Appendix A  Additional Reduced-Form Results

A.1 Results Including Attrited Participants

The experimental results are robust to the inclusion of attrited participants. The reduced-form findings presented in the main body of the paper (Section 4) restrict attention to participants who complete the entirety of the experiment. I repeat the analysis over the full set of participants who complete the consent process, including those who attrited between Week 1 and Week 4, and report the results in Table A.1. These results are very consistent with those reported in Table 4, and slightly stronger due to the larger sample sizes.

A.2 Pilot Study

I briefly present the results from the pilot run of the online experiment, which are broadly consistent with the results from the subsequent main experimental sessions.

I estimate the difference between immediate and ahead-of-time decisions for two samples: using the full set of decisions, and using only the decisions made by participants who complete the entire four-week experiment. The results are reported in Panel 1 of Table A.2. The estimation is done with wage and participant fixed effects. In all specifications, standard errors are clustered by participant. On average, participants choose to do 2.39-2.59 rounds fewer when the decision is immediate than when the decision is made ahead of time. The difference is statistically significant at the 10% level in the sample including attrited participants, despite the small sample size (only 23 participants make at least one work decision).

Participants’ beliefs regarding their own present bias, estimated as the difference between the participants’ ahead-of-time decisions for a given date and their predictions of the choices they would make when that date actually arrives, are estimated in Panel 2 of Table A.2. Participants’ predictions of the changes in their choices are statistically indistinguishable from zero, indicating that the participants are naïve about their own present bias.

Beliefs about others appear to be quite sophisticated, as indicated by the estimates in Panel 3 of Table A.2. Participants expect others to do an average of 2.15-2.22 rounds of work fewer when the work decision concerns immediate completion than when the work decision is made ahead of time. This result is statistically significant at the 5% level. The predicted differences for others in Panel 3 are also very close to the actual differences in Panel 1,
suggesting that the participants in the pilot sample are almost perfectly aware of present bias in others, even as they remain naïve about their own present bias.

A.3 Warm-up Amounts and Projection Bias

I exploit the differences in the participants’ warm-up amounts to explore the possibility that participants’ work decisions and predictions reflect projection bias over the cost of effort in doing the task. I do not find significant projection bias and discuss potential explanations for why this bias is not operative in my setting.

Individuals subject to projection bias project utility in their current state onto decisions made in other states.\(^1\) For example, while hungry, an individual may overestimate the utility she would experience from consuming dessert after a filling meal. In my setting, when an individual has only just begun working on the experimental task, she may perceive it as relatively easy, and erroneously expect to feel the same way after doing the task for an hour.

The variation in the participants’ warm-up amounts – 5 rounds, 10 rounds, or 15 rounds at the start of each participation date – provides a framework for capturing the effect of projection bias on the participants’ decisions and predictions. In particular, since all decisions and predictions are made after the warm-up and assuming a convex cost of effort for the experimental task, projection bias predicts that participants with higher warm-up amounts would project their higher current marginal cost of effort and choose (and predict) fewer rounds of work.

I do not find the predicted effect of projection bias in my experimental data. Participants with higher warm-up amounts actually choose to do more work, as can be seen in Panel 1 of Table A.3, which pools immediate and ahead-of-time work decisions but slices the sample by the warm-up amount. After a 5-minute warm-up, participants choose, on average, 24.27 rounds of work. With a 10-minute warm-up, the average work decision is 5.40 rounds higher, albeit not statistically significantly different. The difference in decisions following a 15-minute warm-up versus a 5-minute warm-up is 7.64 rounds, significant at the 10% level. These patterns are robust to controlling for wage fixed effects.\(^2\)

There are several potential explanations for the lack of predicted effects of projection bias in my setting. First, the predicted effects rely on the implicit assumption of convex effort costs, which could be violated if the task becomes relatively easier for participants after engaging in it for longer. This is unlikely to be the case, since participants generally

---


\(^2\)Note that I do not include participant fixed effects in this analysis, since the explanatory variable of interest, the warm-up amount, is constant across each participant.
choose interior options such as 30 rounds or 60 rounds, rather than the boundary solutions of 0 and 70 rounds. The second possibility is that the warm-up amounts introduce anchoring effects, so that after doing 15 rounds of the task, a choice of 20 additional rounds seems too insubstantial, whereas the same 20 rounds appear to be a reasonable amount of work if the warm-up consists of 5 rounds. These anchoring effects are not at play in the design of Augenblick and Rabin (2017), who do not vary the warm-up amounts across participants but instead vary whether the decisions are elicited before or after the warm-up, and who do find evidence of projection bias in their setting. Since projection bias is not a focus of the present study, I leave more in-depth exploration of these effects for future work.

I check whether the warm-up amount systematically affects the participants’ displayed present bias and predictions, and find mixed results. There is slight suggestive evidence that present bias is reduced with an increased warm-up amount, as the difference between ahead-of-time and immediate decisions is, on average, 4.04 rounds for participants with warm-ups of 5 rounds and 2.33 rounds for participants with warm-ups of 15 rounds (see Table A.3, Panel 2). The differences in self- and other-predictions across warm-up amounts do not reveal any consistent patterns. Participants with warm-up amounts of 10 rounds make, on average, more accurate predictions regarding others, while predictions regarding self are less accurate for warm-up amount of 15 rounds than for either 5 rounds or 10 rounds (see Panels 3 and 4 of Table A.3). Overall, the warm-up amounts do not appear to affect beliefs regarding present bias in a consistent systematic way, and the qualitative pattern of more accurate expectations regarding others holds across warm-up amounts.
Table A.1: Pooled results from all experimental participants, including participants who attrited between Week 1 and Week 4. **Panel 1** estimates the actual difference between work decisions made ahead of time and work decisions for immediate completion. **Panel 2** estimates the predicted difference in ahead-of-time vs. immediate decisions when participants are asked to make the predictions about themselves. **Panel 3** displays the predicted difference in ahead-of-time vs. immediate decisions when participants are asked to make the predictions for others participating in the experiment. The differences are estimated with and without wage and participant fixed effects, and standard errors are clustered by participant throughout.

<table>
<thead>
<tr>
<th>Panel 1: Actual Difference in Ahead-of-time vs. Immediate Decisions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Actual Difference</strong></td>
</tr>
<tr>
<td>Standard error</td>
</tr>
<tr>
<td>Controls:</td>
</tr>
<tr>
<td>Wage FE</td>
</tr>
<tr>
<td>Participant FE</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Panel 2: Predicted Difference in Own Ahead-of-time vs. Immediate Decisions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Self-Prediction</strong></td>
</tr>
<tr>
<td>Standard error</td>
</tr>
<tr>
<td>Controls:</td>
</tr>
<tr>
<td>Wage FE</td>
</tr>
<tr>
<td>Participant FE</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Panel 3: Predicted Difference in Others’ Ahead-of-time vs. Immediate Decisions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Other-Prediction</strong></td>
</tr>
<tr>
<td>Standard error</td>
</tr>
<tr>
<td>Controls:</td>
</tr>
<tr>
<td>Wage FE</td>
</tr>
<tr>
<td>Participant FE</td>
</tr>
</tbody>
</table>
Table A.2: Results from the pilot run of the online experiment. **Panel 1** estimates the actual differences between decisions made ahead of time and decisions for immediate work. **Panel 2** estimates the predicted differences in ahead-of-time vs. immediate decisions when participants are asked to make the predictions about themselves. **Panel 3** displays the predicted differences in ahead-of-time vs. immediate decisions when participants are asked to make the predictions for others participating in the experiment. The differences are estimated with wage and participant fixed effects, and standard errors are clustered by participant throughout.

