Instructions for: Performance-Feedback

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This appendix contains the experimental instructions seen by participants.

Appendix E. Instructions

This section contains the screenshots of the instructions seen by participants in this study. We separate the instructions out by participant role, writer or evaluator, and treatments. To save space if a screen was seen in multiple treatments we only present it once and then where relevant refer back to that screenshot.

E.1. Writers: Part 1

Before participating in the study, participants were required to provide their consent. Of 906 participants, only three did not consent. The study informed participants that this was a multi-part study. They were informed of the £4 show-up fee and the possibility of a bonus payment. We emphasized that they had to complete both parts of the study to receive any payment.

Below is a summary of the screenshots seen by all writers. The treatment variations were assigned after Part 1 was completed. The screenshots show:

- A series of demographic questions (see Figure E1). Our primary variable of interest is gender, but we collected a variety of measures to minimize the possibility that participants thought they were participating in a gender-related study (de Quidt et al., 2019).
- The instructions with details of how they will be invited to Part 3 of the study (see Figure E2).
- The first set of understanding questions (see Figure E3). If participants did not select the correct answers, they were informed of this, re-shown the instructions, and required to correctly answer a slight variation of the question they had previously answered incorrectly. Of the 903 participants who consented, this occurred for 22 participants. If they were unable to answer correctly again, they were removed from the study. This happened to only 3 of the 22 participants.
- The essay writing page with the image that was shown to all participants (see Figure E4). The writing box could be expanded as needed by dragging and selecting the bottom-right corner of the text entry box. Note that the timer in the screenshot indicates that the writer had 13 minutes 55 seconds remaining to complete the task; the timer started at 15 minutes for all participants.

- The screen where participants were asked to indicate the final grade they thought they would receive (see Figure E5). They also had to indicate how sure they were about their answer.
- Following Exley and Kessler (2022), the screen where participants indicate how they would describe how well they performed on the task (see Figure E6).
- A screen with a series of questions related to their writing (see Figure E7).
- The screen where participants choose their alias. They saw a list of 10 names in random order (see Figure E8). We asked for aliases at the end of Part 1 to mitigate experimenter demand effects, such as thinking this was a study on gender (de Quidt et al., 2019). In the example here, the list is of typical male names, which is the list participants saw if they indicated that they were male in the demographic questionnaire.

Figure E1. Writer Demographic questions.

Demographic questions

Before you start, please answer the following questions.

What is your age?

What is your gender?

- Male
- Female

Select one or more ethnic groups you belong to.

- Arab
- Asian
- Black
- White
- Other

What is the highest level of education you have achieved?

- Secondary school (GCSE or equivalent)
- Sixth form college (A-level or equivalent)
- Some University but no degree
- University undergraduate degree (BA, BSc, etc.)
- University graduate degree (MA, MSc, PhD, etc.)

Is English your mother tongue?

- Yes
- No

Did you grow up in the United Kingdom?

- Yes
- No

Figure E2. Writer instructions and payment information.

Instructions

We now proceed with the instructions for part one. After that, you will read the instructions for part two.

Instructions for part one

In this part, your job is to **write a short original essay**. Specifically, you will be shown a picture, and your task is to write a short essay **inspired** by it. The essay can be between **500** to **5000 characters** (about **100** to **1000 words**). Once you see the picture you will have up to **15 minutes** to write your essay. You will be asked a few questions about your essay after you submit it.

Evaluation

We will show the picture and your essay to 10 Prolific participants, the **evaluators**. Their task will be to independently evaluate the quality of your essay and give it a grade ranging from 1 (lowest) to 5 (highest). Evaluators will be shown the picture and asked to judge the essays based on:

- Accuracy and detail.
- Flow and structure.
- Creativity and engagement.
- Spelling and grammar.

Your **final grade** will be the **average grade across the 10 evaluators**. Evaluators will not have written an essay.

Bonus payment

Your essay's **final grade** will be compared to the final grade of 9 other essays.

- If your essay is **one of the top three** essays, you will receive the bonus payment equal to **£4.00**.
- If your essay is **one of the bottom seven** essays, you will receive the bonus payment equal to **£1.00**.

Remember, you must complete part two to receive the bonus payment.

Instructions for part two

Next week, you will receive an invitation to complete part two. You will have one week to complete it.

In part two, you will be told your final grade and whether you earned the bonus payment. You might also receive feedback about your writing and be asked a few questions.

Figure E3. Writer bonus understanding.

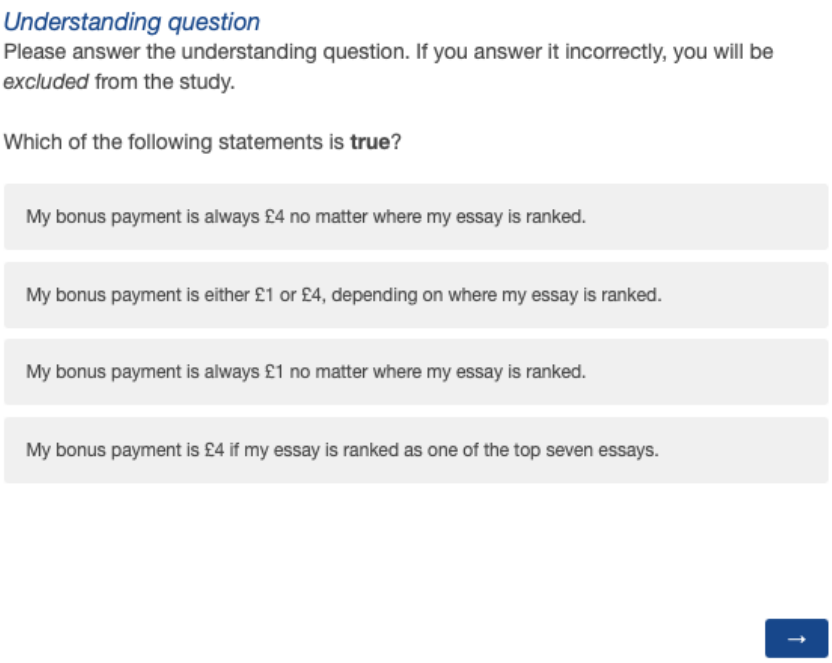

Figure E4. Writer essay writing page.

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Essay writing

Please write a short original essay inspired by the above picture in the provided text box. You have up to 15 minutes to complete this task. Once the time is up the next page will be loaded automatically and any text that is in the text box will be submitted as your essay. The essay must be between 250 to 5000 characters (about 50 to 1000 words).

Type your essay here

Recall that Evaluators will be asked to judge essays based on their **accuracy** and **detail**, **flow** and **structure**, **creativity** and **engagement**, and **spelling** and **grammar**.

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Figure E5. Writer prior grade beliefs.

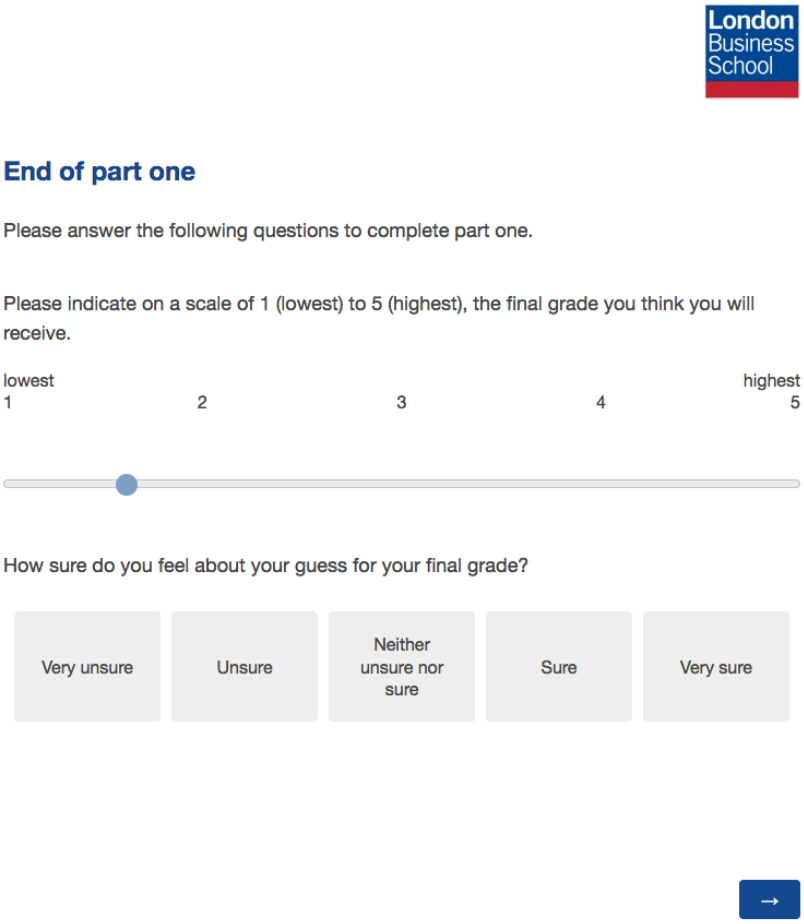


Figure E6. Writer prior performance beliefs.

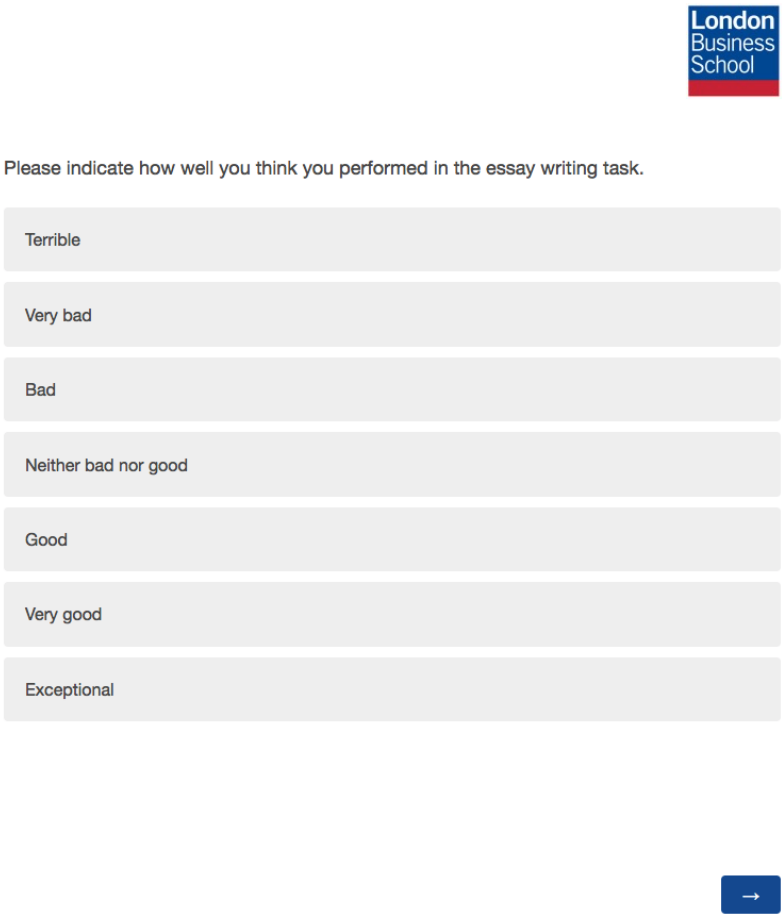


Figure E7. Writer questions on writing.

