

Online Appendix

“Stability of Experimental Results: Forecasts and Evidence”

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AEJ: Micro

Online Appendix Figures 1a-e. MTurk Task, Examples of Screenshots

Online Appendix Figure 1a. Recruitment Ad on MTurk

11-12 Minutes Typing Task

Requester: Devin Pope Reward: \$1.00 per HIT HITs available: 1 Duration: 30 Minutes

Qualifications Required: HIT Approval Rate (%) for all Requesters' HITs greater than 80 ,
Number of HITs Approved greater than 50 . EP0515 has not been granted

HIT Preview

Instructions

Welcome to this 11 to 12-minute typing task.

Select the link below to complete the task. At the end of the survey, you will receive a code to paste into the box below to receive credit for taking this HIT.

You must be at least 18 years old to take this HIT.

Make sure to leave this window open as you complete the survey. When you are finished, you will return to this page to paste the code into the box.

Survey link: http://chicagobooth.az1.qualtrics.com/jfe/form/SV_bHt13D1GP2tmRdr

Provide the survey code here:

Online Appendix Figure 1b. Screenshot for Button Pushing Task, Example

On the next page you will play a simple button-pressing task. The object of this task is to alternately press the 'a' and 'b' buttons on your keyboard as quickly as possible for 10 minutes. Every time you successfully press the 'a' and then the 'b' button, you will receive a point. Note that points will only be rewarded when you alternate button pushes: just pressing the 'a' or 'b' button without alternating between the two will not result in points.

Buttons must be pressed by hand only (key-bindings or automated button-pushing programs/scripts cannot be used) or task will not be approved.

Feel free to score as many points as you can.

As a bonus, you will be paid an extra 10 cents for every 100 points that you score. This bonus will be paid to your account within 24 hours.



Press 'a' then 'b'...

Points: 302

Bonus Payout: \$ 0.30

You will be paid an extra 10 cents for every 100 points that you score.

Online Appendix Figure 1c. Screenshot for WWII 10-minute Card Coding Task, Example
Time remaining: 9 Minutes, 55 Seconds

You have completed 4 cards.

Your current bonus is \$0.02.

Please type the occupation in field 7 in the text box below.

3 you born? Sussex (Town) Delaware (State) U.S.A. (Nation)
6 If not a citizen, of what country are you a citizen or subject?
7 What is your present trade, occupation, or office? Farmer
8 By whom employed? myself

You will be paid an extra 1 cent for every 2 cards you complete. This bonus will be paid to your account two weeks from today.

Type occupation here:



Online Appendix Figure 1d. Screenshot for Extra-Cards WWII Coding Task, Example I
You have completed 3 of 40 required cards.

Please type the occupation in field 7 in the text box below.

6 you born? Near Georgetown (Town) Maryland (State) America (Nation)
7 What is your present trade, occupation, or office? Clerk in Hardware Store
8 By whom employed? Thomas R. Purnell

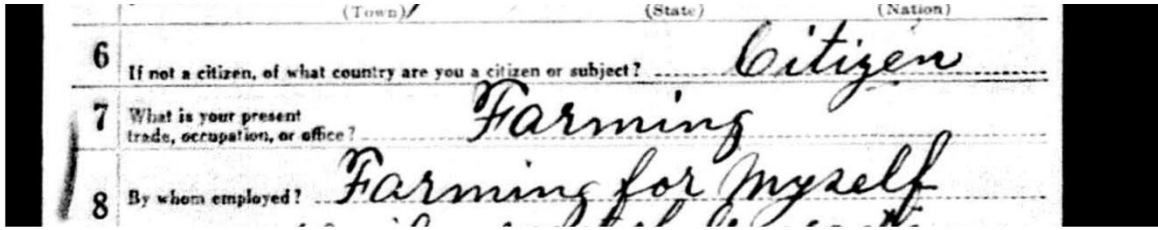
Type occupation here:



Online Appendix Figure 1e. Screenshot for Extra-Cards WWII Coding Task, Example II

You have completed 1 additional cards.

Please type the occupation in field 7 in the text box below.



A screenshot of a form with three numbered fields. Field 6 asks 'If not a citizen, of what country are you a citizen or subject?' with the handwritten answer 'Citizen'. Field 7 asks 'What is your present trade, occupation, or office?' with the handwritten answer 'Farming'. Field 8 asks 'By whom employed?' with the handwritten answer 'Farming for myself'. Above the fields are labels for '(Town)', '(State)', and '(Nation)'. The form is flanked by black bars on the left and right.