<table>
<thead>
<tr>
<th></th>
<th>With attrited participants</th>
<th>Without attrited participants</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Panel 1: Actual Difference in Ahead-of-time vs. Immediate Decisions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual Difference</td>
<td>2.59</td>
<td>2.39</td>
</tr>
<tr>
<td>Standard error</td>
<td>(1.40)</td>
<td>(1.49)</td>
</tr>
<tr>
<td>Controls:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wage FE</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Participant FE</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>With attrited participants</th>
<th>Without attrited participants</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Panel 2: Predicted Diff in Own Ahead-of-time vs. Immediate Decisions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Self-Prediction</td>
<td>0.25</td>
<td>0.45</td>
</tr>
<tr>
<td>Standard error</td>
<td>(0.70)</td>
<td>(0.74)</td>
</tr>
<tr>
<td>Controls:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wage FE</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Participant FE</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>With attrited participants</th>
<th>Without attrited participants</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Panel 3: Predicted Diff in Others’ Ahead-of-time vs. Immediate Decisions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other-Prediction</td>
<td>2.15</td>
<td>2.22</td>
</tr>
<tr>
<td>Standard error</td>
<td>(0.99)</td>
<td>(0.99)</td>
</tr>
<tr>
<td>Controls:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wage FE</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Participant FE</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>
Table A.3: Pooled decisions, actual differences, and predicted differences, sliced by warm-up amount. **Panel 1** shows the pooled average decisions, while **Panel 2** presents the differences in decisions for future work versus immediate work. **Panel 3** estimates the participants’ predictions of the differences in their own work decisions. **Panel 4** presents the participants’ predictions for others. Wage and participant fixed effects are included as marked, and standard errors are clustered by participant.

### Panel 1: Decisions (Immediate & Ahead-of-Time)

<table>
<thead>
<tr>
<th>Warm-up</th>
<th>Baseline</th>
<th>With Wage FE</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 rounds</td>
<td>24.27</td>
<td>–</td>
</tr>
<tr>
<td>10 rounds</td>
<td>+5.40</td>
<td>+5.31</td>
</tr>
<tr>
<td>15 rounds</td>
<td>+7.64</td>
<td>+7.43</td>
</tr>
<tr>
<td>Standard error</td>
<td>(2.92)</td>
<td>(3.96)</td>
</tr>
<tr>
<td>With Wage FE</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Standard error</td>
<td>(4.01)</td>
<td>(4.02)</td>
</tr>
</tbody>
</table>

### Panel 2: Actual differences

<table>
<thead>
<tr>
<th>Warm-up</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 rounds</td>
<td>4.04</td>
</tr>
<tr>
<td>10 rounds</td>
<td>3.78</td>
</tr>
<tr>
<td>15 rounds</td>
<td>2.33</td>
</tr>
<tr>
<td>Standard error</td>
<td>(1.27)</td>
</tr>
<tr>
<td>With Wage FE</td>
<td>X</td>
</tr>
<tr>
<td>Participant FE</td>
<td>X</td>
</tr>
</tbody>
</table>

### Panel 3: Self-Predictions

<table>
<thead>
<tr>
<th>Warm-up</th>
<th>Self-Prediction</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 rounds</td>
<td>0.94</td>
</tr>
<tr>
<td>10 rounds</td>
<td>1.22</td>
</tr>
<tr>
<td>15 rounds</td>
<td>-0.54</td>
</tr>
<tr>
<td>Standard error</td>
<td>(0.69)</td>
</tr>
<tr>
<td>With Wage FE</td>
<td>X</td>
</tr>
<tr>
<td>Participant FE</td>
<td>X</td>
</tr>
</tbody>
</table>

### Panel 4: Other-Predictions

<table>
<thead>
<tr>
<th>Warm-up</th>
<th>Other-Prediction</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 rounds</td>
<td>1.08</td>
</tr>
<tr>
<td>10 rounds</td>
<td>2.48</td>
</tr>
<tr>
<td>15 rounds</td>
<td>0.84</td>
</tr>
<tr>
<td>Standard error</td>
<td>(0.57)</td>
</tr>
<tr>
<td>With Wage FE</td>
<td>X</td>
</tr>
<tr>
<td>Participant FE</td>
<td>X</td>
</tr>
</tbody>
</table>
Appendix B  Additional Structural Estimates

B.1  Different Baseline Levels of Effort for Self and Others

I begin the structural analysis by allowing for one additional difference in beliefs regarding self and others, relative to the results in the main body of the paper: that participants expect, on average, others to choose a different amount of effort even when the choice is for future work (and hence present bias is not operative). To allow for this difference in baseline levels of effort, I modify the model specification as follows:

\[
\hat{e}(t, \tau, w, x, 1_s, 1_o) = (\beta^{1_t-\tau} \beta^{1_s} \beta^{1_t-\tau} \phi w^{1_o})^{\frac{1}{1-\gamma}} - x \tag{B.1}
\]

The parameter \(\xi\) governs the extent to which each participant expects others to generally choose more or less work than herself. It is identified by comparing the participants’ ahead-of-time decisions (for which \(1_o = 0\)) against their predictions of others’ ahead-of-time decisions (for which \(1_o = 1\)). Note that the parameter \(\xi\) is distinct from the beliefs regarding others’ present bias \(\beta(o)\), as the latter is tied to the timing of the decisions (through the indicator \(1_{t=\tau}\)).

The results from estimating (B.1), reported in Table B.1, confirm that the main findings are robust to allowing differences in beliefs regarding baseline effort. The estimates of \(\beta\) continue to indicate robust presence of present bias, and estimates of \(\beta(s)\) display no awareness of one’s own present bias. The estimates of \(\beta(o)\) indicate participants’ recognition of present bias in others, although in this specification the expectations of others’ present bias are further from the true value of \(\beta\) than in the main specification. Bootstrapped comparisons indicate that the estimate of \(\beta(o)\), at 0.93, is statistically different from 1 (t-statistic on the difference: 3.53 excluding attritors and 4.02 including all participants), but also different from the corresponding estimates of \(\beta\) (t-statistic: 3.27 excluding attrited participants and 4.50 including all participants). The fact that the additional parameter \(\xi\) falls below 1 indicates that participants expect others to choose, on average, to do less work than themselves. Combined with the beliefs regarding present bias, this points towards relative overconfidence as a driver for the wedge in beliefs: participants (incorrectly) expect others to do less work overall, (incorrectly) believe themselves to have no present bias, but (correctly) anticipate others to display present bias.

B.2  Different Utility Function Parameters for Self and Others

I allow for further differences in perceptions of self versus others by estimating all model parameters separately for responses regarding self and responses regarding others.
I pool all responses about self, including all participants’ work decisions and all self-predictions by participants who make predictions regarding their own future work (i.e., participants in Groups 1 and 2). I use these responses to estimate the parameters $\beta$ and $\beta_{(s)}$ with the following specification:

$$
\hat{e}_{(s)}(t, \tau, w, x, \mathbb{I}_s) = \left( \beta^{1_{t-\tau}} \beta_{(s)}^{1_{s}} \delta^{T-\tau} \phi w \right)^{\frac{1}{\gamma - 1}} - x
$$

(B.2)

The results are displayed in columns marked with (1) in Table B.2. The leftmost column presents estimates without attrited participants; the column marked with (1) on the right include attrited participants. The results indicate that participants display substantial present bias (estimates of $\beta$ fall between 0.80 and 0.84) and no awareness of their own present bias ($\beta_{(s)}$ is indistinguishable from 1). These estimates are consistent with those from the main specification.

In columns marked with (2), I focus on the responses regarding others from those participants who make other-predictions (i.e., participants in Groups 2 and 3). I use the following specification for predicted responses regarding others, $\hat{e}_{(o)}(t, \tau, w, x)$:

$$
\hat{e}_{(o)}(t, \tau, w, x) = \left( \beta^{1_{t-\tau}} \delta^{T-\tau} \phi w \right)^{\frac{1}{\gamma - 1}} - x
$$

(B.3)

The results show that participants anticipate present bias in others. The estimated $\beta_{(o)}$ is around 0.92-0.93, significantly different from 1 at the 1% level. The estimates of the other model parameters, $\delta$, $\phi$, and $\gamma$ indicate that participants expect a steeper cost of effort in others than in themselves ($\gamma$ of 2.5 compared to $\gamma$ of 2.1), and correspondingly higher linear utility in money ($\phi$ of 985-1,011 compared to $\phi$ of 212-226), although the estimates for others, especially of $\phi$, are very noisy.