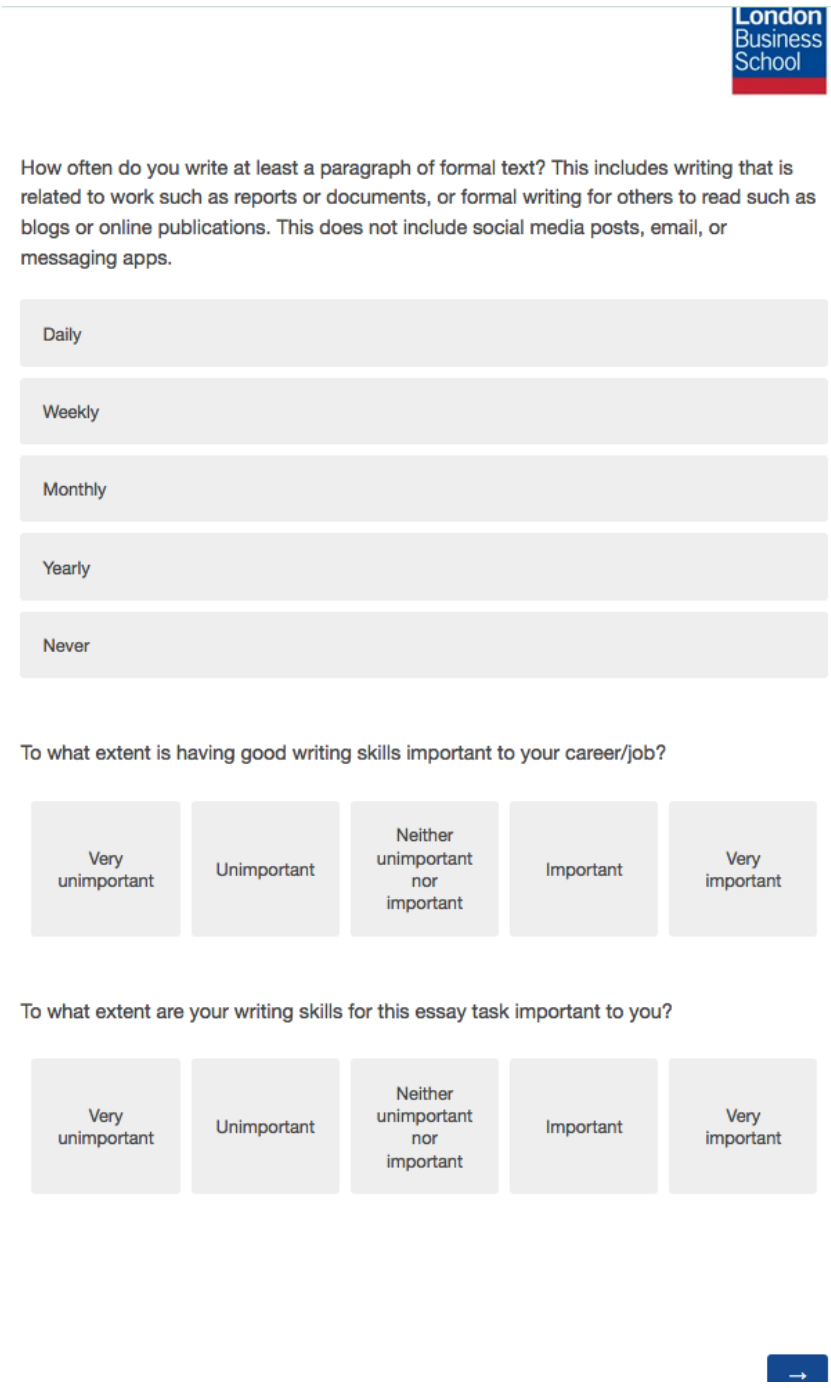
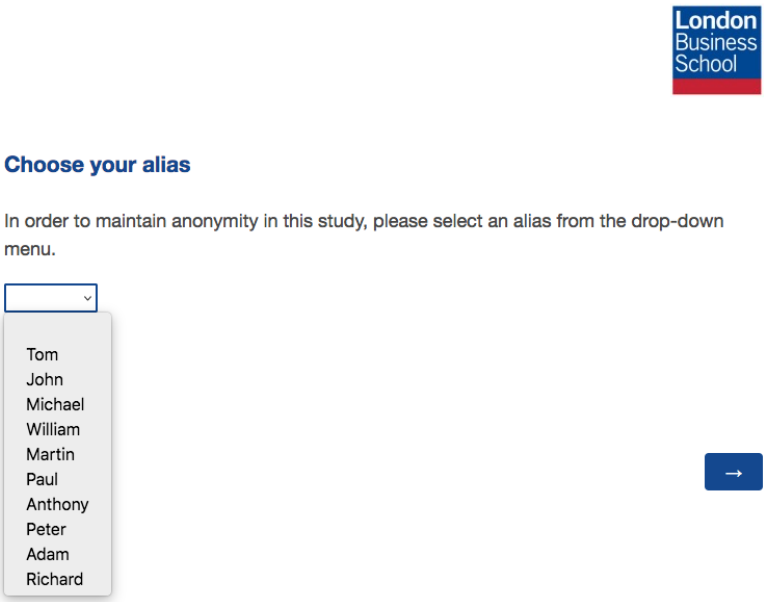


Figure E8. Writer gendered alias choice.



E.2. Writers: Part 3

Writers were invited to complete Part 3 of the study the week after completing Part 1. The instructions presented to the participants in Part 3 of the study varied by treatment assignment.

Part 3: No-Feedback treatment

Below is a summary of the screenshots seen by writers in the *No-Feedback* treatment. They show:

- The introduction, where participants were reminded of the task they completed in Part 1 and of the bonus payment structure (see Figure E9).
- The screen where participants were then shown their essay (see Figure E10).
- The screen where participants were again asked to estimate their final grade and indicate how sure they were of their answer (see Figure E11).
- The screen where participants indicate again how they would describe how well they performed on the task (see Figure E12).
- The final exit questionnaire on gender discrimination and gender performance on the task (see Figure E13).

Figure E9. Writer instructions.

Instructions for part two

Please read the instructions carefully.

Evaluation

We showed the essay you wrote in part one to 10 Prolific participants, the evaluators. Their task was to independently evaluate the quality of your essay and give it a grade from 1 (lowest) to 5 (highest).

Your **final grade** is the average grade across the 10 evaluators.

Your essay

You will see your essay and will be asked some questions.

Bonus payment

Your essay's final grade has been compared to the final grade of 9 other essays.

- If your essay is **one of the top three** essays, you will receive a **£4.00** bonus payment.
- If your essay is **one of the bottom seven** essays, you will receive a **£1.00** bonus payment.

Note: If needed, ties will be broken randomly.

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Figure E10. Writer essay page.

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Your essay

Below is the picture and essay you wrote previously.

Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis. Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis. Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis. Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis. Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis. Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis. Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis. Amet. Rhoncus auctor sem quam. Eros tempora felis facilisi aliquet felis.

Figure E11. Writer posterior grade beliefs.

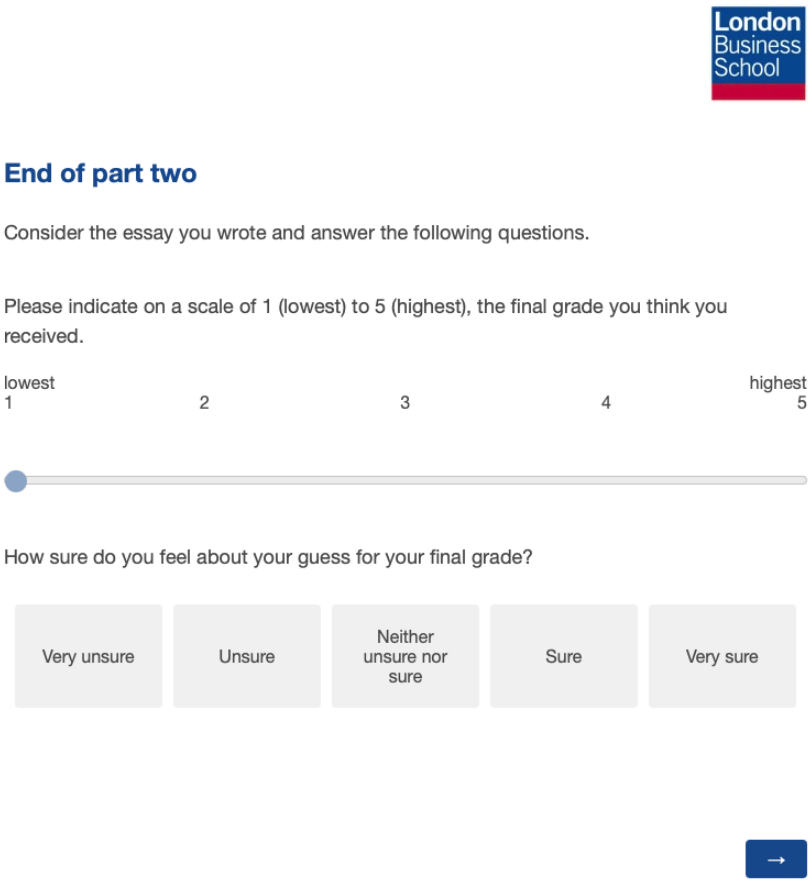


Figure E12. Writer posterior performance beliefs.

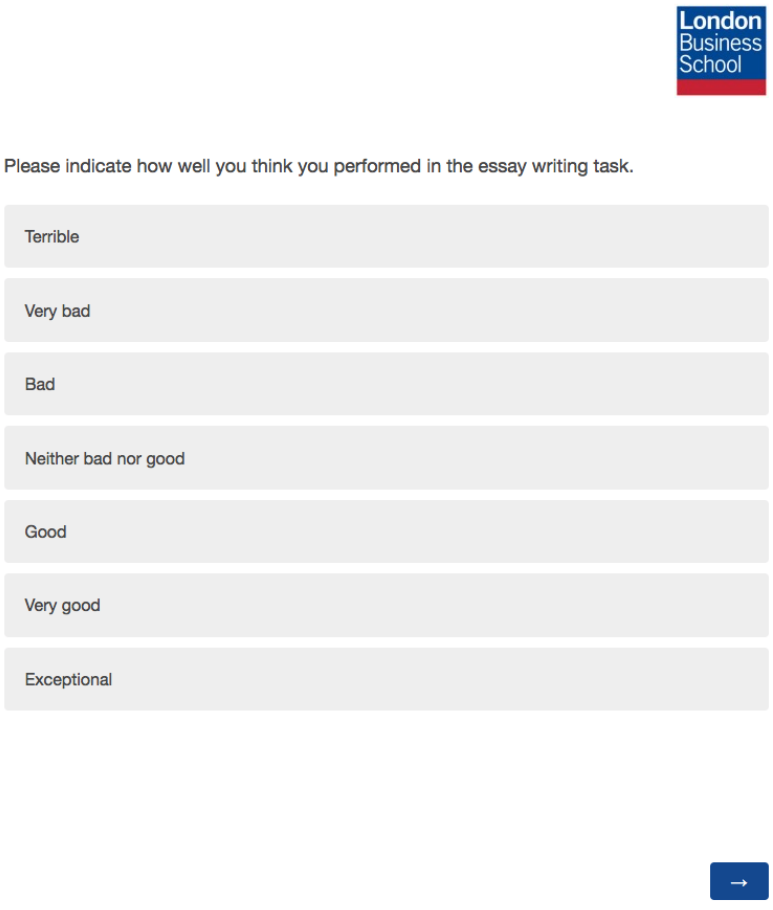
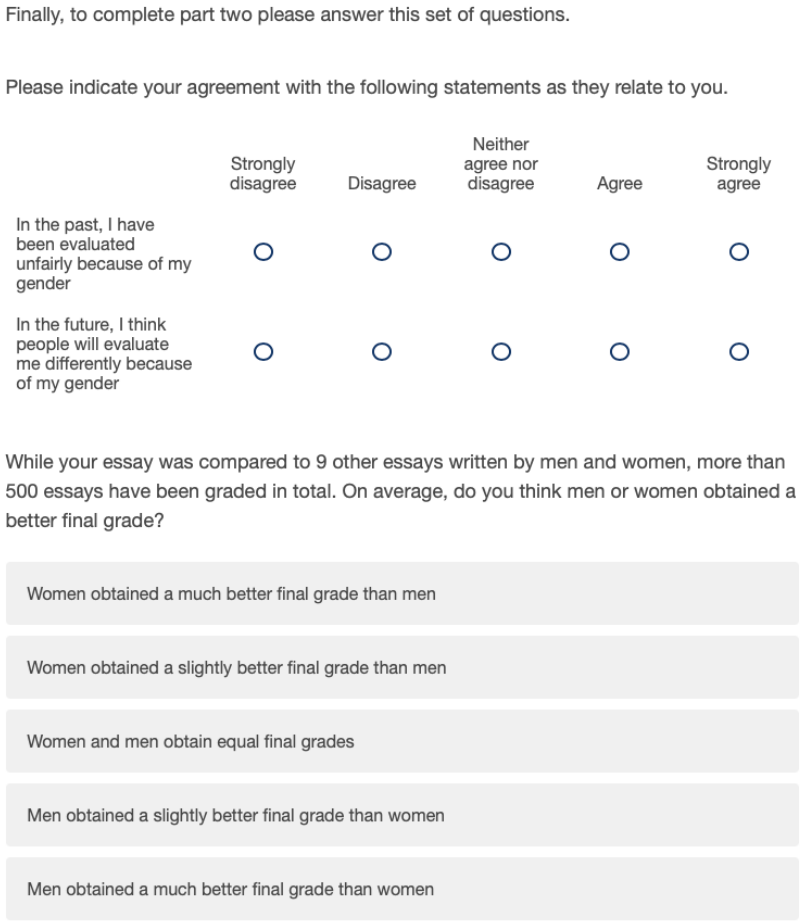


Figure E13. Writer exit questions.



