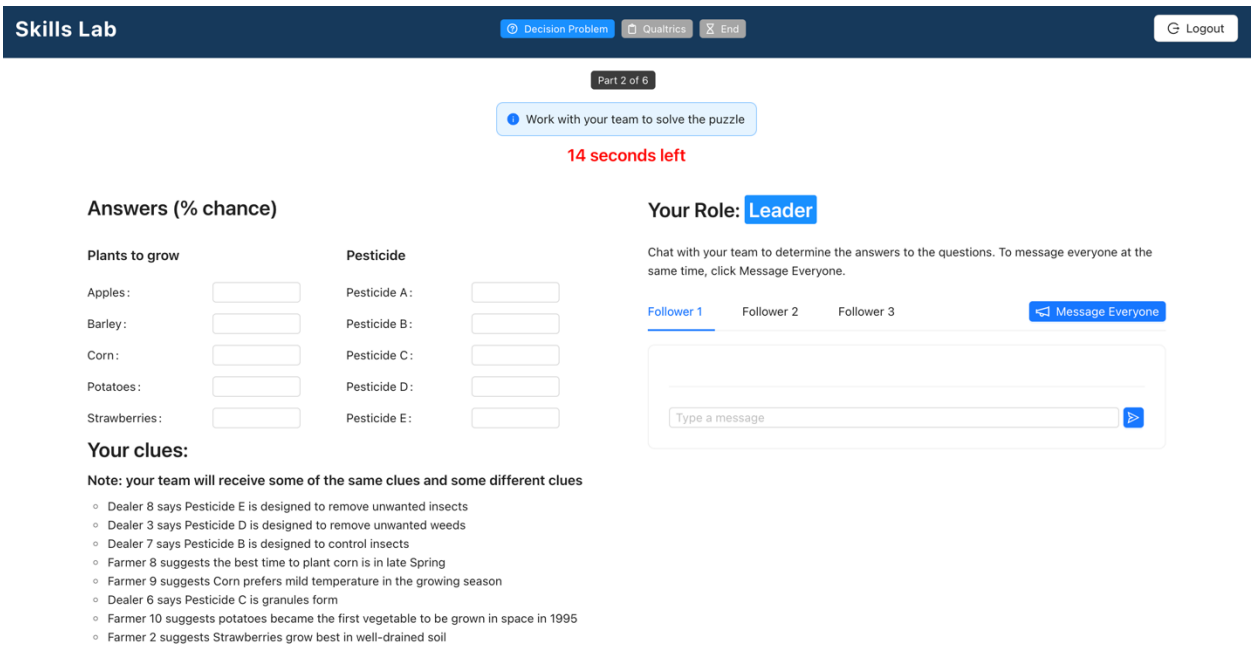
Note: your team will receive some of the same clues and some different clues

- Paleontologist 9 says the first Velociraptor (V.) fossils were discovered in Mongolia in 1923
- Bird scientist I says Owls play important roles in many occult cultures
- Bird scientist J says Owls can fly sliently because of their specialized feathers
- Paleontologist 4 says Archaeopteryx (A.) was an ancestor of birds
- Paleontologist 2 says Brachiosaurus (B.) is featured in the movie 'Jurassic Park'
- Bird scientist B says that Starlings gather in large groups called 'murmurations'
- Paleontologist 5 says Stegosaurus (S.) was known for it's large, armour plates on its back
- Bird scientist A says Murres are penguin like birds that nest in rocky cliffs