Qualitatively, the results in the separate specifications confirm naïveté regarding one’s own present bias coupled with some but incomplete awareness regarding others. Quantitatively, the estimates are very similar to the estimates in Table B.1 from the joint specification allowing for different baseline levels.
Table B.1: Parameter estimates from the structural model, allowing for different perceived baseline levels for self versus others when the decision is made for future dates. The table displays the estimates of the present bias parameter $\beta$, awareness of own present bias $\beta_s$, and beliefs regarding others’ present bias $\beta_o$, as well as time-consistent discount factor $\delta$, power effort cost parameter $\gamma$, utility in money $\phi$, and difference in baselines $\xi$. I estimate the following model for predicted responses $\hat{e}(t, \tau, w, x, 1_s, 1_o)$:

$$\hat{e}(t, \tau, w, x, 1_s, 1_o) = (\beta^{1_t=\tau} \beta_s^{1_s} \beta_o^{1_o} \delta^{T-\tau} \phi w \xi^o)^{\gamma^{-1}} - x$$

The first column restricts attention to responses from participants who complete the entirety of the experiment. The second column includes responses from attrited participants. The estimation is done using a two-limit Tobit regression with censoring from below at 0 and from above at 70 rounds. Bootstrapped standard errors are clustered by participant in all specifications.

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Without attrited participants</th>
<th>With attrited participants</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Present bias $\beta$</strong></td>
<td>0.8234</td>
<td>0.7833</td>
</tr>
<tr>
<td></td>
<td>(0.0285)</td>
<td>(0.0303)</td>
</tr>
<tr>
<td><strong>Self-prediction $\beta_s$</strong></td>
<td>1.0067</td>
<td>0.9904</td>
</tr>
<tr>
<td></td>
<td>(0.0545)</td>
<td>(0.0410)</td>
</tr>
<tr>
<td><strong>Other-prediction $\beta_o$</strong></td>
<td>0.9318</td>
<td>0.9316</td>
</tr>
<tr>
<td></td>
<td>(0.0193)</td>
<td>(0.0160)</td>
</tr>
<tr>
<td>$\delta$</td>
<td>1.0149</td>
<td>1.0155</td>
</tr>
<tr>
<td></td>
<td>(0.0026)</td>
<td>(0.0028)</td>
</tr>
<tr>
<td>$\gamma$</td>
<td>2.2452</td>
<td>2.2458</td>
</tr>
<tr>
<td></td>
<td>(0.1121)</td>
<td>(0.0909)</td>
</tr>
<tr>
<td>$\phi$</td>
<td>387.3583</td>
<td>396.4874</td>
</tr>
<tr>
<td></td>
<td>(224.3250)</td>
<td>(177.2949)</td>
</tr>
<tr>
<td>$\xi$</td>
<td>0.8964</td>
<td>0.8992</td>
</tr>
<tr>
<td></td>
<td>(0.0516)</td>
<td>(0.0439)</td>
</tr>
</tbody>
</table>
Table B.2: Parameter estimates from the structural model, allowing for different model parameters for responses about self versus other. The table displays the estimates of the present bias parameter $\beta$, awareness of own present bias $\beta(s)$, and beliefs regarding others’ present bias $\beta(o)$, as well as time-consistent discount factor $\delta$, power effort cost parameter $\gamma$, and utility in money $\phi$.

In columns marked with (1), I use all work decisions and self-predictions to estimate the following model for predicted responses regarding oneself, $\hat{e}(s)(t, \tau, w, x, 1_s)$:

$$\hat{e}(s)(t, \tau, w, x, 1_s) = (\beta t = \tau \beta(s) \delta^{T-\tau} \phi w)^\frac{1}{1-\gamma} - x$$

In columns marked with (2), I use responses about others to estimate the following model for predicted responses regarding others, $\hat{e}(o)(t, \tau, w, x)$:

$$\hat{e}(o)(t, \tau, w, x) = (\beta o \delta^{T-\tau} \phi w)^\frac{1}{1-\gamma} - x$$

The first two columns restrict attention to responses from participants who complete the entirety of the experiment. The second two columns include responses from attrited participants. The estimation is done using a two-limit Tobit regression with censoring from below at 0 and from above at 70 rounds. Bootstrapped standard errors are clustered by participant in all specifications.

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Without attrited participants</th>
<th>With attrited participants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(1)</td>
<td>(2)</td>
</tr>
<tr>
<td>Present bias $\beta$</td>
<td>0.8354 (0.0306)</td>
<td>0.7952 (0.0496)</td>
</tr>
<tr>
<td>Self-prediction $\beta(s)$</td>
<td>1.0051 (0.0466)</td>
<td>0.9904 (0.0406)</td>
</tr>
<tr>
<td>Other-prediction $\beta(o)$</td>
<td>0.9244 (0.0216)</td>
<td>0.9244 (0.0189)</td>
</tr>
<tr>
<td>$\delta$</td>
<td>1.0142 (0.0225)</td>
<td>1.0153 (0.0543)</td>
</tr>
<tr>
<td>$\gamma$</td>
<td>2.0821 (0.1330)</td>
<td>2.0953 (0.1698)</td>
</tr>
<tr>
<td>$\phi$</td>
<td>212.9095 (135.9622)</td>
<td>225.5672 (114.2770)</td>
</tr>
</tbody>
</table>
Appendix C  Experimental Instructions

C.1 Study Sign-Up

C.1.1 Sign-Up

Welcome to the study “Doing Work over Time”!
If you sign up for this study:

• You will be asked to participate for at least 20 minutes on four different dates, all on
  the same day of the week.

• We will send you reminders to log in and do the minimum required work on each of
  the dates.

• You will be paid $30 for completing all of the work over these four dates.

• In addition, you will have the option to perform tasks for us at various wages to earn
  extra money.

If you are interested in participating, please pick the set of dates for your participation.
On the first date, we will explain the study in more detail. You will have the option of
declining to participate at any time.

Note: you will not be able to change your participation dates, so please choose
wisely.

• MONDAYS: [display next four Monday dates]

• TUESDAYS: [display next four Tuesday dates]

• WEDNESDAYS: [display next four Wednesday dates]

• THURSDAYS: [display next four Thursday dates]

• FRIDAYS: [display next four Friday dates]

• SATURDAYS: [display next four Saturday dates]

• SUNDAYS: [display next four Sunday dates]

Please enter your email address if you would like to sign up: [Text entry box]
[“NO, THANKS” and “SIGN UP!” buttons]
C.2 Instructions and Questions: First Day

C.2.1 Welcome to our experiment!

ELIGIBILITY FOR THIS STUDY: To be in this study, you need to meet the following criteria:

- You must be at least 18 years old.
- You will need to participate TODAY, and on the NEXT THREE [Day of Week], [Insert the dates: DATE 2, DATE 3, and DATE 4].
- After reading the instructions today, you will need to complete a comprehension quiz. You must answer at least 8 out of 10 questions correctly to be eligible for the study.
- Participation will require you to log in between 12:01AM EST and 10:30PM EST on each participation date, and complete a warm-up consisting of [5, 10, or 15] rounds of work. Additional work can be assigned and completed at your discretion.
- You must be willing to receive all earnings from this experiment as one single payment at the end of the study. The payment will be made through an Amazon.com gift voucher on [END DATE].

If you do not meet these criteria, please click EXIT below. Otherwise, please click I AGREE to proceed.