Finally, to complete part two please answer this set of questions.

Please indicate your agreement with the following statements as they relate to you.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
In the past, I have been evaluated unfairly because of my gender	○	○	○	○	○
In the future, I think people will evaluate me differently because of my gender	○	○	○	○	○

While your essay was compared to 9 other essays written by men and women, more than 500 essays have been graded in total. On average, do you think men or women obtained a better final grade?

- Women obtained a much better final grade than men
- Women obtained a slightly better final grade than men
- Women and men obtain equal final grades
- Men obtained a slightly better final grade than women
- Men obtained a much better final grade than women

Part 3: Feedback treatment

The *Feedback* treatment version of the study proceeded in a similar fashion to the *No-Feedback* version, except that participants received their feedback. This means that the instructions were slightly different and that additional exit questions were asked relating to the feedback.

Below is a summary of the screenshots seen by writers in the *Feedback* treatment. They show:

- The introduction, where participants were told they would receive feedback and reminded of the task they completed in Part 1, their alias choice and of the bonus payment structure (see Figure E14).
- The screen where participants were then shown their essay and feedback (see Figure E15).
- The screen where participants were again asked to estimate their final grade and indicate how sure they were of their answer (see Figure E11).
- The screen where participants indicate again how they would describe how well they performed on the task (see Figure E12).
- The screen where participants were then asked a series of questions about the feedback they had received (see Figure E16).
- The screen where participants were asked if they could identify the gender of the participant who provided them with feedback (see Figure E17)
- The final exit questionnaire on gender discrimination and gender performance on the task (see Figure E13).

Figure E14. Writer feedback instructions.

Instructions for part two

Please read the instructions carefully.

Evaluation

We showed the essay you wrote in part one to 10 Prolific participants, the evaluators. Their task was to independently evaluate the quality of your essay and give it a grade from 1 (lowest) to 5 (highest).

Your **final grade** is the average grade across the 10 evaluators.

Feedback

One of the 10 evaluators was chosen at random to give you feedback about your essay. You will be shown this feedback. You will also see your essay **as seen by the evaluator**. You will be asked some questions after seeing your feedback.

Alias

Recall, to maintain anonymity in part one you chose the alias **Alice**.

Bonus payment

Your essay's final grade has been compared to the final grade of 9 other essays.

- If your essay is **one of the top three** essays, you will receive a **£4.00** bonus payment.
- If your essay is **one of the bottom seven** essays, you will receive a **£1.00** bonus payment.

Note: If needed, ties will be broken randomly.

Understanding questions

Please answer the understanding questions.

Which of the following statements is **true**?

The evaluator chosen to give me feedback was chosen based on the score they gave me.

The evaluator chosen to give me feedback was chosen at random.

Figure E15. Writer feedback page.

Below is the screen the evaluators saw when they graded your essay.

Written by Alice

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Feedback on your essay

Below is feedback on your essay from one evaluator, please read it.

Dear Alice,

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

You will **not** be able to see this page again once you continue to the next page.

Figure E16. Writer exit questions on feedback.

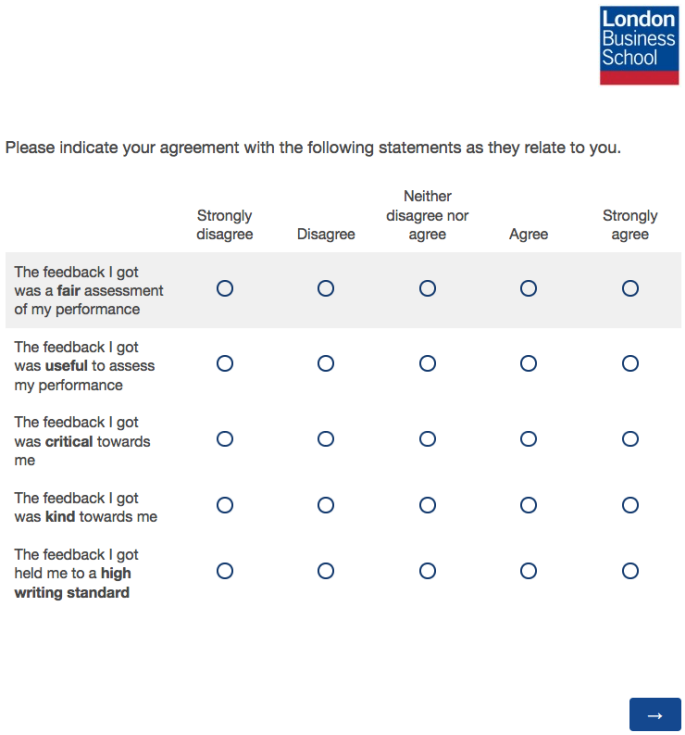
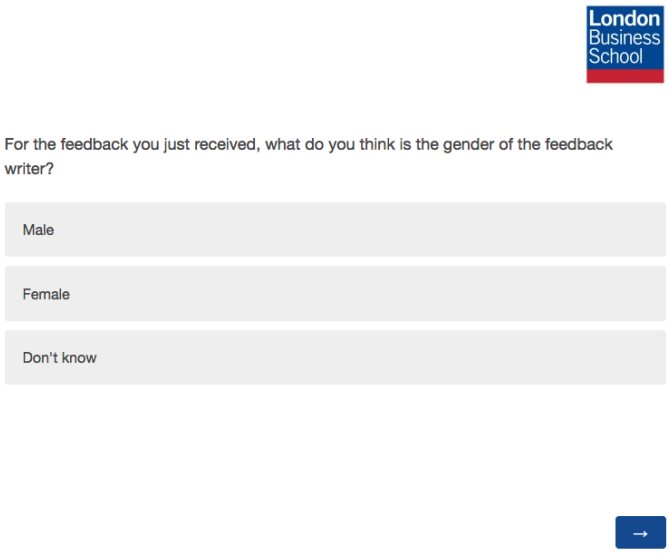


Figure E17. Writer exit question on gender of evaluator.



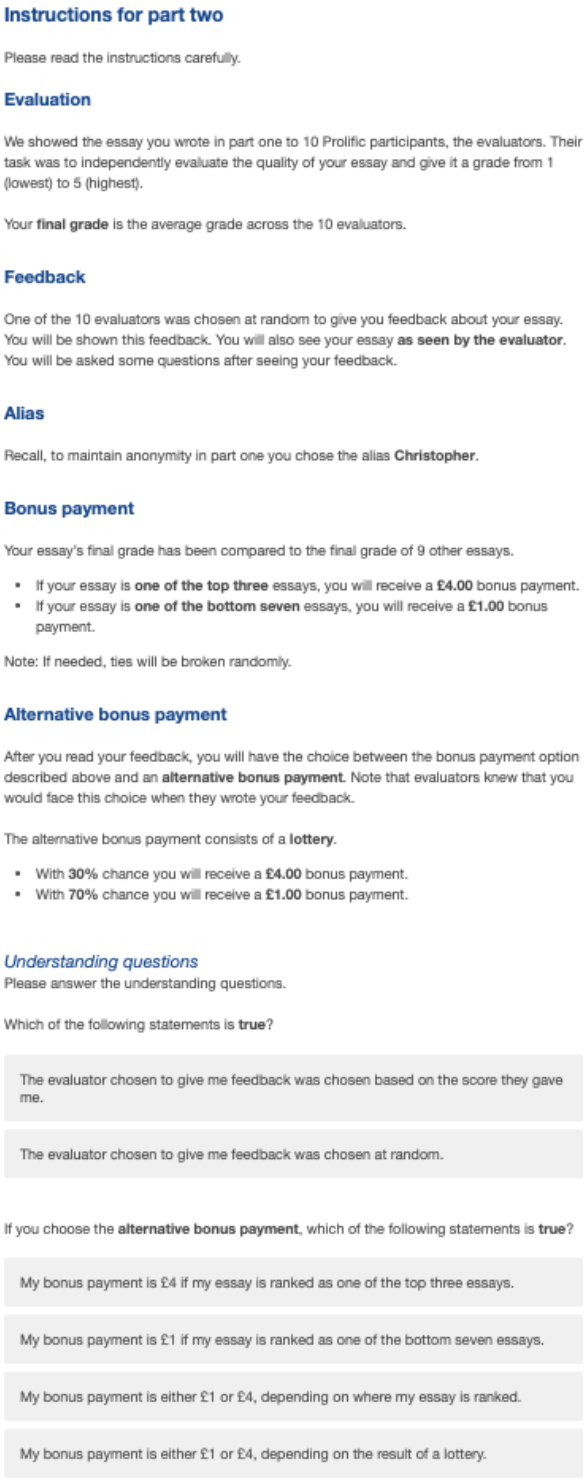
Part 3: Feedback-Compete treatment

The *Feedback-Compete* treatment version of the study proceeded in a very similar fashion to the *Feedback* version, except that after reading their feedback, participants had a choice about their bonus payment. This means that the instructions and the feedback page were slightly different.

Below is a summary of the screenshots seen by writers in the *Feedback-Compete* treatment. They show:

- The introduction, where participants were told they would receive feedback and of the bonus payment choice (see Figure E18). They were reminded of the task they completed in Part 1 and their alias choice.
- The screen where participants were then shown their essay, feedback, and make their decision on the bonus payment scheme (see Figure E19).
- The screen where participants were again asked to estimate their final grade and indicate how sure they were of their answer (see Figure E11).
- The screen where participants indicate again how they would describe how well they performed on the task (see Figure E12).
- The screen where participants were then asked a series of questions about the feedback they had received (see Figure E16).
- The screen where participants were asked if they could identify the gender of the participant who provided them with feedback (see Figure E17)
- The final exit questionnaire on gender discrimination and gender performance on the task (see Figure E13).

Figure E18. Writer instructions with competition choice.



Instructions for part two

Please read the instructions carefully.

Evaluation

We showed the essay you wrote in part one to 10 Prolific participants, the evaluators. Their task was to independently evaluate the quality of your essay and give it a grade from 1 (lowest) to 5 (highest).

Your **final grade** is the average grade across the 10 evaluators.

Feedback

One of the 10 evaluators was chosen at random to give you feedback about your essay. You will be shown this feedback. You will also see your essay **as seen by the evaluator**. You will be asked some questions after seeing your feedback.

Alias

Recall, to maintain anonymity in part one you chose the alias **Christopher**.

Bonus payment

Your essay's final grade has been compared to the final grade of 9 other essays.

- If your essay is **one of the top three** essays, you will receive a **£4.00** bonus payment.
- If your essay is **one of the bottom seven** essays, you will receive a **£1.00** bonus payment.

Note: If needed, ties will be broken randomly.

Alternative bonus payment

After you read your feedback, you will have the choice between the bonus payment option described above and an **alternative bonus payment**. Note that evaluators knew that you would face this choice when they wrote your feedback.

The alternative bonus payment consists of a **lottery**.

- With **30%** chance you will receive a **£4.00** bonus payment.
- With **70%** chance you will receive a **£1.00** bonus payment.

Understanding questions

Please answer the understanding questions.

Which of the following statements is **true**?

The evaluator chosen to give me feedback was chosen based on the score they gave me.

The evaluator chosen to give me feedback was chosen at random.

If you choose the **alternative bonus payment**, which of the following statements is **true**?

My bonus payment is £4 if my essay is ranked as one of the top three essays.

