

CONFIDENTIAL - FOR PEER-REVIEW ONLY

Gender Team Communication Study (#145934)

Created: 10/04/2023 04:31 PM (PT)

This is an anonymized copy (without author names) of the pre-registration. It was created by the author(s) to use during peer-review. A non-anonymized version (containing author names) should be made available by the authors when the work it supports is made public.

1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?

We are conducting a lab experiment to examine how the mode of communication (in person, text chat, voice call, or video chat) between team members affects the work dynamics of teams made of one man and one woman. Specifically, we ask how team performance, men's and women's contributions to a team task, their earnings and their feelings about themselves and their team member, depend on the mode of communication being available to them.

3) Describe the key dependent variable(s) specifying how they will be measured.

Study participants first answer 3 Family Feud style questions individually, and earn money for each correct answer. They are then randomly assigned in pairs made of one man and one woman. They play three rounds of a team task, consisting in submitting a joint (i.e., a team) answer to a Family Feud-like question. Each team member first submits an individual answer and then communicates with the matched team member. The communication phase serves to help team members reach an agreement on the joint answer that they each will have to submit to complete a round of the group task. If the answer submitted by the team is correct (among the two most popular answers provided by a separate group of college students) both members of the team receive a payoff. In addition, the team member whose answer was submitted as the "team answer" gets bonus earnings. In each round, after the communication phase is over, we ask participants whether they reached an agreement with their team member, and whether the answer they are submitting was theirs or their partner's. Failure to submit the same answer comes at a cost for both group members. Our key outcome variables are:

- a) Likelihood to reach an agreement.
- b) Team performance.
- c) Likelihood of own answer being selected as the team answer.
- d) Measures of self-confidence and of attitudes toward team member, through post-experiment survey questions.

4) How many and which conditions will participants be assigned to?

We will conduct four treatments, using a between-subject design. We vary the mode of communication that can be used by team members:

- T1: the pair will communicate in person (in the lab).
- T2: the pair will communicate via video chat (remote from location of their choice).
- T3: the pair will communicate via voice call (remote from location of their choice).
- T4: the pair will communicate via instant messaging through a free-form chat box (remote from location of their choice).

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

In order to address our research questions, we will conduct regression analyses where the primary explanatory variables will be treatment dummies (T2, T3 and T4), a dummy variable indicating whether the participant is a woman, and interaction terms between the gender indicator and the treatment dummies.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

We do not expect to exclude any participants, with the exception of subjects who stop actively responding in the online treatments.

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

We expect to collect data from 120 participants per treatment, of which half men and half women. This is guided by budgetary constraints and it is based on sample sizes used in related experiments.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

A secondary outcome of interest will be the choice of the gender of a partner a subject would like to be paired with for an additional round of the group task (which will happen with low probability). We will also conduct a post-experiment survey to measure demographic characteristics and attitudes toward the team member. Secondary analyses will explore heterogeneous effects by individual characteristics, such as age, ethnicity and field of study.