[“EXIT” and “I AGREE” buttons]

C.2.2 Consent

Please read through the information below and certify your agreement to participate in this study by clicking on I AGREE at the bottom of the text. If you do not wish to participate in the study, please click on EXIT at the bottom of the text.

[See Appendix D for the text of informed consent, which appears on the participants’ screens.]

[“EXIT” and “I AGREE” buttons]

C.2.3 What to Expect Today

You will read through the instructions for the experiment. At the end, you will need to pass a comprehension quiz. You must answer no more than TWO questions incorrectly in order to be eligible for this study. If you answer more than two questions incorrectly, you will be directed to exit the study.
Upon passing the comprehension quiz, you will practice the experimental task, and then you will answer a series of questions about how much work you would like to do at different wages during the future participation dates. At the end of today’s session, you will be asked some survey questions.

[“EXIT” and “NEXT” buttons]

[Loading bar to show the participant’s progress through the instructions – “Instructions: page 1/8”]

C.2.4 The Task

Each round of the Task lasts 60 seconds: 50 seconds of work and 10 seconds of rest. During the work phase, you will be presented with characters appearing one by one on the screen, at the pace of one character every two seconds. You need to press the SPACE key or click the ‘I can see it!’ button every time an ASTERISK (*) appears on the screen. Do NOT press the key when any other character appears – only the asterisk.

Your score will be calculated as the percentage of characters that you identify correctly. For example, if during one round, which consists of 25 characters, you miss one asterisk and incorrectly capture one other character, your accuracy will be 23/25 or 92%. To successfully progress, you must achieve an average of at least 80% accuracy on the Task within each session, so please pay attention!

You will do a [5, 10, or 15] minute warm-up of the Task today, after you finish reading the instructions.

[“EXIT” and “NEXT” buttons]

[Loading bar – “Instructions: page 2/8”]

C.2.5 Your Earnings

On every participation date, you have to do the warm-up consisting of [5/10/15] rounds and answer questions. For this work, you will receive a single $30 completion payment. In addition, you will have the option of doing extra work for additional payment [for incentivized participants: “and bonuses for correct predictions of [your future / other subjects’ / your own and other subjects’] work”].

Overall, the payment structure can be summarized as follows:

[Note: Last row of Figure C.1 appears only for incentivized participants. The example in the figure includes bonus payments for participants making predictions regarding others. Bonus payments for participants who make self-predictions are analogous.]
You will receive all of your earnings (the $30 completion payment + earnings from the extra rounds) from this experiment in a single lump-sum payment on [PAYMENT DATE].

Once again, it is very important to note that in order to receive the $30 completion payment, you must log in and do the assigned work including your chosen extra rounds on all participation dates, [DATE 1], [DATE 2], [DATE 3], and [DATE 4]. If you miss a participation date, you will still receive the wages for the additional rounds of work that you have already completed up until that point; however, you will be removed from the experiment, and forego your completion payment.

[“EXIT” and “I UNDERSTAND” buttons]
[Loading bar – “Instructions: page 3/8”]

C.2.6 “How Much to Work” Decisions

As we have told you, the work schedule will be up to you. Each day we will ask you how many extra rounds you would like to do at randomly generated wages. Some of the questions will be for the same day, some will be decisions you made ahead of time on prior participation dates. We will randomly select one of your choices for the day; this will be the wage and the amount of work that you will have to do.

You will have to complete exactly the number of extra rounds in the selected decision. This is after the [5 / 10 / 15] rounds of warm-up. If you do not complete the selected extra work, you will be disqualified and forego the $30 completion payment. Note that all of

<table>
<thead>
<tr>
<th>Payment Type</th>
<th>Amount</th>
<th>What you need to do to receive it</th>
</tr>
</thead>
<tbody>
<tr>
<td>Completion payment</td>
<td>$30</td>
<td>Complete all mandatory tasks and all chosen extra rounds with at least 80% accuracy</td>
</tr>
<tr>
<td>Wages</td>
<td>$0.10–0.30/round (0–210 rounds in total)</td>
<td>Complete extra rounds at the relevant wage with at least 80% accuracy</td>
</tr>
<tr>
<td>Prediction bonuses</td>
<td>$0.10–0.40/prediction (10 predictions)</td>
<td>Correctly predict other subjects’ choices if those choices are then randomly selected to be implemented</td>
</tr>
</tbody>
</table>

Figure C.1: Payment schedule.
your choices have some chance of being selected, so it is in your best interests to always answer truthfully. Today, you will not be doing any work, so we will only ask for your preferences about future dates.

You will specify your preferences by entering the number of rounds you would like to do next to the potential wage. The minimum amount of work is 0 rounds and the maximum is 70 rounds. Here is an example of what the decisions will look like:

Decisions made now for work to be done on [DATE 3]
How many extra rounds would you like to do on [DATE 3] at the following wages?

<table>
<thead>
<tr>
<th>Wage</th>
<th>Rounds</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.20/round ($12/hour)</td>
<td>[Entry box]</td>
</tr>
</tbody>
</table>

[“EXIT” and “NEXT” button]
[Loading bar – “Instructions: page 4/8”]

C.2.7 “How Much to Work” Decisions: Practice

Let’s practice making the work decisions! As you know, you will not be doing the work today. So these are merely hypothetical decisions for you to try out.

Decisions made now for work to be done immediately
How many extra rounds would you like to do now at the following wages?

<table>
<thead>
<tr>
<th>Wage</th>
<th>Rounds</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.10/round ($6/hour)</td>
<td>[Entry box]</td>
</tr>
<tr>
<td>$0.20/round ($12/hour)</td>
<td>[Entry box]</td>
</tr>
</tbody>
</table>

[“EXIT” and “GOT IT” button]
[Loading bar – “Instructions: page 5/8”]

C.2.8 Selecting the Decision that Counts

On each participation date, when the time comes to do the work, we will gather all of the wages for which you have made decisions. This includes ALL decisions made for that day – either on that day or earlier.

For example, here are the practice choices you made today:

Wage: [$0.10/round] Rounds: [CHOICE I]  Wage: [$0.20/round] Rounds: [CHOICE II]
Then, we will randomly select ONE of your decisions for this day. This is the “Decision that Counts.” All decisions are equally likely to be selected. You will then have to do the number of rounds you chose in that decision. **You will have to complete the work immediately after the selection, with no more than 15 minutes of breaks.** Note that the total break allowance is fixed at 15 minutes regardless of the amount of work you choose to do.

For example, suppose that today, we ran the random selection of the “Decision that Counts,” with the following result (highlighted):

<table>
<thead>
<tr>
<th>Wage: $0.10/round</th>
<th>Wage: $0.20/round</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rounds: [CHOICE I]</td>
<td>Rounds: [CHOICE II]</td>
</tr>
</tbody>
</table>

Then you would have to complete [CHOICE II] rounds of the Task within [CHOICE II +15] minutes ([CHOICE II] minutes for the [CHOICE II] rounds + 15 minutes of break) of the time when the “Decision that Counts” is selected.

**Note:** any decision you make has a chance of being the “Decision that Counts.” So it is in your best interests to make every decision carefully and truthfully.

[“EXIT” and “NEXT” buttons]

[Loading bar – “Instructions: page 6/8”]

C.2.9 Predictions

[For participants in Group 1, who make predictions regarding themselves:]

We are also interested in your predictions about your future decisions.

So, we will ask you to predict how many extra rounds of work you will choose to do **after the warm-up** on a future date at various wages. The predictions will look like this:

Decisions made on [DATE 3] when the time to do the work comes

When the time comes to actually do the work on [DATE 3], how many extra rounds do you **think** you will want to do at the following wages?