My bonus payment is £1 if my essay is ranked as one of the bottom seven essays.

My bonus payment is either £1 or £4, depending on where my essay is ranked.

My bonus payment is either £1 or £4, depending on the result of a lottery.

Figure E19. Writer feedback with competition choice.

Below is the screen the evaluators saw when they graded your essay.

Written by Christopher

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Feedback on your essay

Below is feedback on your essay from one evaluator, please read it.

Dear Christopher,

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Bonus payment choice

Indicate how you would like your bonus payment to be determined.

Alternative payment scheme that depends only on chance: **£4.00** with **30% chance** and **£1.00** with **70% chance**.

Original payment scheme that depends on your final grade: **£4.00** if your essay is in the **top three** and **£1.00** if it is in the **bottom seven**.

Note that your choice affects only how your bonus payment is calculated. In both cases, you will be informed whether your essay was in the top three or in the bottom seven.

You will **not** be able to see this page again once you continue to the next page.

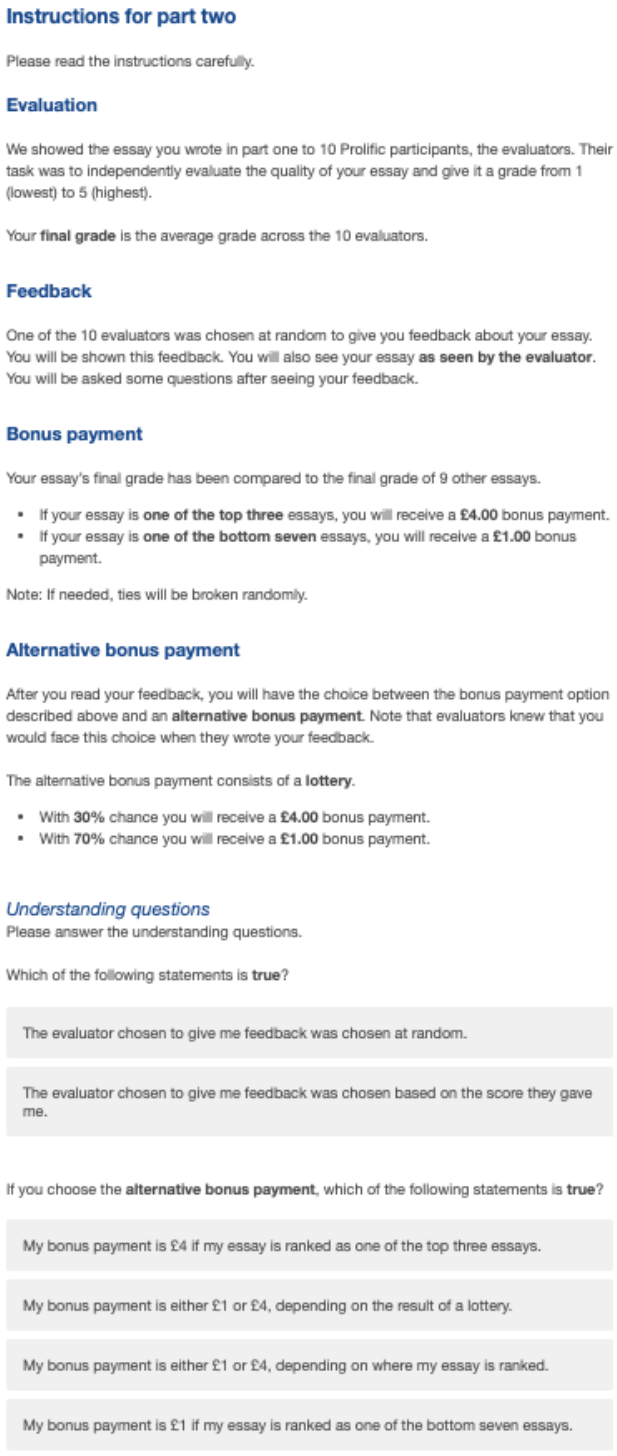
Part 3: Feedback-Compete-Hidden treatment

The *Feedback-Compete-Hidden* treatment version of the study proceeded the same as the *Feedback-Compete* version, except that their gendered alias was not disclosed in the evaluation stage. This means that their instructions and their feedback page did not contain their chosen alias.

Below is a summary of the screenshots seen by writers in the *Feedback-Compete-Hidden* treatment. They show:

- The introduction, where participants were told they would receive feedback and of the bonus payment choice (see Figure E18). They were reminded of the task they completed in Part 1, but not about their alias choice.
- The screen where participants were then shown their essay, feedback, and make their decision on the bonus payment scheme (see Figure E21). Note their alias was not disclosed as it had been in the previous treatment.
- The screen where participants were again asked to estimate their final grade and indicate how sure they were of their answer (see Figure E11).
- The screen where participants indicate again how they would describe how well they performed on the task (see Figure E12).
- The screen where participants were then asked a series of questions about the feedback they had received (see Figure E16).
- The screen where participants were asked if they could identify the gender of the participant who provided them with feedback (see Figure E17)
- The final exit questionnaire on gender discrimination and gender performance on the task (see Figure E13).

Figure E20. Writer instructions with competition choice and gendered alias not revealed.



Instructions for part two

Please read the instructions carefully.

Evaluation

We showed the essay you wrote in part one to 10 Prolific participants, the evaluators. Their task was to independently evaluate the quality of your essay and give it a grade from 1 (lowest) to 5 (highest).

Your **final grade** is the average grade across the 10 evaluators.

Feedback

One of the 10 evaluators was chosen at random to give you feedback about your essay. You will be shown this feedback. You will also see your essay **as seen by the evaluator**. You will be asked some questions after seeing your feedback.

Bonus payment

Your essay's final grade has been compared to the final grade of 9 other essays.

- If your essay is **one of the top three** essays, you will receive a **£4.00** bonus payment.
- If your essay is **one of the bottom seven** essays, you will receive a **£1.00** bonus payment.

Note: If needed, ties will be broken randomly.

Alternative bonus payment

After you read your feedback, you will have the choice between the bonus payment option described above and an **alternative bonus payment**. Note that evaluators knew that you would face this choice when they wrote your feedback.

The alternative bonus payment consists of a **lottery**.

- With **30%** chance you will receive a **£4.00** bonus payment.
- With **70%** chance you will receive a **£1.00** bonus payment.

Understanding questions

Please answer the understanding questions.

Which of the following statements is **true**?

The evaluator chosen to give me feedback was chosen at random.

The evaluator chosen to give me feedback was chosen based on the score they gave me.

If you choose the **alternative bonus payment**, which of the following statements is **true**?

My bonus payment is £4 if my essay is ranked as one of the top three essays.

My bonus payment is either £1 or £4, depending on the result of a lottery.

My bonus payment is either £1 or £4, depending on where my essay is ranked.

My bonus payment is £1 if my essay is ranked as one of the bottom seven essays.

Figure E21. Writer feedback with competition choice and gendered alias not revealed.

Below is the screen the evaluators saw when they graded your essay.

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Feedback on your essay

Below is feedback on your essay from one evaluator, please read it.

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Bonus payment choice

Indicate how you would like your bonus payment to be determined.

Original payment scheme that depends on your final grade: **£4.00** if your essay is in the **top three** and **£1.00** if it is in the **bottom seven**.

Alternative payment scheme that depends only on chance: **£4.00** with **30% chance** and **£1.00** with **70% chance**.

Note that your choice affects only how your bonus payment is calculated. In both cases, you will be informed whether your essay was in the top three or in the bottom seven.

You will **not** be able to see this page again once you continue to the next page.

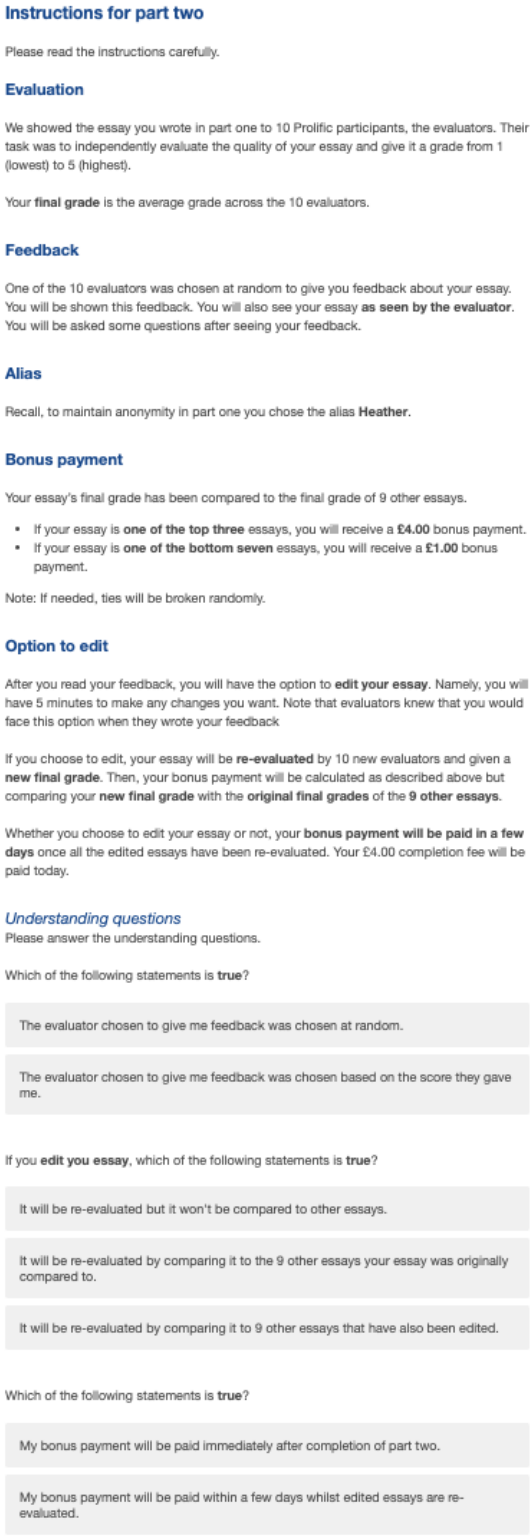
Part 3: Feedback-Edit treatment

The *Feedback-Edit* treatment version of the study proceeded in the same fashion as to the *Feedback-Compete* version, except that participants were given a choice to edit their essay and have it re-evaluated. This means that the instructions and the feedback page were slightly different.

Below is a summary of the screenshots seen by writers in the *Feedback-Compete-Edit* treatment. They show:

- The introduction, where participants were told they would receive feedback and of the edit choice (see Figure E22). They were reminded of the task they completed in Part 1 and their alias choice.
- The screen where participants were then shown their essay, feedback, and make their decision to edit their essay or not (see Figure E23).
- The screen where participants who chose to edit were given 5 minutes to do this (see Figure E24). Their original essay had been piped into a text box which they could make amendments to. Note that the timer means that this participant had 4 minutes and 45 seconds left to edit their essay.
- The screen where participants who did not edit were again asked to estimate their final grade and indicate how sure they were of their answer (see Figure E11). For participants who did edit, we asked them a slightly different question about their final grade compared to those who did not edit, we asked what "...final grade you think you *will receive*" (see Figure E25).
- The screen where participants indicate again how they would describe how well they performed on the task (see Figure E12).
- The screen where participants were then asked a series of questions about the feedback they had received (see Figure E16).
- The screen where participants were asked if they could identify the gender of the participant who provided them with feedback (see Figure E17)
- The final exit questionnaire on gender discrimination and gender performance on the task (see Figure E13).

Figure E22. Writer instructions with edit choice.



Instructions for part two

Please read the instructions carefully.

Evaluation

We showed the essay you wrote in part one to 10 Prolific participants, the evaluators. Their task was to independently evaluate the quality of your essay and give it a grade from 1 (lowest) to 5 (highest).

Your **final grade** is the average grade across the 10 evaluators.

Feedback

One of the 10 evaluators was chosen at random to give you feedback about your essay. You will be shown this feedback. You will also see your essay **as seen by the evaluator**. You will be asked some questions after seeing your feedback.

Alias

Recall, to maintain anonymity in part one you chose the alias **Heather**.

Bonus payment

Your essay's final grade has been compared to the final grade of 9 other essays.