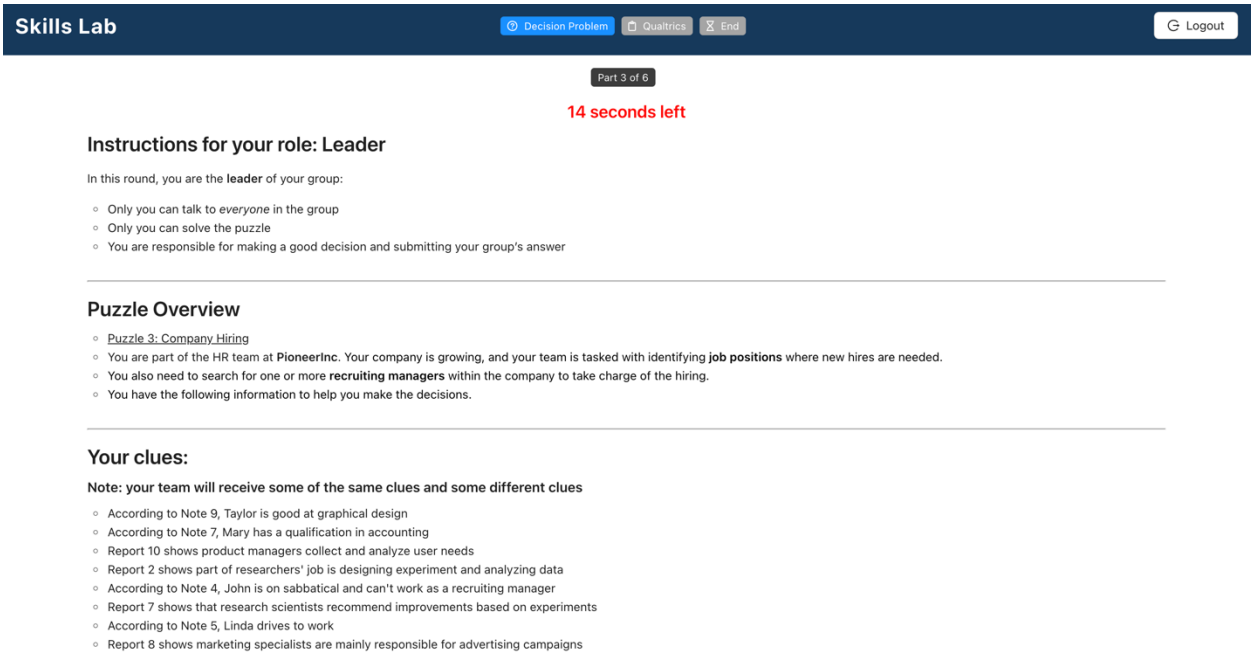

Skills Lab
Decision Problem
Qualtrics
End
Logout
Part 1 of 6
Work with your team to solve the puzzle
13 seconds left
Answers (% chance)
Dinosaur eggs
Tyrannosaurus rex (T.)
Brachiosaurus (B.):
Archaeopteryx (A.):
Velociraptor (V.):
Stegosaurus (S.):
Bird eggs
Blue jay:
Cassowary:
Murre:
Owl:
Starling:
Your clues:
Note: your team will receive some of the same clues and some different clues
Paleontologist 9 says the first Velociraptor (V.) fossils were discovered in Mongolia in 1923
Bird scientist I says Owls play important roles in many occult cultures
Bird scientist J says Owls can fly sliently because of their specialized feathers
Paleontologist 4 says Archaeopteryx (A.) was an ancestor of birds
Paleontologist 2 says Brachiosaurus (B.) is featured in the movie 'Jurassic Park'
Bird scientist B says that Starlings gather in large groups called 'murmurations'
Paleontologist 5 says Stegosaurus (S.) was known for it's large, armour plates on its back
Bird scientist A says Murres are penguin like birds that nest in rocky cliffs
Your Role: Leader
Chat with your team to determine the answers to the questions. To message everyone at the same time, click Message Everyone.
Follower 1
Follower 2
Follower 3
Message Everyone
Type a message