<table>
<thead>
<tr>
<th>Wage</th>
<th>Rounds</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.20/round ($12/hour)</td>
<td>[Entry box]</td>
</tr>
</tbody>
</table>

Your prediction will be considered correct if your decision on [DATE 3] is the same as your prediction. For example, suppose that you answered 40 rounds to the prediction above. Then, suppose that on [DATE 3] you are asked how many rounds of the Task you would like to complete immediately on that day at $0.20/round, and you answer 40. In this case,
your prediction will prove to be correct. [For those in the incentivized treatment: You will receive a bonus of \(X\); randomly distributed across participants between \(0.10\), \(0.20\), \(0.30\), and \(0.40\) for every prediction that proves to be correct, and is then randomly selected as the “Decision that Counts.”]

[For participants in Group 2, who make predictions regarding others:]

We are also interested in your predictions about other subjects’ future decisions. So, we will ask you to predict the average number of extra rounds of work that the other subjects will choose to do after the warm-up at various wages. The predictions will look like this:

**Decisions made now for work to be done on [DATE 3]**

**When the time comes to actually do the work on [DATE 3]**, how many extra rounds do you think on average, other subjects will want to do at the following wages?

<table>
<thead>
<tr>
<th>Wage</th>
<th>Rounds</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.20/round ($12/hour)</td>
<td>[Entry box]</td>
</tr>
</tbody>
</table>

Your prediction will be considered correct if the average of the other subjects’ answers on [DATE 3] is the same as your prediction. For example, suppose that you answered 40 rounds to the prediction above. Then, suppose that on [DATE 3] two subjects are asked how many rounds of the Task they would like to complete immediately on that day at $0.20/round, and one of them answers 20 and the other says 60. In this case, the average of the other subjects’ answers will be 40, and your prediction will prove to be correct. [For those in the incentivized treatment: You will receive a bonus \(X\) for every prediction that proves to be correct, and is then randomly selected as the “Decision that Counts.”]

[Participants in Group 3, who make both sets of predictions, see the following text. Note that the order of questions is randomized across these participants. The sample displayed here shows self-predictions first.]

We are also interested in your predictions about your future decisions, and the decisions of other subjects.

First, we will ask you to predict how many extra rounds of work you will choose to do after the warm-up on a future date at various wages. These predictions will look like this:

**Decisions made on [DATE 3] when the time to do the work comes**

When the time comes to actually do the work on [DATE 3], how many extra rounds do you think you will want to do at the following wages?
$0.20/round ($12/hour)  [Entry box]

Then, we will ask you to predict the choices of other subjects. For example, we might ask you this:

Decisions made now for work to be done on [DATE 3]

**When the time comes to actually do the work on [DATE 3],** how many extra rounds do you think, on average, other subjects will want to do at the following wages?

$0.20/round ($12/hour)  [Entry box]

Each of your predictions will be considered correct if your choice or the average choice of others is the same as that prediction. For example, suppose that you are asked to make the above prediction about other subjects on [DATE 3], and you answer 40 rounds. Then, suppose that on [DATE 3] two subjects are asked how many rounds of the Task they would like to complete immediately on that day at $0.20/round, and one of them answers 20 and the other says 60. In this case, the average of the other subjects’ answers will be 40, and your prediction will prove to be correct. **[For those in the incentivized treatment: You will receive a bonus of [X] for every prediction that proves to be correct, and is then randomly selected as the “Decision that Counts.”]**

[“EXIT” and “NEXT” buttons]

[Loading bar – “Instructions: page 7/8”]

C.2.10 Timeline

**TODAY:**

- **Take the comprehension quiz.** If you forget any part of the instructions, you will be able to view the relevant instruction page. Remember: if you make more than 2 mistakes on the quiz, you will be disqualified from the study.

- **Practice the Task.** To see what the Task is like, you will do [5 / 10 / 15] rounds of the Task.

- **Learn about the other subjects.** After you complete the Task, we will show you the breakdown by age, gender, etc. of the other subjects participating in the experiment, and what previous participants thought of the Task.
• “How Much to Work” Decisions For Future Participation Dates. You will make four different decisions about extra rounds, for two different future participation dates.

• Predictions. You will also make [four / eight / twelve] predictions about how much work you think [you / on average, the other subjects / you and the other subjects] will want to do at various wages on two different dates.

• Questionnaire. We will finish today’s session with a quick questionnaire.

FUTURE PARTICIPATION DATES [DATE 2, DATE 3, DATE 4]:

• Log in. You must log in between 12:01AM EST and 10:30PM EST on each participation date. All work must be finished by 11:59PM EST.

• Warm-Up Rounds. You will start each session with [5 / 10 / 15] warm-up rounds of the Task.

• “How Much to Work” Decisions For Current Participation Date. On each participation date, you will be asked how much work you want to do RIGHT ON THAT DAY, at different wages.

• “How Much to Work” Decisions For Future Participation Dates. On each participation date other than the last one, you will also make decisions for FUTURE participation dates.

• Predictions. You will also make predictions about how much work you think [you / on average, the other subjects / you and the other subjects] will want to do at various wages on different dates, which can be the current participation date or future ones.

• Completion of Extra Work. One of your decisions for each participation date will be selected as the “Decision that Counts.” You will then need to complete the amount of work you had chosen in that decision with no more than 15 minutes of breaks.

• Questionnaire. On the last participation date, [DATE 4], the study will end with a brief questionnaire.

[“REREAD ALL INSTRUCTIONS” and “GO TO QUIZ” buttons]

[Loading bar – “Instructions: page 8/8”]
C.2.11 Quiz

[Below, the correct answers are marked in bold for reference. On the actual quiz screen, next to each question, participants see a button that opens a pop-up of the relevant instructions page.]

Please feel free to click on “Check Instructions” to see the relevant sections of the instructions.

1. Will you have to complete a warm-up on every participation date?
   (a) **Yes**
   (b) No

2. Including today, on how many participation dates must you log into the study?
   (a) One
   (b) Two
   (c) **Four**
   (d) Seven

3. When will you receive your payment?
   (a) At the end of today
   (b) [DATE 3]
   (c) [DATE 4]
   (d) [PAYMENT DATE]

4. If you fail to participate on one of your participation dates, what payment will you receive?
   (a) Nothing
   (b) $30
   (c) **Payment for the extra rounds already completed up to that point.**
   (d) $30 + payment for the extra rounds already completed up to that point

5. How many additional rounds of the Task can you choose to do on each participation date?
   (a) 0-10 rounds
(b) **0-70 rounds**
(c) 0-100 rounds
(d) 50-70 rounds

6. Suppose that you are asked today how many extra rounds of the Task you would like to do on [DATE 2], and you answer 32. If this decision is selected as the “Decision that Counts” on [DATE 2], how many extra rounds of the Task will you be doing on [DATE 2]?

(a) At least 32 rounds
(b) **Exactly 32 rounds**
(c) Between 0 and 32 rounds
(d) Either 0 or 32 rounds

7. You will make many decisions about how much extra work to do for any given participation date. Only one of those decisions will be selected as the “Decision that Counts.” How will this be selected?

(a) The first decision will be selected.
(b) The latest decision will be selected.
(c) **The decision will be selected randomly, and all decisions will have the same likelihood of being selected.**
(d) The decision will be selected randomly, with more weight given to more recent decisions.

8. Suppose that on [DATE 4], the selected “Decision that Counts” involves you doing 18 rounds of the Task. Once the “Decision that Counts” is selected, how much time do you have to complete this work?

(a) 15 minutes of breaks
(b) 18 minutes for the Task
(c) **33 minutes: 18 for the Task and 15 minutes of breaks**
(d) 1 hour: 18 minutes for the Task and 42 minutes of breaks

9. Suppose that you log in on [DATE 3]. It is time for the “Decision that Counts” to be selected. Suppose that you have made the following two decisions for [DATE 3] (in reality, you will be making many more decisions for each day, so this is a simplified example):
• On [DATE 2], you chose to do 50 rounds on [DATE 3] at $0.20/round.
• On [DATE 3], you chose to do 40 rounds on [DATE 3] at $0.10/round.