- If your essay is **one of the top three** essays, you will receive a **£4.00** bonus payment.
- If your essay is **one of the bottom seven** essays, you will receive a **£1.00** bonus payment.

Note: If needed, ties will be broken randomly.

Option to edit

After you read your feedback, you will have the option to **edit your essay**. Namely, you will have 5 minutes to make any changes you want. Note that evaluators knew that you would face this option when they wrote your feedback

If you choose to edit, your essay will be **re-evaluated** by 10 new evaluators and given a **new final grade**. Then, your bonus payment will be calculated as described above but comparing your **new final grade** with the **original final grades** of the **9 other essays**.

Whether you choose to edit your essay or not, your **bonus payment will be paid in a few days** once all the edited essays have been re-evaluated. Your £4.00 completion fee will be paid today.

Understanding questions
Please answer the understanding questions.

Which of the following statements is **true**?

- The evaluator chosen to give me feedback was chosen at random.
- The evaluator chosen to give me feedback was chosen based on the score they gave me.

If you **edit you essay**, which of the following statements is **true**?

- It will be re-evaluated but it won't be compared to other essays.
- It will be re-evaluated by comparing it to the 9 other essays your essay was originally compared to.
- It will be re-evaluated by comparing it to 9 other essays that have also been edited.

Which of the following statements is **true**?

- My bonus payment will be paid immediately after completion of part two.
- My bonus payment will be paid within a few days whilst edited essays are re-evaluated.

Figure E23. Writer feedback with edit choice.

Below is the screen the evaluators saw when they graded your essay.

Written by Heather

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Feedback on your essay

Below is feedback on your essay from one evaluator, please read it.

Dear Heather,

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Editing choice

Would you like to edit your essay?

Yes.

No.

Note, whether you choose to **edit** your essay or **not to edit** your essay, your **bonus payment** will be **paid in a few days once all the edited essays** have been **re-evaluated** and the bonus payments for them have been determined. There will be no delay in the payment for the completion of the study.

You will **not** be able to see this page again once you continue to the next page.

Figure E24. Writer screen if they chose to edit.

Edit essay

Recall that Evaluators will be asked to judge essays based on their **accuracy** and **detail**, **flow** and **structure**, **creativity** and **engagement**, and **spelling** and **grammar**.

Please edit your essay, inspired by the above picture, in the provided text box. You have up to 5 minutes to complete this task. Once the time is up, the next page will be loaded automatically and any text that is in the text box will be submitted as your essay. The essay must be between 500 to 5000 characters (about 100 to 1000 words).

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Characters remaining: 4554

0445

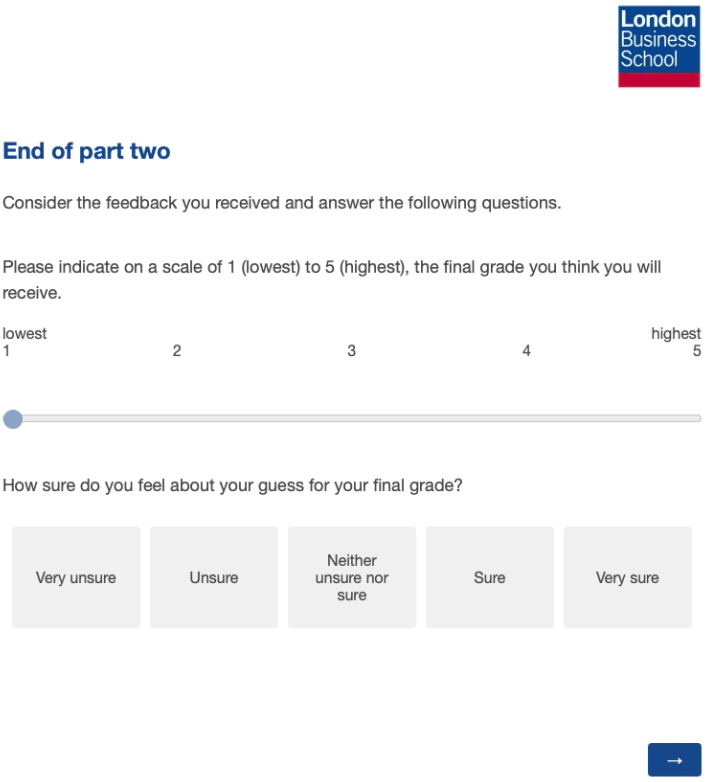
Feedback on your essay

The feedback on your essay from one evaluator.

Dear Heather,

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Figure E25. Writer posterior grade belief if they chose to edit.



E.3. Evaluators: Part 2

Before participating in the study, participants were required to provide their consent. Of 1685 participants, only one did not consent and two had a malfunction which meant no grade data was collected as they did not see the study materials and so were dropped, leaving us with 1682 participants who consented. Participants were informed of the £4 show-up fee and the possibility of a bonus payment. The exact instructions seen by the participants in Part 2 of the study varied by treatment assignment.

Part 2: No-Feedback treatment

Below is a summary of of the screenshots seen by evaluators in the *No-Feedback* treatment. They show:

- The instructions with details of the essay grading task and their bonus payment (see Figure E26).
- The first set of understanding questions (see Figure E27). If participants did not select the correct answers, they were informed of this, re-shown the instructions, and required to correctly answer a slight variation of the question they had previously answered incorrectly. Of the 1682 participants who consented across all treatments, this occurred for 38 participants. If they were unable to answer correctly again, they were removed from the study. This happened to only 5 of the 35 participants.
- The treatment specific instructions and understanding question, where they were told they would provide a grade report i.e. feedback that would not be shared with the writer (see Figure E28). As before if participants did not select the correct answer, they had another similar question to answer. This occurred for 5 participants with 1 unable to answer correctly and so removed from the study.
- An example of an essay evaluation screen, where the essay and alias are disclosed and the grade is chosen (see Figure E29). Participants could download the grading criteria by clicking on the underlined blue text below the essay. The participant could go back and forth between the ten essays they graded and amend their grades if they desired. After the tenth essay, they were shown a page which informed them that if they proceeded to the next page, they could no longer amend their grades. The order of the essay was randomized to avoid any possible ordering effects impacting the grades.
- The screen to write the grade report, where they were shown the essay again, reminded of the grade they had previously chosen (see Figure E30). The essay was assigned at random from the group of 10 essays they had previously seen.
- An exit questionnaire on gender discrimination and gender performance on the task (see Figure E31).
- A series of demographic questions (see Figure E1).

Figure E26. Evaluator instructions.

Instructions

We now proceed with the instructions.

Your job in this study is to **evaluate the quality of 10 essays** written by other Prolific participants. We will refer to them as the **writers**.

All the writers were shown the same picture and had up to 15 minutes to write an **original essay inspired by it**. You will see the same picture they saw.

Your job is to objectively evaluate each essay and give it a grade ranging from 1 (unsatisfactory) to 5 (outstanding). You will see the essays sequentially, but you will be able to go back and adjust your grades if you deem it necessary.

Grading criteria

You should **base your evaluation on these 4 criteria**. You do not have to memorize them as you will see them when you read the essays:

- **Accuracy and detail**: How well does the content of the essay represent the picture? Does the essay contain specific details from the picture?
- **Flow and structure**: How well written is the essay? Is there a reasonable structure to the content of the essay. Does the essay connect points so that there is a logical flow from one idea to the next?
- **Creativity and engagement**: Is there creative use of language? Is the essay engaging to read?
- **Spelling and grammar**: Is the essay written in complete sentences following standard rules of grammar? Is the essay free of spelling errors and typos?

Bonus payment

Your grade for each essay will be compared to the grades given by 9 other participants who graded the same essay.

For each essay, you will receive **£0.50 if your grade matches the most common grade of the other 9 participants**

For example, suppose that an essay was given the following grades:

- 0 other participants gave a grade of 5
- 1 other participant gave a grade of 4
- 2 other participants gave a grade of 3
- 4 other participants gave a grade of 2
- 2 other participants gave a grade of 1

In this case, you earn the bonus payment for this essay if you graded the essay with a 2 since this is the most common grade.

Note: if there is a tie for the most common grade, you earn the bonus payment if your grade matches any of the tied grades.

Consequences of your evaluation

Your grades have consequences for the bonus payment of writers. Recall, each essay is graded by yourself and 9 other participants. The average of these 10 grades will be the writer's **final grade**.

The 10 essays you grade will form a group. The essay writers' bonus payment will be determined by their final grades within this group. The **top three** writers receive a bonus payment of **£4.00** whereas the **bottom seven** writers receive a bonus payment of **£1.00**.

Writers will be informed of whether they come in the top three or not and will be paid their bonus payments next week. They will not see the individual grades given to their essay.

Figure E27. Evaluator understanding questions.

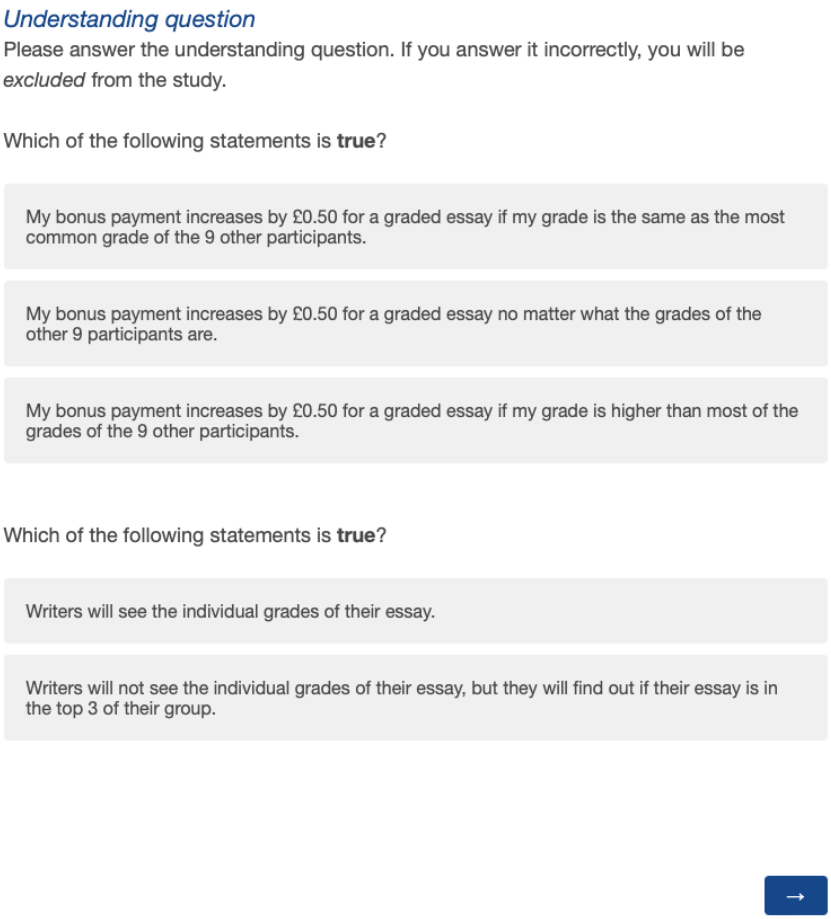


Figure E28. Evaluator *Baseline* instructions.

Grade report

After you submit your grades, you will be asked to provide a **grade report** for 1 randomly chosen essay of the 10 essays you graded.

The grade report consists of a short description, between 250 to 5000 characters (about 50 to 1000 words), of the reasons for your grade. The essay writer will **not** see your report.

Understanding question

Please answer the understanding question. If you answer it incorrectly, you will be *excluded* from the study.

Which of the following statements is **true**?

- I will write multiple grade reports and the writers will **not** see them.
- I will write multiple grade reports and the writers will see them.
- I will write one grade report and the writer will **not** see it.
- I will write one grade report and the writer will see it.

→

Figure E29. Evaluator essay evaluation page.

Essay evaluation

Written by Sophie

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Grading criteria

Indicate your grade for this essay on a scale of 1 (unsatisfactory) to 5 (outstanding).

1	2	3	4	5

Proceed to the **next essay**

Figure E30. Evaluator essay report page.

Submit your grade report

Written by Gemma

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Your grade: 5. Please provide a short description of the reasons behind your grade. Recall that Gemma will not see this report. The grade report must be between 250 to 5000 characters (about 50 to 1000 words).