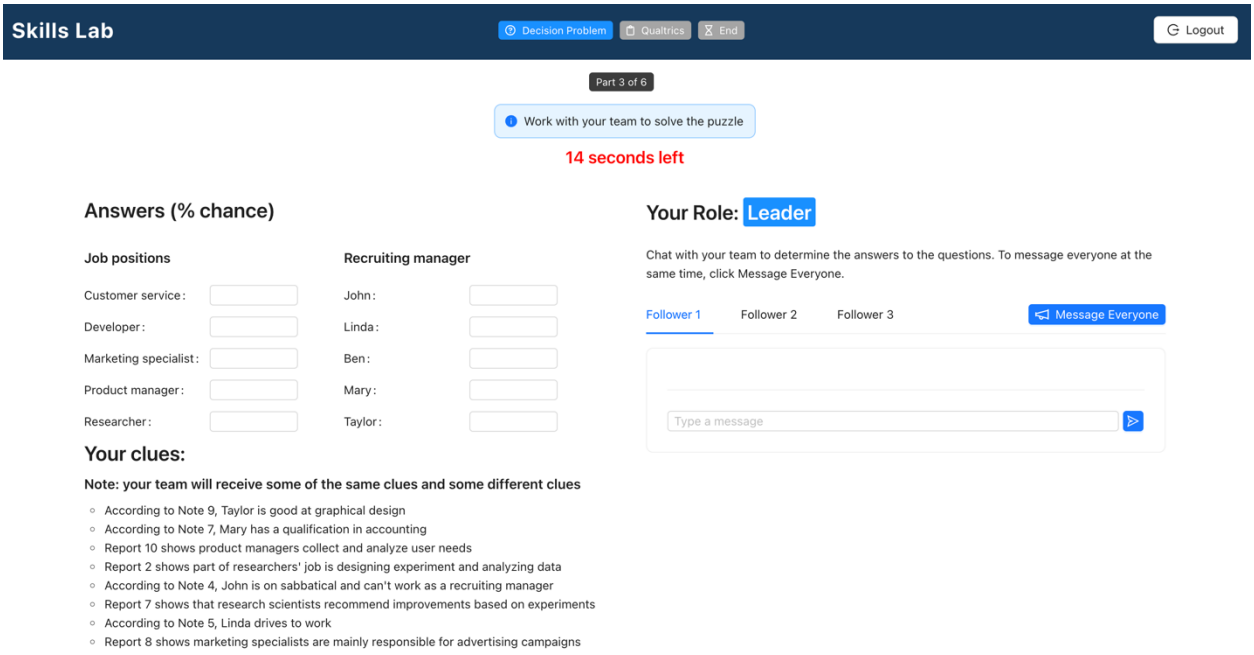
B.3.2.2 Group HP Puzzle B2: Great Farm



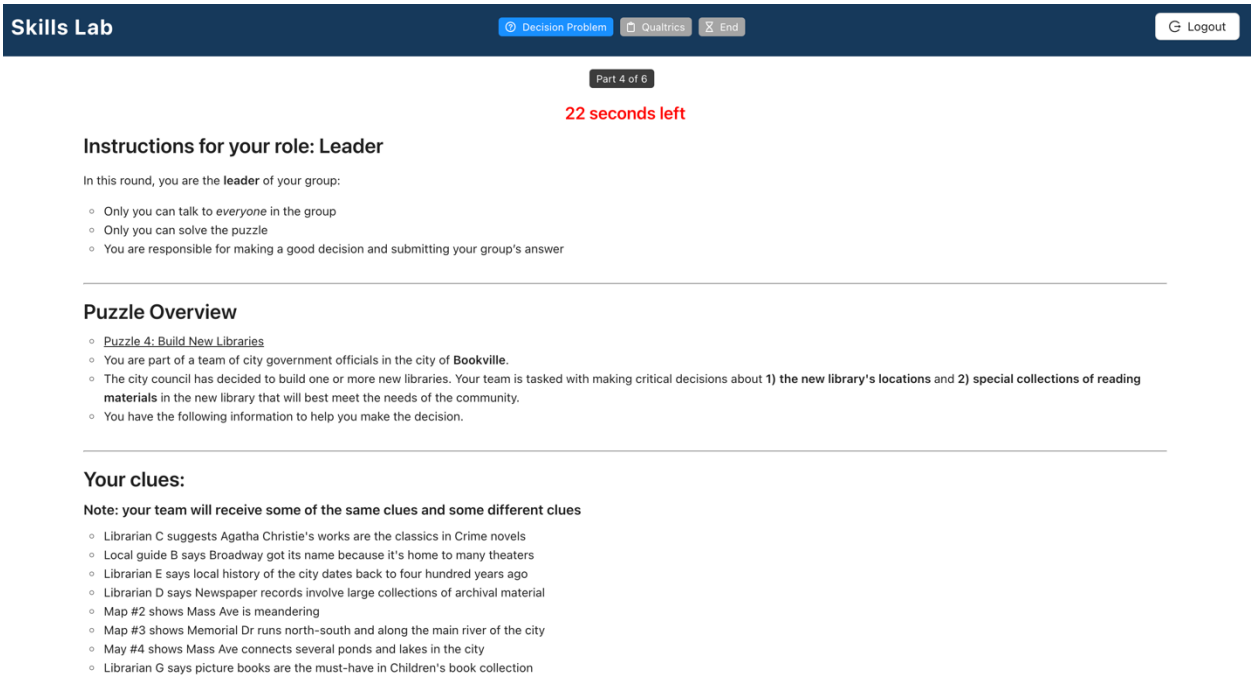


