Introduction

Welcome!

This survey is about making decisions concerning workers who recently completed a task online. You will be asked to make decisions that will influence the earnings of these workers. Your participation is entirely voluntary, and you are free to withdraw at any time. Please note that the data collected will not contain any personally identifiable information, ensuring your anonymity is preserved throughout the process.

This survey is being conducted for the purposes of academic research. The principal investigator is Professor Marcel Preuss of Cornell University (mp2222@cornell.edu), whom you may reach out to for questions specific to the research study. Your completion of this survey is your implied consent that your anonymized responses will be used for research.

Background

Important Background Information

We are interested in people's opinions about income redistribution for individuals in settings where both chance and effort determine their

outcomes. Please read all the information carefully. It will be important for your responses to this survey.

In contrast to traditional survey questions that are about hypothetical situations, we will ask you to make choices that have consequences for a real life situation.

A few days ago, we recruited several individuals via an online marketplace to conduct an assignment. Their task was to encrypt as many 3-letter words as possible in 5 minutes.

Below is an example of one encryption.

S	F	A	N	K	B	Z	V	Y	I	M	H	J
243	358	368	681	430	888	570	401	118	680	986	433	229
R	G	L	X	O	E	U	W	C	D	Q	P	T
678	478	267	659	119	471	276	951	234	122	580	533	753

Please translate the following word into code:

JCK: [ ] [ ] [ ]

Individuals received a participation compensation of $1.50 (USD) regardless of what they were paid for the assignment.

After completing the assignment, participants were paired with one another. They were informed that their additional earnings from the assignment could be either determined by their **performance** (based on whether they solved more encryptions correctly within their pair) or by **chance** (based on a coin flip). However, they were not informed about

their earnings nor about who was the more productive of the pair (and never will).

YourTask

Participant Earnings and Your Task

You will be presented with the earnings of three pairs of participants. To start, we assign one of the participants in each pair **$6.00 (USD)** and the other one **$0.00**. For each pair, we will tell you whether these initial earnings are based on performance or chance.

You have to **decide whether to adjust these earnings**. Your decisions will have real effects because two participants will earn exactly as much as you decide.

Performance_new

In this pair, we assigned the $6.00 to the participant who completed more encryptions.

Participant ID:	5ch03y5h	91h05trl
How was the winner determined?	Performance	
Result:	Won	Lost
Unadjusted earnings:	$6.00	$0.00

You can choose whether or not to redistribute the initial earnings between

the above participants. Please choose their final, adjusted earnings.

Pay winner: **$6.00** Pay loser: **$0.00**	Pay winner: **$5.00** Pay loser: **$1.00**	Pay winner: **$4.00** Pay loser: **$2.00**	Pay winner: **$3.00** Pay loser: **$3.00**	Pay winner: **$2.00** Pay loser: **$4.00**
○	○	○	○	○

◀ ▓▓▓▓▓▓▓▓▓▓ ▶

Thank you, your response was recorded.

When you are ready, please continue to the next decision.

Luck_new

In this pair, we randomly assigned the $6.00 to one of the participants by using a coin flip.

Participant ID:	hi390ep8	72hevogk
How was the winner determined?	Coin Flip	
Result:	Won	Lost
Unadjusted earnings:	$6.00	$0.00

You can choose whether or not to redistribute the initial earnings between the above participants. Please choose their final, adjusted earnings.

Pay winner: **$6.00** Pay loser: **$0.00**	Pay winner: **$5.00** Pay loser: **$1.00**	Pay winner: **$4.00** Pay loser: **$2.00**	Pay winner: **$3.00** Pay loser: **$3.00**	Pay winner: **$2.00** Pay loser: **$4.00**
○	○	○	○	○

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Thank you, your response was recorded.

When you are ready, please continue to the next decision.

Efficiency_new

In this pair, we randomly assigned the $6.00 to one of the participants by using a coin flip.

Participant ID:	85pjujgc	omsnauw6
How was the winner determined?	Coin Flip	
Result:	Won	Lost
Unadjusted earnings:	$6.00	$0.00

You can choose whether or not to redistribute the initial earnings between the above participants. Please choose their final, adjusted earnings.

Please be aware that for this decision (and this decision only), adjusting earnings lowers the combined income of the participants. For every $1.00 reduction in the winner's earnings, the loser's earnings increase by only $0.50. That is, there is an adjustment cost that will be subtracted from the total earnings distributed among the participants.

Pay winner: **$6.00**	Pay winner: **$5.00**	Pay winner: **$4.00**	Pay winner: **$3.00**	Pay winner: **$2.00**	
Pay loser: **$0.00**	Pay loser: **$0.50**	Pay loser: **$1.00**	Pay loser: **$1.50**	Pay loser: **$2.00**	
○	○	○	○	○	

◀ ▶

Thank you, your response was recorded.

When you are ready, please continue to the next decision.

Exit survey

Before finishing, we will ask you some questions to learn more about you and your preferences.

Please be honest with your answers. There are no right or wrong answers.

What is your sex?

○ Male

○ Female

○ Prefer not to answer

What is your age? Please select the age range that applies to you.

○ 23 years old or younger

○ 24-27 years old

○ 28-31 years old

○ 32 years old or older

○ Prefer not to answer

Where were you born?

○ USA

○ Outside USA

○ Prefer not to answer

In what region were you born?

○ Africa (e.g., Nigeria, South Africa, Egypt)

○ Western Asia (e.g., Saudi Arabia, Turkey, Iran)

○ Central Asia (e.g., Kazakhstan, Uzbekistan, Turkmenistan)

○ South Asia (e.g., India, Pakistan, Bangladesh)

○ Southeast Asia (e.g., Indonesia, Vietnam, Thailand)

○ Eastern Asia (e.g., China, Japan, South Korea)

○ Western Europe (e.g., France, Germany, United Kingdom)

○ Central Europe (e.g., Poland, Czech Republic, Hungary)

○ Eastern Europe (e.g., Russia, Ukraine, Romania)

○ North America (e.g., Canada, Mexico)

○ South America (e.g., Brazil, Argentina, Colombia)

○ Australia/Oceania (e.g., Australia, Papua New Guinea, New Zealand)

○ Prefer not to answer

Did you vote in the last elections of the country where you are eligible to vote?

○ Yes

○ No

○ Prefer not to answer

Are you planning on getting a job in the USA or abroad after finishing the program?

○ USA

○ Abroad

○ Prefer not to answer

How would you describe the financial situation of your family while you were growing up?

○ Very Comfortable (always had enough money for necessities and luxuries)

○ Comfortable (always had enough money for necessities and occasional luxuries)

○ Adequate (usually had enough money for necessities, rarely for luxuries)

○ Struggling (sometimes did not have enough money for necessities)

○ Very Difficult (frequently did not have enough money for necessities)

○ Prefer not to answer

Please indicate your level of agreement or disagreement with the following statements:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
In the long run, hard work usually brings a better life.	○	○	○	○	○
I would like to pursue a career in a Non-Profit organization.	○	○	○	○	○
Working long hours is	○	○	○	○	○

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
sometimes necessary, even if it means less time for friends and family.					
I would like to pursue a career in the Private sector.	○	○	○	○	○
Hard work doesn't generally bring success—it's more a matter of luck and connections.	○	○	○	○	○
I would like to become an entrepreneur and launch my own start-up.	○	○	○	○	○
I aspire to be a manager responsible for overseeing other employees in the future.	○	○	○	○	○
Achieving a work-life balance is more important than earning a high salary.	○	○	○	○	○
Select disagree if you are reading this.	○	○	○	○	○