Type your grade report here

Grading criteria

Figure E31. Evaluator exit questions.

End of the study

Please answer the following questions to complete the study.

While you and 9 other evaluators graded 10 essays written by men and women, more than 500 essays have been graded in this study.

On average, do you think men or women obtained a better final grade?

- Women obtained a much better final grade than men.
- Women obtained a slightly better final grade than men.
- Women and men obtained equal final grades.
- Men obtained a slightly better final grade than women.
- Men obtained a much better final grade than women.

Part 2: Feedback treatment

The *Feedback* treatment version of this study proceeded in a similar fashion to the *No-Feedback* version, except that participants were asked to provide feedback to be shared with a particular writer.

Below is a summary of of the screenshots seen by evaluators in the *No-Feedback* treatment. They show:

- The instructions with details of the essay grading task and their bonus payment (see Figure E26).
- The first set of understanding questions (see Figure E27). As mentioned in the ***Part 2: No-Feedback treatment*** participants who initially answered incorrectly had multiple attempts to get this correct before being removed from the study.
- The treatment specific instructions and understanding question, where they were told they would provide feedback feedback (see Figure E32). As before if participants did not select the correct answer, they had a another similar question to answer. This occurred for 4 participants, all were able to answer correctly and so no one was removed.
- An example of an essay evaluation screen, where the essay and alias are disclosed and the grade is chosen (see Figure E29). Participants could download the grading criteria by clicking on the underlined blue text below the essay. The participant could go back and forth between the ten essays they graded and amend their grades if they desired. After the tenth essay, they were shown a page which informed them that if they proceeded to the next page, they could no longer amend their grades. The order of the essay was randomized to avoid any possible ordering effects impacting the grades.
- The screen to write the feedback, where they were shown the essay again, reminded of the grade they had previously chosen (see Figure E33). The essay was assigned at random from the group of 10 essays they had previously seen.
- A screen with a series of questions about the feedback they wrote (see Figure E34).
- An exit questionnaire on gender discrimination and gender performance on the task (see Figure E31).
- A series of demographic questions (see Figure E1).

Figure E32. Evaluator feedback instruction page.

Feedback

After you submit your grades, you will be asked to give **feedback** to 1 randomly chosen writer of the 10 essays you graded.

Your task is to give feedback on how well you think the writer did. **Your feedback will be shown to the writer next week**. Note that a writer will receive feedback from only one evaluator.

Rules

When giving feedback, you must abide by the following rules. If you break any rule, your feedback will not be given to the writer, you will be disqualified from the study, and you will not be eligible for any payment.

- You are not allowed to use offensive or disrespectful language.
- You are not allowed to disclose the numeric grade you gave to the essay.
- Your feedback must be between 250 to 5000 characters (about 50 to 1000 words)
- To maintain your anonymity, do not reveal any personal details such as your name or where you live.

Understanding question

Please answer the understanding question. If you answer it incorrectly, you will be *excluded* from the study.

Which of the following statements is **true**?

I will give feedback to multiple writers but only one will be able to see it.

I will give feedback to multiple writers and the writers will be able to see it.

I will give feedback to only one writer but that writer will **not** be able to see it.

I will give feedback to only one writer and only that writer will be able to see it.

Figure E33. Evaluator essay feedback page.

Submit your feedback

Written by Robert

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

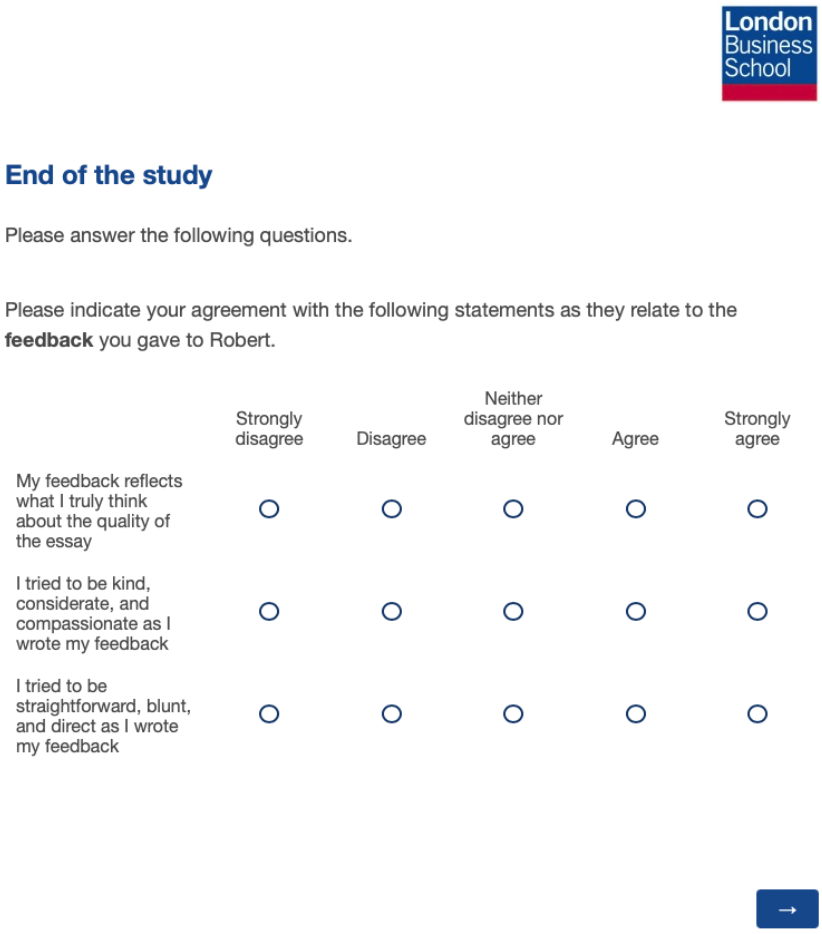
Your grade: 1. Please can you provide feedback to Robert for their essay. The feedback must be between 250 to 5000 characters (about 50 to 1000 words).

Dear Robert,

Type your feedback here

Grading criteria

Figure E34. Evaluator questions on feedback.



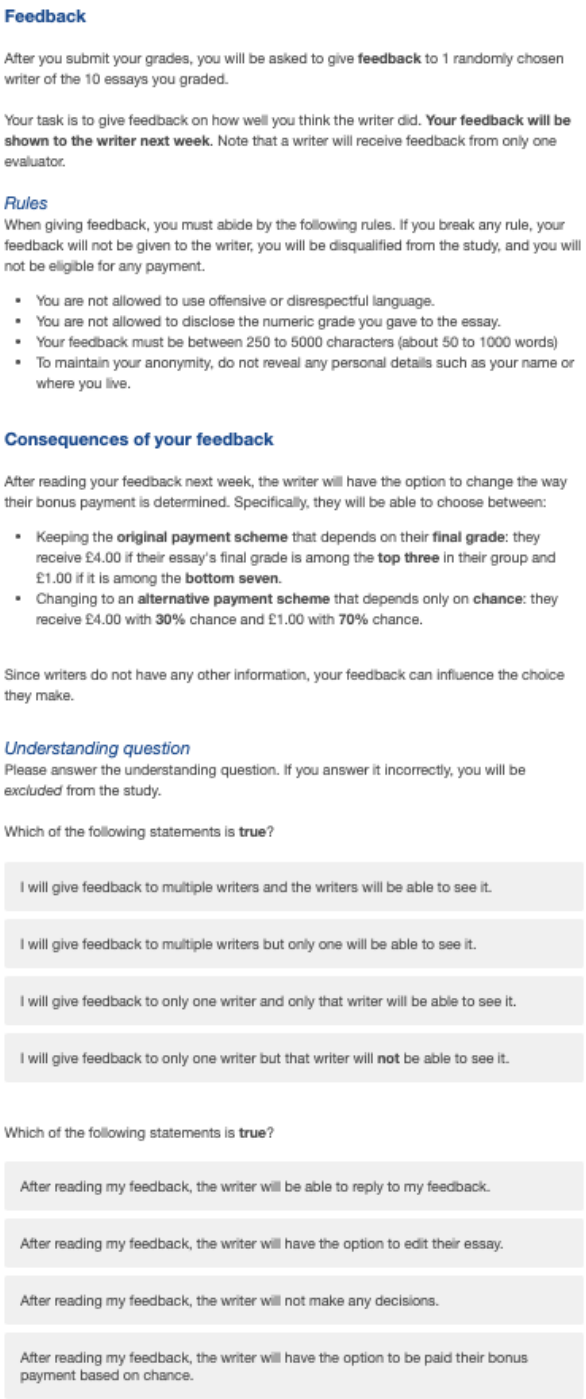
Part 2: Feedback-Compete treatment

The *Feedback-Compete* treatment version of this study continues the same as the *Feedback* version, except that participants were informed that the writer to whom they provide feedback will have the option to switch their bonus payment to a lottery.

Below is a summary of of the screenshots seen by evaluators in the *No-Feedback* treatment. They show:

- The instructions with details of the essay grading task and their bonus payment (see Figure E26).
- The first set of understanding questions (see Figure E27). As mentioned in the ***Part 2: No-Feedback treatment*** participants who initially answered incorrectly had multiple attempts to get this correct, which if they failed meant they were removed from the study.
- The treatment specific instructions and understanding questions, where they were told they would provide feedback feedback and informed about the writer's choice (see Figure E35). As before if participants did not select the correct answers, they had a second set of similar questions to answer. This occurred for 33 participants with 9 unable to answer correctly and so were removed.
- An example of an essay evaluation screen, where the essay and alias are disclosed and the grade is chosen (see Figure E29). Participants could download the grading criteria by clicking on the underlined blue text below the essay. The participant could go back and forth between the ten essays they graded and amend their grades if they desired. After the tenth essay, they were shown a page which informed them that if they proceeded to the next page, they could no longer amend their grades. The order of the essay was randomized to avoid any possible ordering effects impacting the grades.
- The screen to write the feedback, where they were shown the essay again, reminded of the grade they had previously chosen (see Figure E33). The essay was assigned at random from the group of 10 essays they had previously seen.
- A screen with a series of questions about the feedback they wrote and their guess of the choice the writer would make (see Figure E36).
- An exit questionnaire on gender discrimination and gender performance on the task (see Figure E31).
- A series of demographic questions (see Figure E1).

Figure E35. Evaluator feedback instruction page with competition choice.



Feedback

After you submit your grades, you will be asked to give **feedback** to 1 randomly chosen writer of the 10 essays you graded.

Your task is to give feedback on how well you think the writer did. **Your feedback will be shown to the writer next week.** Note that a writer will receive feedback from only one evaluator.

Rules

When giving feedback, you must abide by the following rules. If you break any rule, your feedback will not be given to the writer, you will be disqualified from the study, and you will not be eligible for any payment.

- You are not allowed to use offensive or disrespectful language.
- You are not allowed to disclose the numeric grade you gave to the essay.
- Your feedback must be between 250 to 5000 characters (about 50 to 1000 words)
- To maintain your anonymity, do not reveal any personal details such as your name or where you live.

Consequences of your feedback

After reading your feedback next week, the writer will have the option to change the way their bonus payment is determined. Specifically, they will be able to choose between:

- Keeping the **original payment scheme** that depends on their **final grade**: they receive £4.00 if their essay's final grade is among the **top three** in their group and £1.00 if it is among the **bottom seven**.
- Changing to an **alternative payment scheme** that depends only on **chance**: they receive £4.00 with **30%** chance and £1.00 with **70%** chance.

Since writers do not have any other information, your feedback can influence the choice they make.

Understanding question

Please answer the understanding question. If you answer it incorrectly, you will be *excluded* from the study.

Which of the following statements is **true**?

I will give feedback to multiple writers and the writers will be able to see it.

I will give feedback to multiple writers but only one will be able to see it.

I will give feedback to only one writer and only that writer will be able to see it.

I will give feedback to only one writer but that writer will **not** be able to see it.

Which of the following statements is **true**?