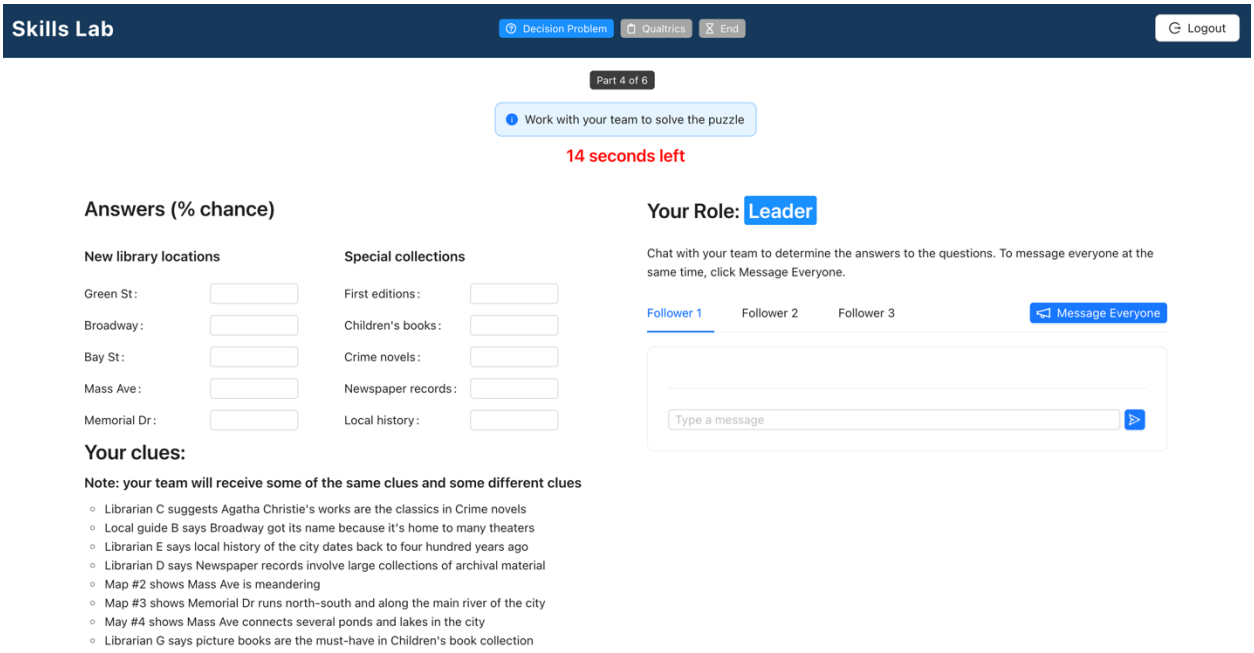
B.3.2.3 Group HP Puzzle C2: Company Hiring