Which of the following are possible?

(a) You will have to do 0 rounds on [DATE 3]
(b) You will have to do 40 rounds on [DATE 3]
(c) You will have to do 50 rounds on [DATE 3]
(d) Both (a) and (b) are possible
(e) Both (a) and (c) are possible
(f) Both (b) and (c) are possible
(g) (a), (b), and (c) are all possible

10. [For participants in Group 1:] 
Suppose that on [DATE 2], you are asked to make the following prediction: 
Decisions made on [DATE 3] when the time to do the work comes
When the time comes to actually do the work on [DATE 3], how many extra rounds do you think you will want to do at the following wages?

<table>
<thead>
<tr>
<th>Wage</th>
<th>Rounds</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.20/round</td>
<td>($12/hour)</td>
</tr>
</tbody>
</table>

And you answer 60 rounds.

In which of the following cases will your prediction prove to be CORRECT?

• On [DATE 3], you are asked how many extra rounds of the Task you would like to do at $0.20/round on that date ([DATE 3]), and you answer 60.
• On [DATE 3], you are asked how many extra rounds of the Task you would like to do at $0.20/round on that date ([DATE 3]), and you answer 50.
• On [DATE 3], you are asked how many extra rounds of the Task you would like to do at $0.20/round on that date ([DATE 3]), and you answer 70.
• On [DATE 3], you are not asked to make any decisions at $0.20/round.
[For participants in Groups 2 and 3:]

Decisions made on [DATE 3] when the time to do the work comes

When the time comes to actually do the work on [DATE 3], how many rounds to you think, on average, other subjects will want to do at the following wages?

<table>
<thead>
<tr>
<th>Wage</th>
<th>Rounds</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.20/round ($12/hour)</td>
<td>[Entry box]</td>
</tr>
</tbody>
</table>

And you answer 60 rounds.

In which of the following cases will your prediction prove to be CORRECT?

• On [DATE 3], two other subjects are asked how many extra rounds of the Task they would like to do at $0.20/round on that date ([DATE 3]). One of them answers 50 and the other says 70.

• On [DATE 3], two other subjects are asked how many extra rounds of the Task they would like to do at $0.20/round on that date ([DATE 3]). One of them answers 30 and the other says 70.

• On [DATE 3], one other subject is asked how many extra rounds of the Task he would like to do at $0.20/round on that date ([DATE 3]), and he chooses 70.

• On [DATE 3], none of the other subjects are asked to make any decisions at $0.20/round.

C.2.12 Failed Quiz screen

[The following message is displayed to participants who do not pass the quiz with at least 8/10 correct answers.]

You answered [# INCORRECT] questions incorrectly, which indicates that you did not fully understand the experimental procedure. Unfortunately, this means that you do not qualify to participate in this study.

[“EXIT” button]

C.2.13 Quiz Results

You have answered [# CORRECT] of the 10 questions correctly. This means that you passed the quiz!
If the number of questions answered correctly is 8 or 9 rather than 10, the participant is shown the question(s) that (s)he missed, with the correct answer(s) highlighted in blue.

[“EXIT” and “CONTINUE” buttons]

C.2.14 Warm-Up

And now, you can practice doing the Task for yourself.

During this warm-up, you will spend [5 / 10 / 15] minutes familiarizing yourself with the experimental Task. You will be presented with [5 / 10 / 15] rounds of the Task. Each round lasts 60 seconds including 10 seconds of break. Remember: you need to achieve at least 80% accuracy to pass, so please pay attention!

Press the SPACEBAR key or click on the “I can see it!” button every time you see an asterisk.

[“EXIT” and “PRACTICE” buttons]

C.2.15 Warm-Up

The participant has to complete [5 / 10 / 15] rounds of the Task as warm-up – see Figure 2 for the Task screen.

C.2.16 Great Job

Congratulations on successfully completing the [5 / 10 / 15] warm-up rounds of the Task!

[“EXIT” and “CONTINUE” buttons]

C.2.17 What do Others Think of the Task?

Now that you know what it feels like to do the Task, you might be curious to see what others thought about it...

The page then displays a pie chart break-down of pilot participants by gender, race, marital status, age, education, employment, followed by a pie chart break-down of pilot participants’ opinion of the Task (tedious / enjoyable / fine) by gender, race, marital status, age, education, employment. See Figure 3 for a view of this page.

[“EXIT” and “CONTINUE” buttons]

C.2.18 Work Decisions and Predictions

The participants are next faced with a series of screens eliciting their work decisions and predictions.
• For participants in Group 1, who make predictions regarding themselves:

– Participants in Group 1 see the screen displayed in Panel 1 of Figure 7 for two dates: [DATE 2] and [DATE 3].

• For participants in Group 2, who make predictions regarding other participants:

– Participants in Group 2 see the screen displayed in Panel 2 of Figure 7 for two dates: [DATE 2] and [DATE 3], and the screen displayed in Figure 5 for two future dates: [DATE 2] and [DATE 3].

• For participants in Group 3, who make both sets of predictions:

– Participants in Group 3 see the screen displayed in Panels 1 and 2 of Figure 7, in random order, for two dates: [DATE 2] and [DATE 3].

All wages are randomly drawn from $0.10 to $0.30 in $0.05 increments, and the two wages are always different within each box.

Participants can only input integers between 0 and 70 into the fields, and must answer all questions before proceeding. If a participant inputs the same answer to both questions, she is asked whether she is sure that she wishes (or predicts for herself or others) to do the same amount of work regardless of the wage. If the participant chooses fewer rounds at the higher wage, she is also alerted to this inconsistency, and asked to confirm whether she would like to proceed with this answer.

Incentivized participants in Groups 1 and 3 see the following message at the bottom of their self-prediction screens:

Bonus: on [FUTURE DATE], if your answer is the same as the prediction you make today and this decision is selected as the “Decision that Counts,” you will receive a bonus of $[BONUS]. If you do not answer such that the previous prediction is correct or this decision is not selected as the “Decision that Counts,” you will not receive any bonus.

Incentivized participants in Groups 2 and 3 see the following message after their other-prediction screens:

Bonus: if the average of the other subjects’ answers is the same as your prediction and this decision is selected as the “Decision that Counts” for at least one subject, you will receive a bonus of $[BONUS]. If your prediction is not correct or this decision is not selected as the “Decision that Counts” for any subject, you will not receive any bonus.
C.2.19 Demographic Questionnaire

Congratulations on finishing the tasks for the first participation date! Now, all that remains is a quick questionnaire.

Please answer the following questions to the best of your ability. Note that all wages and choices of “Decisions that Count” are random, and will in no way depend on the answers you give today. Please answer all questions truthfully.

[All questions appear separately on the screen, one by one. The order of the questions is randomized for each participant.]

[Demographic questions:]

Question 1 How old are you? [Text entry box]

Question 2 Gender: — Female — Male — Decline to Answer

Question 3 Please specify your ethnicity
— White — Hispanic or Latino — Black or African American
— Native American or American Indian — Asian / Pacific Islander
— Other — Decline to Answer

Question 4 What is the highest degree or level of schooling you have completed? If currently enrolled, highest degree received
— Nursery school to 8th grade
— Some high school, no diploma — High school graduate
— Some college credit, no degree — Trade/technical/vocational training
— Associate degree — Bachelors degree — Masters degree
— Professional degree — Doctorate degree — Decline to Answer

Question 5 What is your marital status?
— Single, never married — Married or domestic partnership
— Divorced — Separated — Widowed — Decline to Answer

Question 6 What is your current employment status?
— Employed — Self-employed — Student
— Military — Retired — Out of work and looking for work
— Out of work but not currently looking for work — Decline to Answer

[Time budgeting and Task-enjoyment questions:]
Question 7  How busy do you expect to be in the next few weeks?