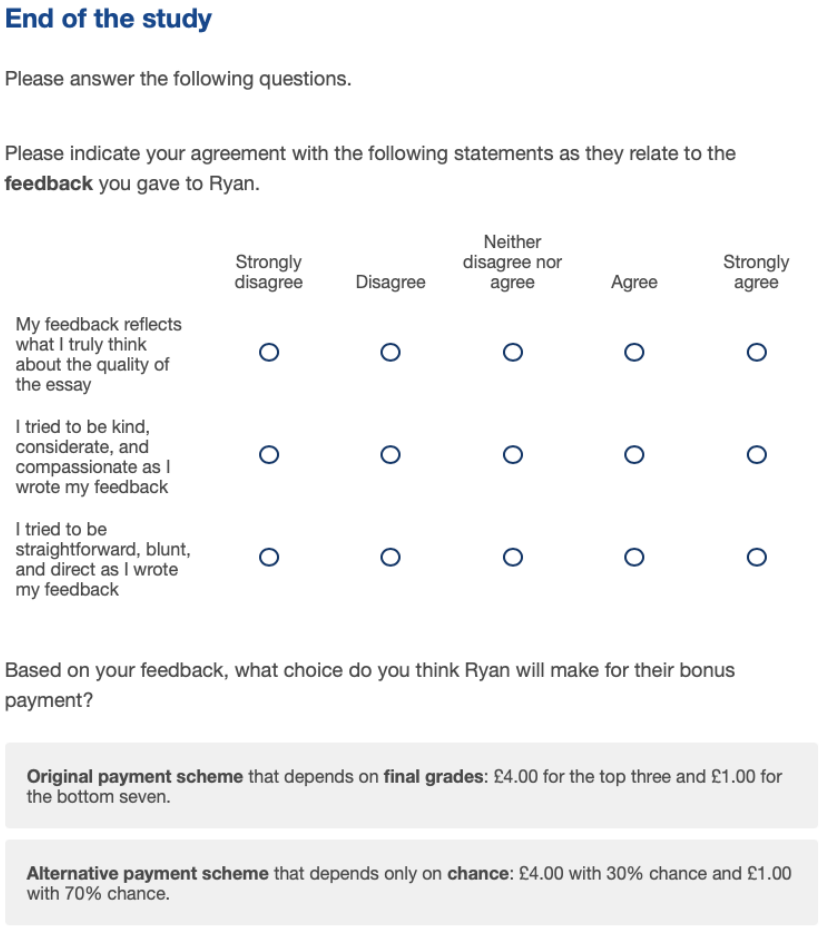
After reading my feedback, the writer will be able to reply to my feedback.

After reading my feedback, the writer will have the option to edit their essay.

After reading my feedback, the writer will not make any decisions.

After reading my feedback, the writer will have the option to be paid their bonus payment based on chance.

Figure E36. Evaluator questions on feedback with competition choice.



End of the study

Please answer the following questions.

Please indicate your agreement with the following statements as they relate to the **feedback** you gave to Ryan.

	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
My feedback reflects what I truly think about the quality of the essay	○	○	○	○	○
I tried to be kind, considerate, and compassionate as I wrote my feedback	○	○	○	○	○
I tried to be straightforward, blunt, and direct as I wrote my feedback	○	○	○	○	○

Based on your feedback, what choice do you think Ryan will make for their bonus payment?

Original payment scheme that depends on **final grades**: £4.00 for the top three and £1.00 for the bottom seven.

Alternative payment scheme that depends only on **chance**: £4.00 with 30% chance and £1.00 with 70% chance.

Part 2: Feedback-Compete-Hidden treatment

The *Feedback-Compete-Hidden* treatment version of this study proceeded exactly the same as the *Feedback-Compete* version, except that participants were not shown the alias of the essay writer.

Below is a summary of of the screenshots seen by evaluators in the *No-Feedback* treatment. They show:

- The instructions with details of the essay grading task and their bonus payment (see Figure E26).
- The first set of understanding questions (see Figure E27). As mentioned in the ***Part 2: No-Feedback treatment*** participants who initially answered incorrectly had multiple attempts to get this correct, which if they failed meant they were removed from the study.
- The treatment specific instructions and understanding questions, where they were told they would provide feedback feedback and informed about the writer's choice (see Figure E35). As before if participants did not select the correct answers, they had a second set of similar questions to answer. This occurred for 33 participants with 12 unable to answer correctly and so were removed.
- An example of an essay evaluation screen, where the essay is disclosed but not the alias, also the grade is chosen (see Figure E37). Participants could download the grading criteria by clicking on the underlined blue text below the essay. The participant could go back and forth between the ten essays they graded and amend their grades if they desired. After the tenth essay, they were shown a page which informed them that if they proceeded to the next page, they could no longer amend their grades. The order of the essay was randomized to avoid any possible ordering effects impacting the grades.
- The screen to write the feedback, where they were shown the essay again, reminded of the grade they had previously chosen (see Figure E38). Note that unlike in *Feedback-Compete* the alias was not disclosed. The essay was assigned at random from the group of 10 essays they had previously seen.
- A screen with a series of questions about the feedback they wrote and their guess of the choice the writer would make, unlike the other treatments the alias was not disclosed (see Figure E39).
- An exit questionnaire on gender discrimination, gender performance on the task, and guessing the gender of the writer (see Figure E40).
- A series of demographic questions (see Figure E1).

Figure E37. Evaluator essay evaluation page with gendered alias not revealed.

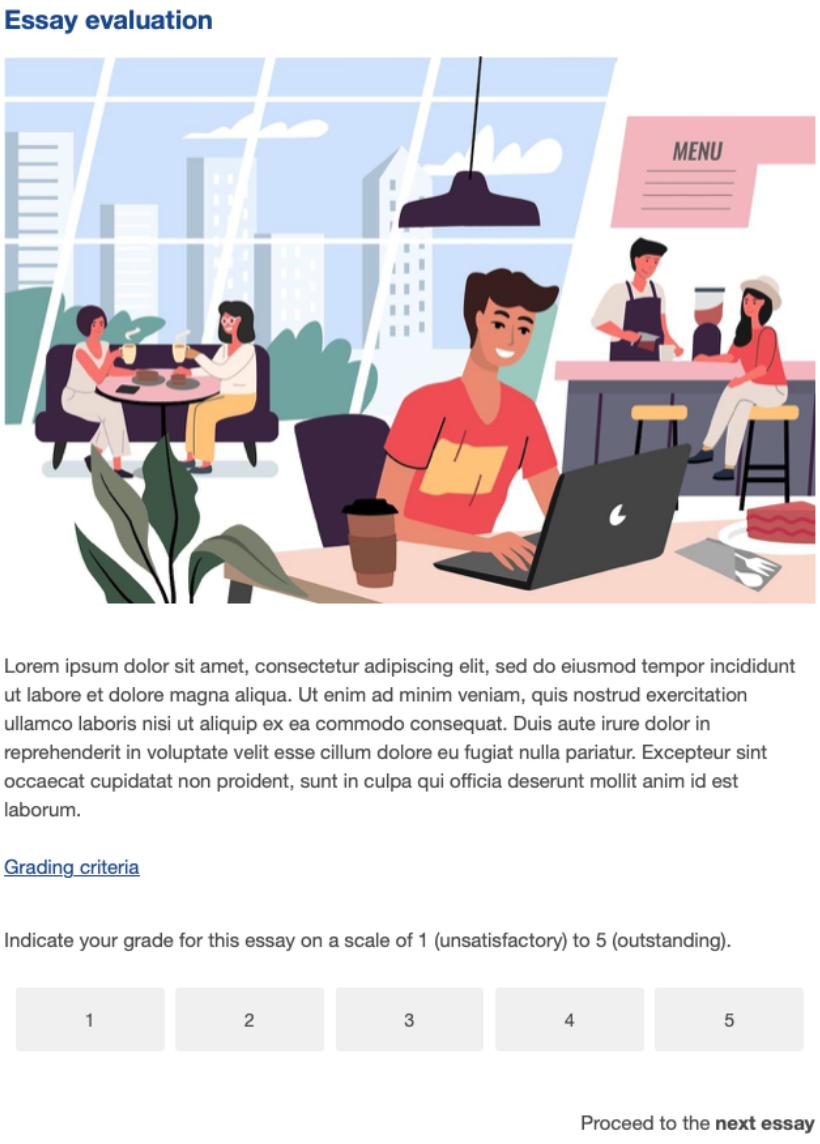


Figure E38. Evaluator essay feedback page with gendered alias not revealed.

Submit your feedback

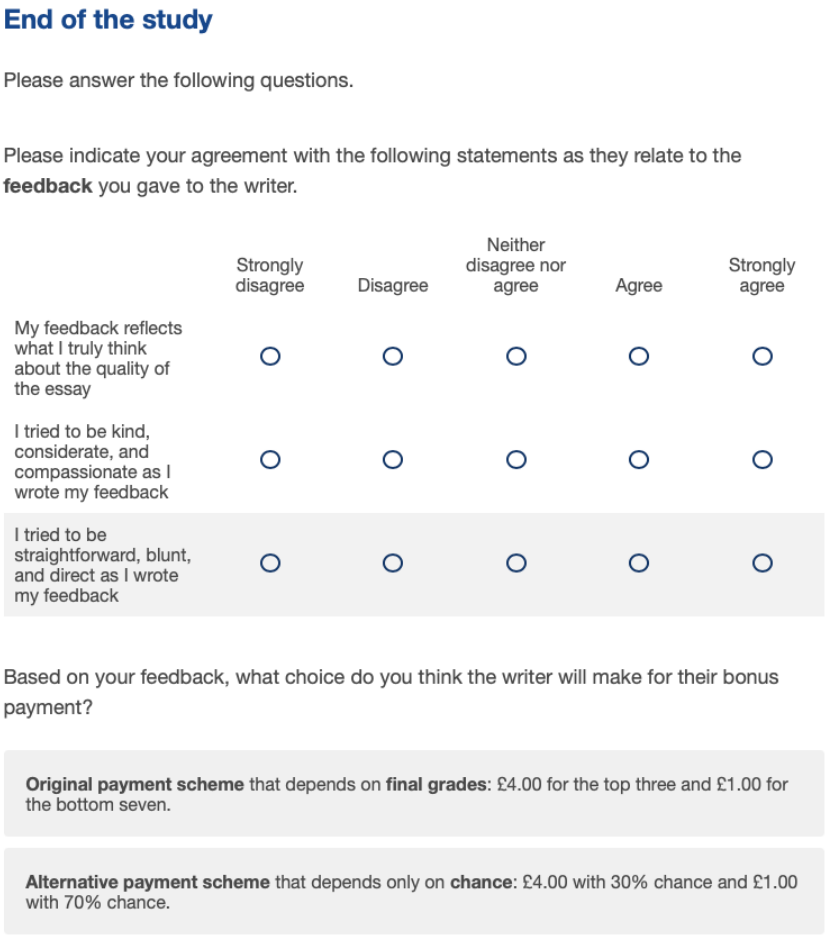
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

Your grade: 4. Please can you provide feedback to the writer for their essay. The feedback must be between 250 to 5000 characters (about 50 to 1000 words).

Type your feedback here

Grading criteria

Figure E39. Evaluator questions on feedback with competition choice and gendered alias not revealed.



End of the study

Please answer the following questions.

Please indicate your agreement with the following statements as they relate to the **feedback** you gave to the writer.