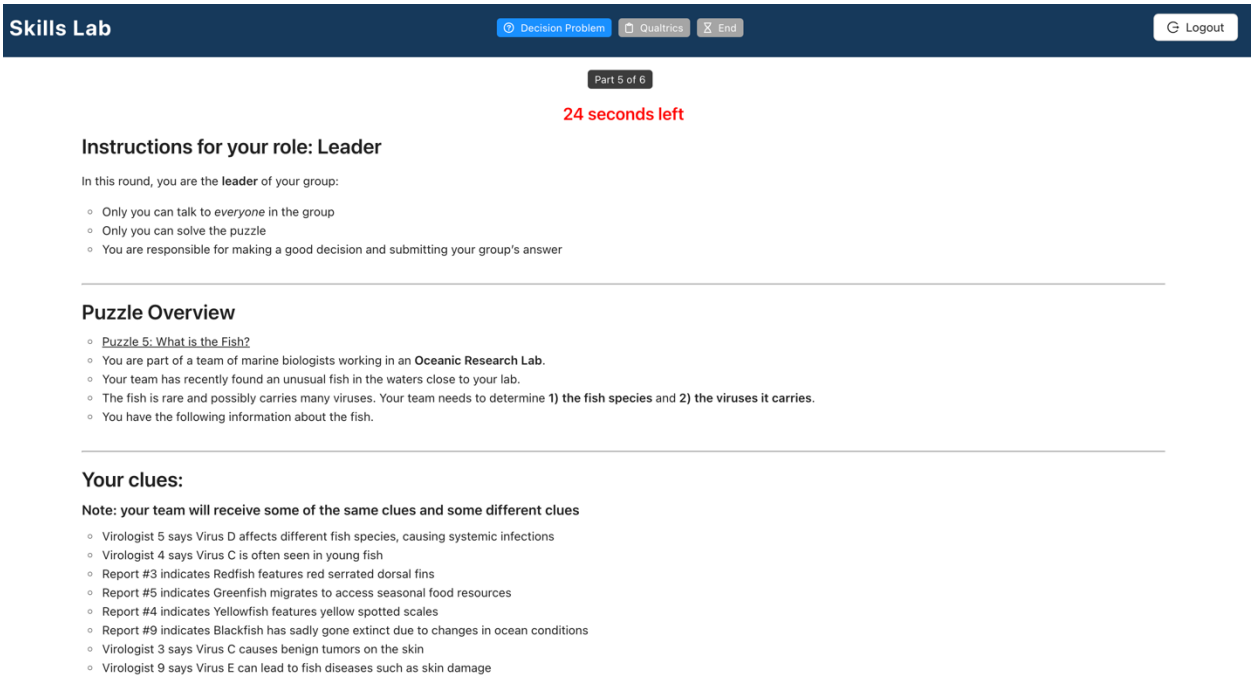


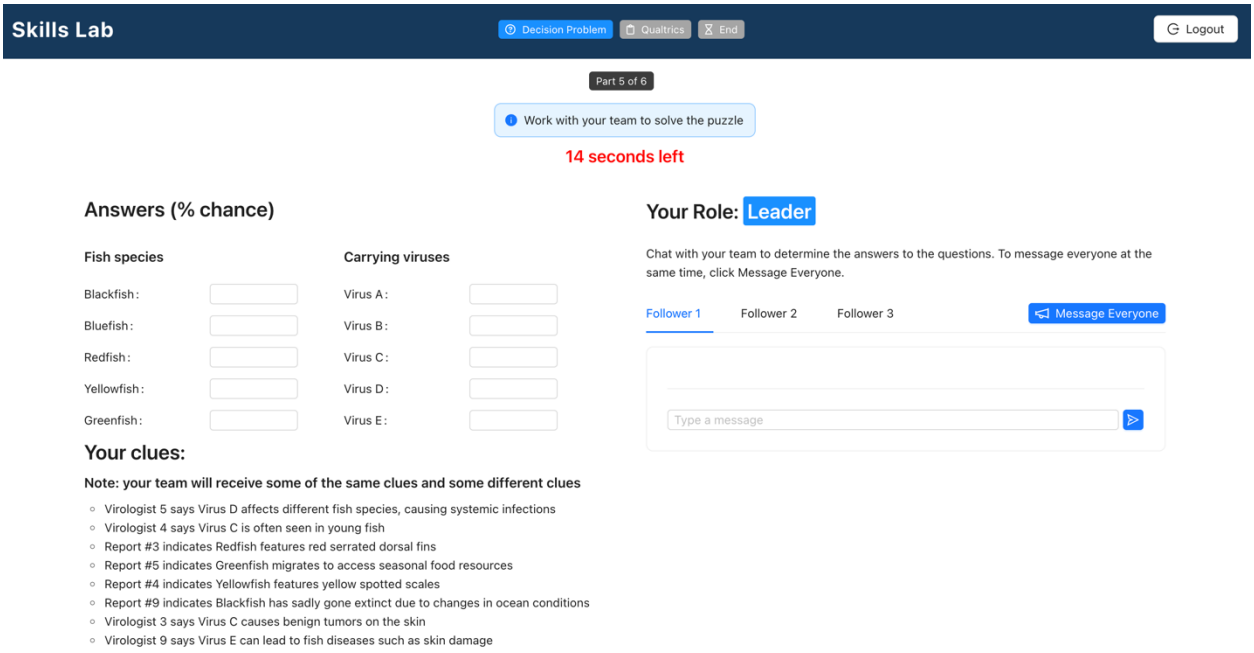
B.3.2.4 Group HP Puzzle D2: Build New Libraries