[Can choose one of 5 loci] Not busy at all – (1) – (2) – (3) – (4) – (5) – Very busy

Question 8  How busy do you expect your colleagues or classmates to be in the next few weeks?

[Can choose one of 5 loci] Not busy at all – (1) – (2) – (3) – (4) – (5) – Very busy

Question 9  How much did you enjoy doing the Task during today’s warm-up?

[Can choose one of 5 loci] Not enjoy it at all – (1) – (2) – (3) – (4) – (5) – Enjoy it very much

Question 10 On average, how much do you think the other subjects enjoyed doing the Task during today’s warm-up?

[Can choose one of 5 loci] Not enjoy it at all – (1) – (2) – (3) – (4) – (5) – Enjoy it very much

Question 11 How easy do you think it will be for you to find the time to work on additional rounds of the Task in the coming weeks?

[Can choose one of 5 loci] Very Easy – (1) – (2) – (3) – (4) – (5) – Very Difficult

Question 12 On average, how easy do you think it will be for the other subjects to find the time to work on additional rounds of the Task in the coming weeks?

[Can choose one of 5 loci] Very Easy – (1) – (2) – (3) – (4) – (5) – Very Difficult

Question 13 How productive do you think you will be at your work in the next few weeks?

[Can choose one of 5 loci] Not productive at all – (1) – (2) – (3) – (4) – (5) – Very productive

Question 14 How productive do you think your classmates or colleagues will be at their work in the next few weeks?

[Can choose one of 5 loci] Not productive at all – (1) – (2) – (3) – (4) – (5) – Very productive

Question 15 How good do you think your overall mood will be in the next few weeks?

[Can choose one of 5 loci] Very bad, depressed – (1) – (2) – (3) – (4) – (5) – Excellent, euphoric

Question 16 On average, how good do you think your colleagues’ or classmates’ mood will be in the next few weeks?

[Can choose one of 5 loci] Very bad, depressed – (1) – (2) – (3) – (4) – (5) – Excellent, euphoric
Overconfidence questions:

Question 17 What percentage of your classmates or colleagues do you think has attention span that is at least as good as yours? [Text entry box]

Question 18 What percentage of your classmates or colleagues do you think has reflexes that are at least as fast as yours? [Text entry box]

Question 19 What percentage of your classmates or colleagues do you think are at least as hardworking as you? [Text entry box]

C.2.20 You’re Done for the Day

Congratulations, you have successfully completed the assignment for the first participation date!

We look forward to your return on [DATE 2], [DATE 3], and [DATE 4]. Remember, in order to receive your $30 completion payment, you must participate on ALL participation dates. You will receive email reminders on each of your participation dates. Have a lovely rest of the week!

C.3 Instructions and Questions: Dates 2, 3, and 4

C.3.1 Welcome Back

Welcome back to the experiment!

Today, you will start out with a warm-up of [5 / 10 / 15] rounds of the Task. We will then ask you to make some work decisions and predictions. We will put together all of the decisions you have made for today at various wages - this will include both today’s decisions and past decisions. Then we will select one of these hypothetical decisions as the “Decisions that Counts.” This will be the decision we implement, and you will have to immediately do the number of extra rounds in this decision.

[“EXIT” and “PROCEED TO WARMUP ” buttons]

C.3.2 Warm-up

[Participants are faced with a warm-up consisting of [5 / 10 / 15] rounds of the Task – see Figure 2 for the Task screen.]
C.3.3 Warm-up complete

Great job on the warm-up! You finished the [5 / 10 / 15] warm-up rounds of the Task. Now, let’s proceed to today’s work decisions and predictions.

[“EXIT” and “CONTINUE” buttons]

C.3.4 Work Decisions and Predictions

[First, each participant sees the questions about immediate work on that date, displayed in Figure 5. Then, on [DATE 2] and [DATE 3], the participants are presented with the following questions depending on their treatment group.

- For participants in Group 1, who make self-predictions:
  - Participants in this group see the screen displayed in Panel 1 of Figure 7. On [DATE 2], they see these questions for [DATE 3] and [DATE 4]. On [DATE 3], they see these questions for [DATE 4].

- For participants in Group 2, who make predictions regarding others:
  - Participants in this group see the screen displayed in Panel 2 of Figure 7 and the screen in Figure 5 for the future date. On [DATE 2], they see these questions for [DATE 3] and [DATE 4]. On [DATE 3], they see these questions for [DATE 4].

- For participants in Group 3, who make both sets of predictions:
  - Participants in this group see the screens displayed in Panels 1 and 2 of Figure 7. On [DATE 2], they see these questions for [DATE 3] and [DATE 4]. On [DATE 3], they see these questions for [DATE 4].

All wages are randomly drawn from $0.10 to $0.30 in $0.05 increments, and the two wages are always different within each box.

Participants can only input integers between 0 and 70 into the fields, and must answer all questions before proceeding. If a participant inputs the same answer to both questions, she is asked whether she is sure that she wishes (or predicts for herself or others) to do the same amount of work regardless of the wage. If the participant chooses fewer rounds at the higher wage, she is also alerted to this inconsistency, and asked to confirm whether she would like to proceed with this answer.

Incentivized participants in Groups 1 and 3 see the following message at the bottom of their self-prediction screens:]

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**Bonus:** on [FUTURE DATE], if your answer is the same as the prediction you make today and this decision is selected as the “Decision that Counts,” you will receive a bonus of $[BONUS]. If you do not answer such that the previous prediction is correct or this decision is not selected as the “Decision that Counts,” you will not receive any bonus.

Incentivized participants in Groups 2 and 3 see the following message at the bottom of their other-prediction screens:

**Bonus:** if the average of the other subjects’ answers is the same as your prediction and this decision is selected as the “Decision that Counts” for at least one subject, you will receive a bonus of $[BONUS]. If your prediction is not correct or this decision is not selected as the “Decision that Counts” for any subject, you will not receive any bonus.

### C.3.5 Selecting the “Decision that Counts”

The selection screen is presented in Figure 6. The displayed screen is for [DATE 3] or [DATE 4]. The screen for [DATE 2] is analogous, but with four decisions instead of six.

### C.3.6 “Decision that Counts” Selected

The selection screen displayed in Figure 6 now has a randomly selected decision highlighted.

### C.3.7 Work

Participant sees a screen analogous to Figure 2, only this time it’s for the selected number of rounds of the Task and features a timer.

### C.3.8 You’re Done for the Day

On [DATE 2] and [DATE 3], participants see the following:

You have finished all of the work for today – great job! For the supplementary rounds of the Task you did today, you will receive an extra $[Y].

We look forward to your return on [REMAINING PARTICIPATION DATES]. Remember, in order to receive your $30 completion payment, you must participation on ALL participation dates. You will receive email reminders on each of the remaining participation dates. Have a lovely rest of the week!

[“EXIT” button]

On [DATE 4], participants see the following:
Congratulations! You have completed all of the work on the Task for this study. You are very, very close to being done with the study.

All that remains is for you to answer a couple of questions. Please press NEXT to proceed.

[“NEXT” button]

C.3.9 Debrief Questions at the end of Date 4

1. There are [X] other subjects participating in this experiment. Guess: how many of them were at least as consistent in their decisions (same day compared to ahead-of-time) as you?

   Note: if you guess correctly, you will receive a bonus of $5!

2. How much did you enjoy doing the Task?

   Not at all – (1) – (2) – (3) – (4) – (5) – Very much

3. How difficult was the Task?

   Very easy – (1) – (2) – (3) – (4) – (5) – Very difficult

4. How difficult was it for you to find the time to work on the Task?

   Very easy – (1) – (2) – (3) – (4) – (5) – Very difficult

5. Do you wish you had time to do more rounds of the Task on your participation dates?

   – Yes – No

6. Were your choices consistent? For example, if you made a decision on [DATE 1] for [DATE 2], and then the same wage came up on [DATE 2] – did you make the same decision?