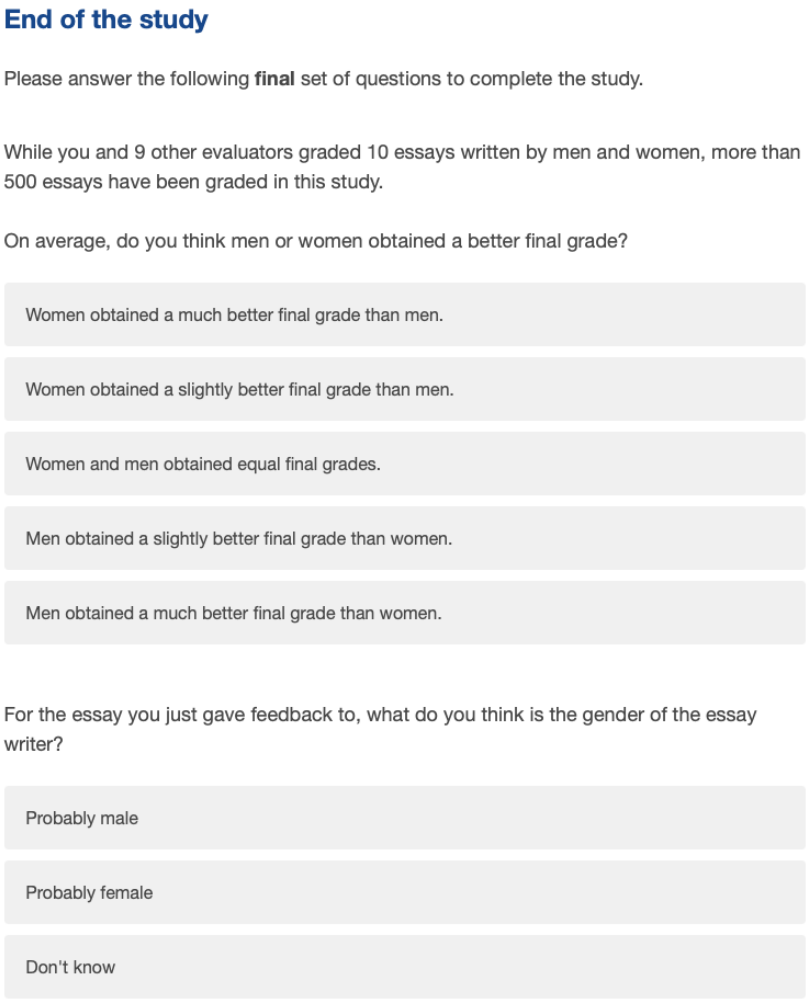
	Strongly disagree	Disagree	Neither disagree nor agree	Agree	Strongly agree
My feedback reflects what I truly think about the quality of the essay	○	○	○	○	○
I tried to be kind, considerate, and compassionate as I wrote my feedback	○	○	○	○	○
I tried to be straightforward, blunt, and direct as I wrote my feedback	○	○	○	○	○

Based on your feedback, what choice do you think the writer will make for their bonus payment?

Original payment scheme that depends on **final grades**: £4.00 for the top three and £1.00 for the bottom seven.

Alternative payment scheme that depends only on **chance**: £4.00 with 30% chance and £1.00 with 70% chance.

Figure E40. Evaluator exit questions with gendered alias not revealed.



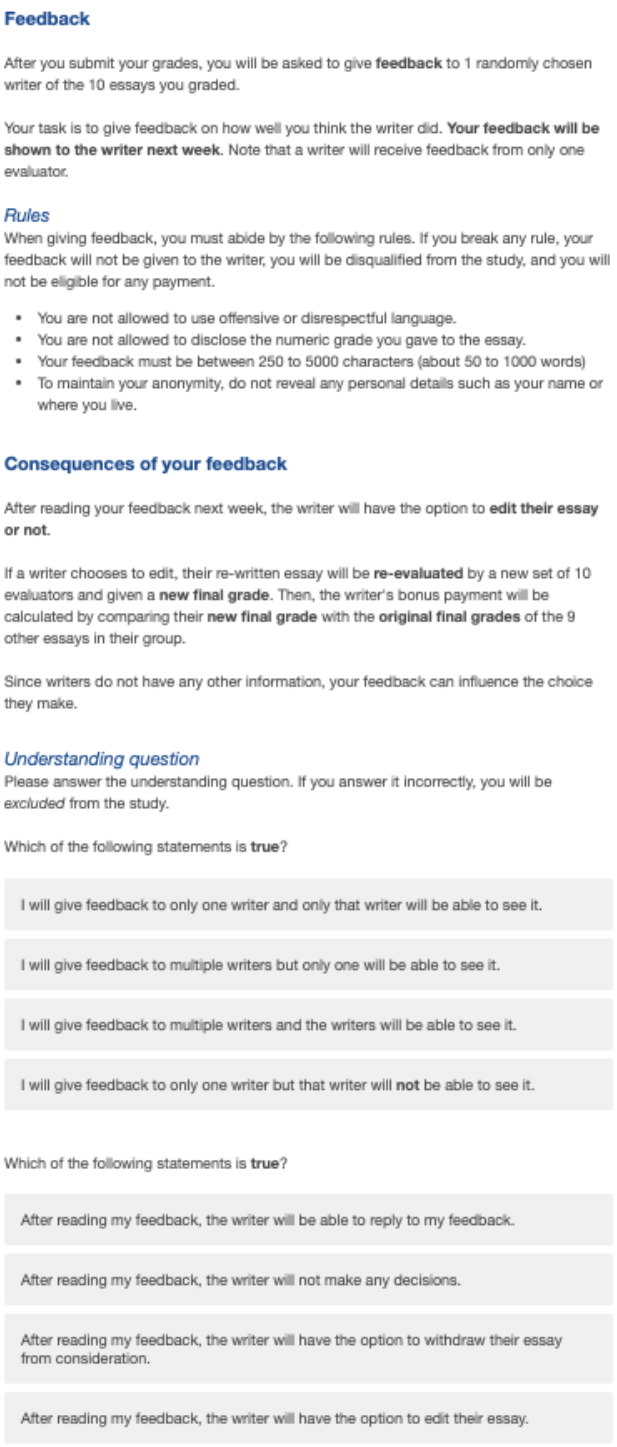
Part 2: Feedback-Edit treatment

The *Feedback-Edit* treatment version of this study proceeded the same as the *Feedback* version, except that participants were informed that the writer they provide feedback to will have choice to edit their essay and have it re-evaluated.

Below is a summary of of the screenshots seen by evaluators in the *No-Feedback* treatment. They show:

- The instructions with details of the essay grading task and their bonus payment (see Figure E26).
- The first set of understanding questions (see Figure E27). As mentioned in the ***Part 2: No-Feedback treatment*** participants who initially answered incorrectly had multiple attempts to get this correct, which if they failed meant they were removed from the study.
- The treatment specific instructions and understanding questions, where they were told they would provide feedback feedback and informed about the writer's choice (see Figure E41). As before if participants did not select the correct answers, they had a second set of similar questions to answer. This occurred for 17 participants with 4 unable to answer correctly and so were removed.
- An example of an essay evaluation screen, where the essay and alias are disclosed and the grade is chosen (see Figure E29). Participants could download the grading criteria by clicking on the underlined blue text below the essay. The participant could go back and forth between the ten essays they graded and amend their grades if they desired. After the tenth essay, they were shown a page which informed them that if they proceeded to the next page, they could no longer amend their grades. The order of the essay was randomized to avoid any possible ordering effects impacting the grades.
- The screen to write the feedback, where they were shown the essay again, reminded of the grade they had previously chosen (see Figure E33). The essay was assigned at random from the group of 10 essays they had previously seen.
- A screen with a series of questions about the feedback they wrote and their guess of the choice the writer would make (see Figure E42).
- An exit questionnaire on gender discrimination and gender performance on the task (see Figure E31).
- A series of demographic questions (see Figure E1).

Figure E41. Evaluator feedback instruction page with edit choice.



Feedback

After you submit your grades, you will be asked to give **feedback** to 1 randomly chosen writer of the 10 essays you graded.

Your task is to give feedback on how well you think the writer did. **Your feedback will be shown to the writer next week**. Note that a writer will receive feedback from only one evaluator.

Rules

When giving feedback, you must abide by the following rules. If you break any rule, your feedback will not be given to the writer, you will be disqualified from the study, and you will not be eligible for any payment.

- You are not allowed to use offensive or disrespectful language.
- You are not allowed to disclose the numeric grade you gave to the essay.
- Your feedback must be between 250 to 5000 characters (about 50 to 1000 words)
- To maintain your anonymity, do not reveal any personal details such as your name or where you live.

Consequences of your feedback

After reading your feedback next week, the writer will have the option to **edit their essay or not**.

If a writer chooses to edit, their re-written essay will be **re-evaluated** by a new set of 10 evaluators and given a **new final grade**. Then, the writer's bonus payment will be calculated by comparing their **new final grade** with the **original final grades** of the 9 other essays in their group.

Since writers do not have any other information, your feedback can influence the choice they make.

Understanding question

Please answer the understanding question. If you answer it incorrectly, you will be *excluded* from the study.

Which of the following statements is **true**?

I will give feedback to only one writer and only that writer will be able to see it.

I will give feedback to multiple writers but only one will be able to see it.

I will give feedback to multiple writers and the writers will be able to see it.

I will give feedback to only one writer but that writer will **not** be able to see it.

Which of the following statements is **true**?

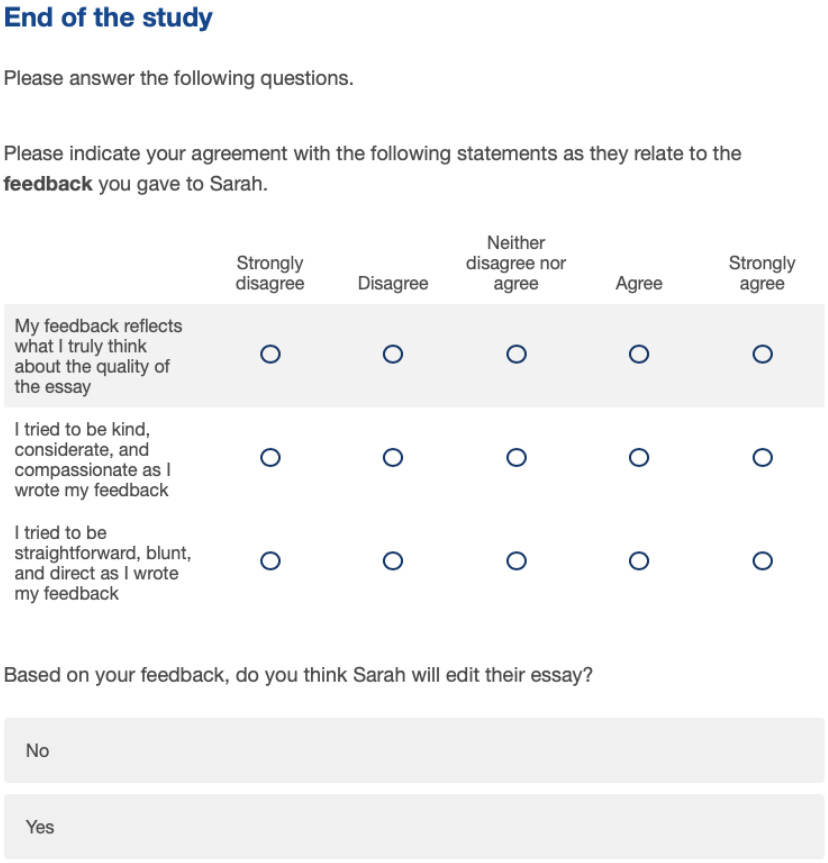
After reading my feedback, the writer will be able to reply to my feedback.

After reading my feedback, the writer will not make any decisions.

After reading my feedback, the writer will have the option to withdraw their essay from consideration.

After reading my feedback, the writer will have the option to edit their essay.

Figure E42. Evaluator questions on feedback with edit choice.



E.4. Evaluators: Re-evaluation of essays in *Feedback-Edit* treatment

Before entering the study, participants had to consent to participate in the study. All 200 participants consented. Participants were informed of the £3 show-up fee and the possibility of a bonus payment.

Below is a summary of of the screenshots seen by evaluators in the re-evaluation of essays from the *Feedback-Edit* treatment. They show:

- The instructions with details of the essay grading task and their bonus payment (see Figure E26).
- The first set of understanding questions (see Figure E27). As mentioned in the ***Part 2: No-Feedback treatment*** participants who initially answered incorrectly had multiple attempts to get this correct before being removed from the study. All 200 participants correctly answered the first round of understanding questions.
- An example of an essay evaluation screen, where the essay and alias are disclosed and the grade is chosen (see Figure E29). Participants could download the grading criteria by clicking on the underlined blue text below the essay. The participant could go back and forth between the ten essays they graded and amend their grades if they desired. After the tenth essay, they were shown a page which informed them that if they proceeded to the next page, they could no longer amend their

grades. The order of the essay was randomized to avoid any possible ordering effects impacting the grades.
- An exit questionnaire on gender discrimination and gender performance on the task (see Figure E31).
- A series of demographic questions (see Figure E1).

References

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