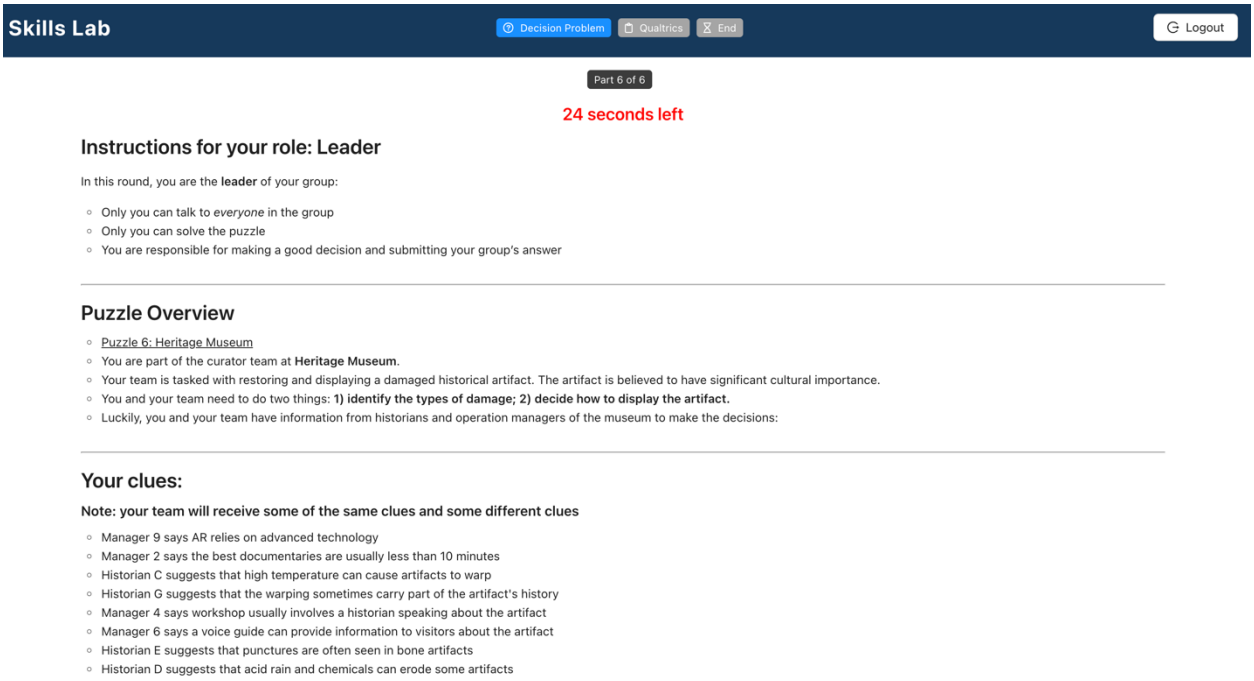


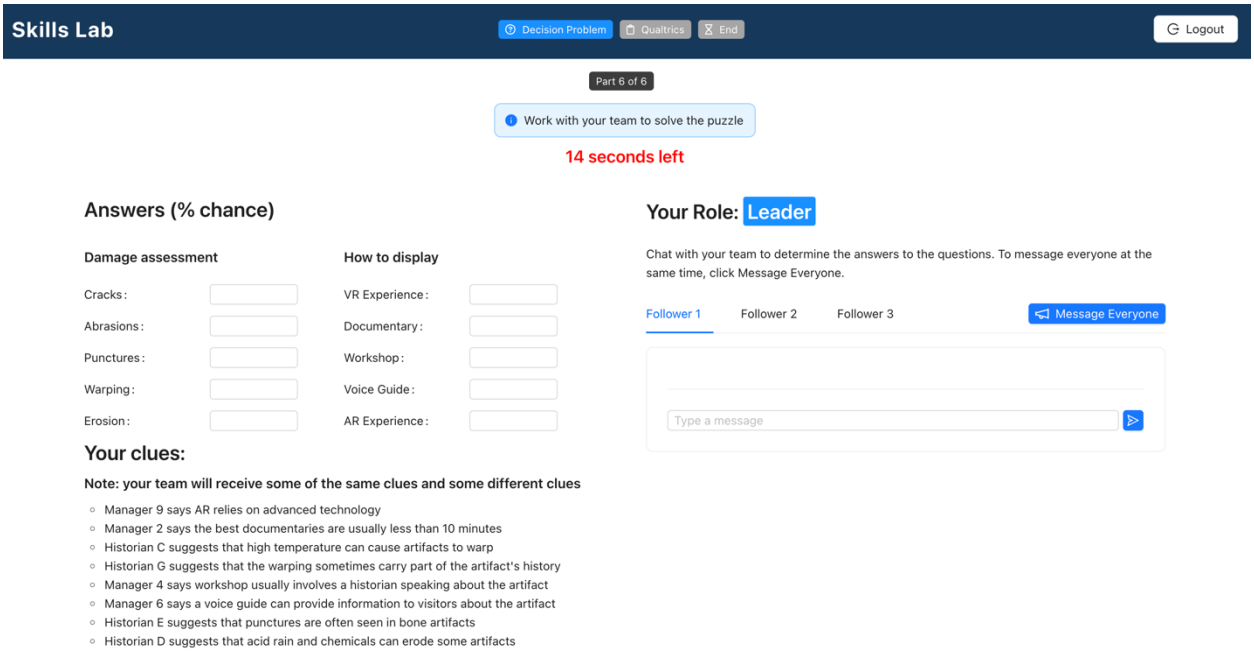
B.3.2.5 Group HP Puzzle E2: What is the Fish?





B.3.2.6 Group HP Puzzle F2: Heritage Museum





B.4 Post-experiment survey

Instructions for Part 4 (Post experiment survey; leader only)

*Please enter your Prolific ID again (make sure it's the ID you used in the previous parts)

Before you finish, we would like to ask you a few questions about your experience leading both human and AI teams. Your **honest** responses are important for our research. Completing this survey, along with all previous parts, will earn you $12 plus **$3 bonus.**

We greatly appreciate your participation and effort in our study so far!

*I commit to answering the following questions in a way that reflects my true experience

- ◯ Yes, I commit
- ◯ No, I can't commit
- ◯ Unsure

---

*When you were leading teams of **human followers yesterday,** how well do you think you performed compared to other leaders in the experiment? (1 = Much worse, 5 = Much better)

- ◯ 1 – Much worse
- ◯ 2 – Somewhat below average
- ◯ 3 – Average
- ◯ 4 – Somewhat above average
- ◯ 5 – Much better

---

*When you were leading teams of **AI agents today,** how well do you think you performed compared to other leaders in the experiment? (1 = Much worse, 5 = Much better)

- ◯ 1 – Much worse
- ◯ 2 – Somewhat below average
- ◯ 3 – Average
- ◯ 4 – Somewhat above average
- ◯ 5 – Much better

---

*If you rated your leadership performance differently in the **human** VS **AI** collaboration, please explain what might have contributed to this difference

*If we ran a future experiment with **human followers**, how much would you want to participate as a leader? [1 = 'not at all'; 10 = 'very much']

Not at all likely					Neutral					Extremely likely
0	1	2	3	4	5	6	7	8	9	10

*If we ran a future experiment with **AI agents as followers**, how much would you want to participate as a leader? [1 = 'not at all'; 10 = 'very much']

Not at all likely					Neutral					Extremely likely
0	1	2	3	4	5	6	7	8	9	10

*If there was a difference in how much you want to lead **human** VS **AI** followers, please explain why.

*Did you adapt your leadership style when working with **AI followers** compared to **human followers**?

- ◯ Yes
- ◯ No

Did you adapt your leadership style when working with AI followers compared to human followers? If yes, how?