   – Yes, always – Almost always – Usually – Half the time – Sometimes – Rarely – Never

7. When your decisions for the same day differed from your decisions ahead-of-time, why was it?

   • I did not feel like doing as much as I had originally planned
   • Something came up unexpectedly
   • I felt like doing more than I had originally planned
   • I realized that the Task was more unpleasant than I had originally thought
8. When the other subjects’ decisions for the same day differed from their decisions ahead-of-time, why do you think it was?

- They did not feel like doing as much as they had originally planned
- Something came up unexpectedly
- They felt like doing more than they had originally planned
- They realized that the Task was more unpleasant than they had originally thought
- Other: [text input box]

9. If you participated in this experiment again, do you think your decisions for the same day would match your decisions ahead-of-time more or less than the first time around?
- Less – Same – More

Why? [TEXT ENTRY BOX]

10. How much do you think you will procrastinate on your school or work assignments over the coming month?
- Very often – Often – Sometimes – Rarely – Not at all

11. How much do you think your classmates or colleagues will procrastinate on their school or work assignments over the coming month?
- Very often - Often – Sometimes – Rarely – Not at all

12. How many times do you think you will go to the gym next week?
- Once – Twice – Three times – Four times or more

13. How many times do you think your friends will go to the gym next week?
- Once – Twice – Three times – Four times or more

14. How healthy do you think you will eat over the next few months?
- Very health – Fairly healthy – So-so – Quite unhealthy

15. How healthy do you think your peers will eat over the next few months?
- Very health – Fairly healthy – So-so – Quite unhealthy
You are finished with the study!

You have completed the entirety of the study “Doing Work over Time”! Thank you very much for your help with this experiment.

You will receive all of your earnings from the experiment via an Amazon.com gift voucher on [PAYMENT DATE].

If you would like to request a copy of the study you have just participated in, please check the box below. We will be sure to email you a copy when the study is ready.

[CHECK BOX] Please send me a copy of the study.

[“CONTINUE” button]

Thank you

Your payment (and a copy of the study, if you requested one) will be emailed to: [PARTICIPANT’S EMAIL ADDRESS]

[“EXIT” button]

Appendix D  Informed Consent

Study Title: Doing Work over Time
Researcher: Anastassia Fedyk

Participation is voluntary

It is your choice whether or not to participate in this research. If you choose to participate, you may change your mind and leave the study at any time. Refusal to participate or stopping your participation will involve no penalty or loss of benefits to which you are otherwise entitled.

What is the purpose of this research?

The purpose of this study is to see how much people want to work at different wages. We are interested in these work decisions at different points in time.

How long will I take part in this research?

You will need to participate on four different dates: today, [DATE 2], [DATE 3], and [DATE 4].

Today, reading the instructions and doing the mandatory work will take approximately 30 minutes of your time. Mandatory tasks on each participation date after today will require approximately 20 minutes of your time. In addition, you will have the option of doing extra work for additional payment. The choices of how much extra work to do will be up to you.
What can I expect if I take part in this research?

Today, you will first be introduced to the experiment. In order to be eligible for this study, you will need to read the instructions carefully. You will be quizzed to ensure your understanding of the experimental procedures. To be eligible to participate in the study, you must answer at least 8 out of the 10 quiz questions correctly after reading the experimental instructions.

You will then be asked to do a warm-up consisting of [5 / 10 / 15] rounds of work on the following Task. Each round of the Task consists of 60 seconds: 50 seconds of work followed by 10 seconds of rest. During the 50 seconds of work, characters appear on the screen one by one, at the rate of one character every two seconds. You need to press the SPACE bar or click on the "I can see it!" button every time an ASTERISK appears.

On future participation dates, you will also need to complete a warm-up consisting of [5, 10, or 15] rounds of the Task each time. After that, you will complete some number of extra rounds of the Task on each date. You can choose between 0 and 70 extra rounds for each participation date. Basically, on each day, we will present you with different wages – ranging from $0.10/round to $0.30/round – and ask you how much work you would like to do either immediately or on a future participation date at these wages. Then, on each day, we will gather all of your decisions for that day and choose one of them to implement. You will then do the number of rounds you had chosen in that decision.

For continued eligibility, you will need to achieve an average of at least 80% accuracy on the Task in each session. You will also need to be sure to log in by 10:30PM EST on each of your participation dates.

What are the risks and possible discomforts?

There are no foreseeable risks besides those that normally may be experienced while working on a computer [5 / 10 / 15] minutes on each date, plus any additional rounds you choose to do.

Are there any benefits from being in this research study?

This study aims to obtain a better understanding of how people complete their work. We hope that the insights from this study will enable institutions such as universities and workplaces to offer more productive work environments and incentives.

Will I be compensated for participating in this research?

Yes, you will receive a $30 completion payment. This is for logging in each week, and completing all warm-up rounds and all additional rounds in your implemented choices.

Furthermore, you will receive additional payment for doing the extra rounds in your implemented choices, at the corresponding wages (ranging from $0.10/round to $0.30/round).
Lastly, we will ask you to predict some of your future decisions, and pay you a $BONUS bonus for every correct prediction.

Overall, the payment structure is as follows: [The participants are shown Figure C.1.]

[Note: The last row appears only for incentivized participants, and differs across treatment groups – shown above is the view for incentivized participants in Group 2, who make predictions regarding others. The screens for participants in Groups 1 and 3 are analogous.]

Once again, it is very important to note that in order to receive the $30 completion payment, you must log in and do the assigned work with at least 80% accuracy on all participation dates, today, [DATE 2], [DATE 3], and [DATE 4]. If you miss or do not complete the work with at least 80% accuracy on one of your participation dates, you will still receive the wages for the extra rounds that you have successfully completed up until that point. However, you will be removed from the experiment, and forego your completion payment.

All of your earnings will be paid out in a single payment on [PAYMENT DATE], in the form of an Amazon.com gift certificate. Note that your email will be provided to Amazon.com to send the payment.

If I take part in this research, how will my privacy be protected? What happens to the information you collect?

Your name and email will be collected in order to contact you with reminders on your participation dates and to distribute payment. This information will be stored in a password-protected database and then transferred to a password-protected computer. All personal information will be destroyed as soon as the study is completed and the personal information is no longer needed for payment. Only de-identified data will be kept; these de-identified data will be stored indefinitely, in case of requests for further analysis by journal referees or other academics in the field. There are currently no plans for data transmission, but should other academics request the experimental data for replication purposes, the de-identified data will be made available.

In addition, since the study is administered online, you will be able to control the level of privacy you experience by choosing when and where you participate.

If I have any questions, concerns or complaints about this research study, whom can I talk to?

The researcher for this study is Anastassia Fedyk who can be reached at 609-755-4859; at Baker Library 244C, 25 Harvard Way, Boston, MA 02163; or at afedyk@hbs.edu for any of the following:
• If you have questions, concerns, or complaints,

• If you would like to talk to the research team,

• If you think the research has harmed you, or

• If you wish to withdraw from the study.

The researcher will be available at any time during the experiment, so please do not hesitate to contact her with any questions.

This research has been reviewed by the Committee on the Use of Human Subjects in Research at Harvard University. They can be reached at 617-496-2847, 1414 Massachusetts Avenue, Second Floor, Cambridge, MA 02138, or cuhs@fas.harvard.edu for any of the following:

• If your questions, concerns, or complaints are not being answered by the research team,

• If you cannot reach the research team,

• If you want to talk to someone besides the research team, or

• If you have questions about your rights as a research participant.

**Statement of Consent**

I have read the information in this consent form. All my questions about the research have been answered to my satisfaction.

**Copy for your records**

Please print this page or retain a screen shot for your records.

**SIGNATURE**

By clicking “I AGREE” below, you will provide an electronic signature indicating your permission to take part in this research. If you would prefer not to participate, please click on “EXIT”.

[“EXIT” and “I AGREE” buttons]