The number of additional cards you complete will not affect your payment in any way.

Please click "I'm Finished" if you want to exit the survey, or click "Continue" if you want to work on more cards.

Type occupation here:

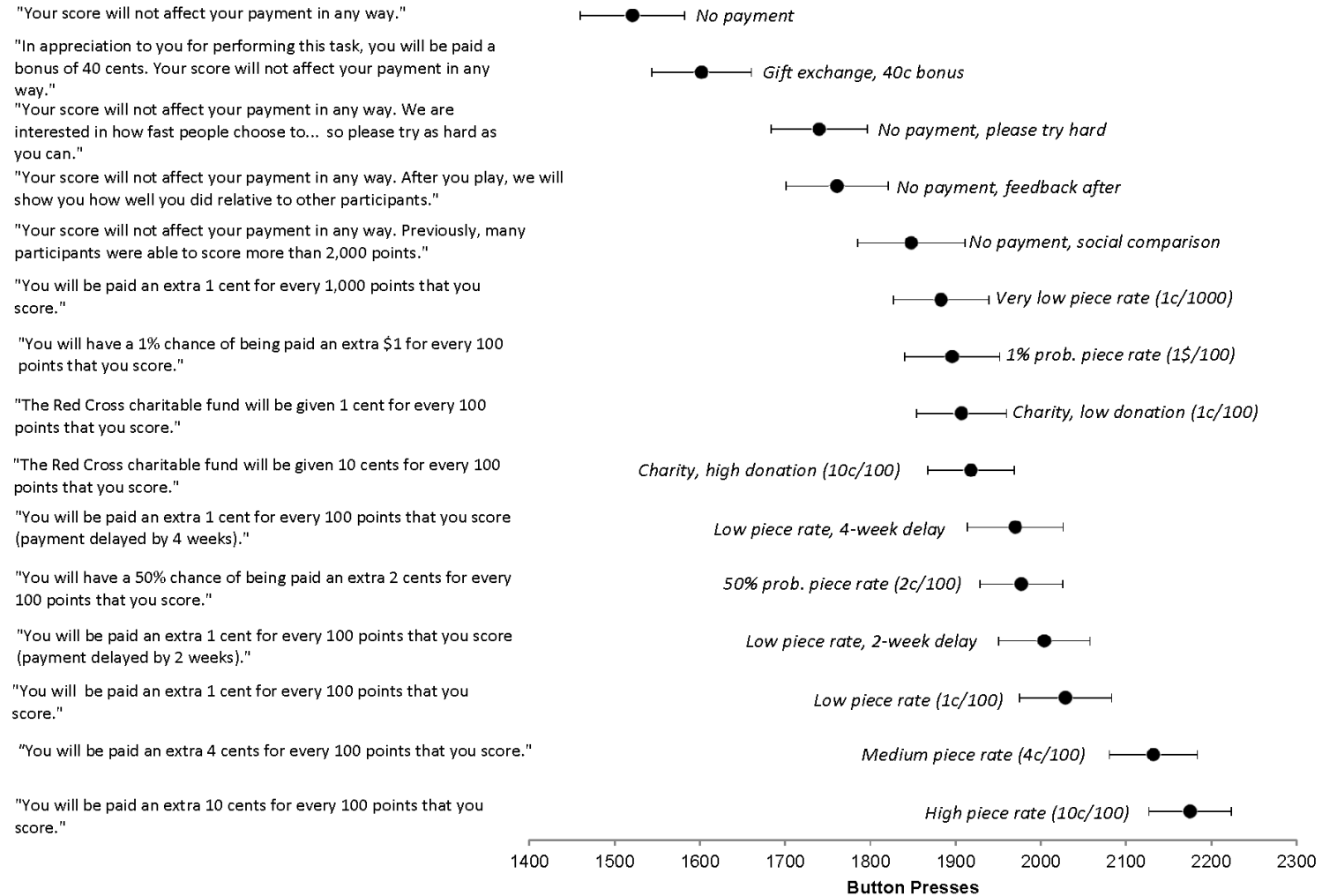
Continue

I'm Finished

Notes: Online Appendix Figures 1a-e plot excerpts of the MTurk real-effort task. Figure 1a displays the advertising for the task on MTurk, whereas the next figures display the key screen for the different experimental designs run in the 2018 experiment.

Online Appendix Figure 2. Summary of Treatments and Results from DellaVigna and Pope (2018)

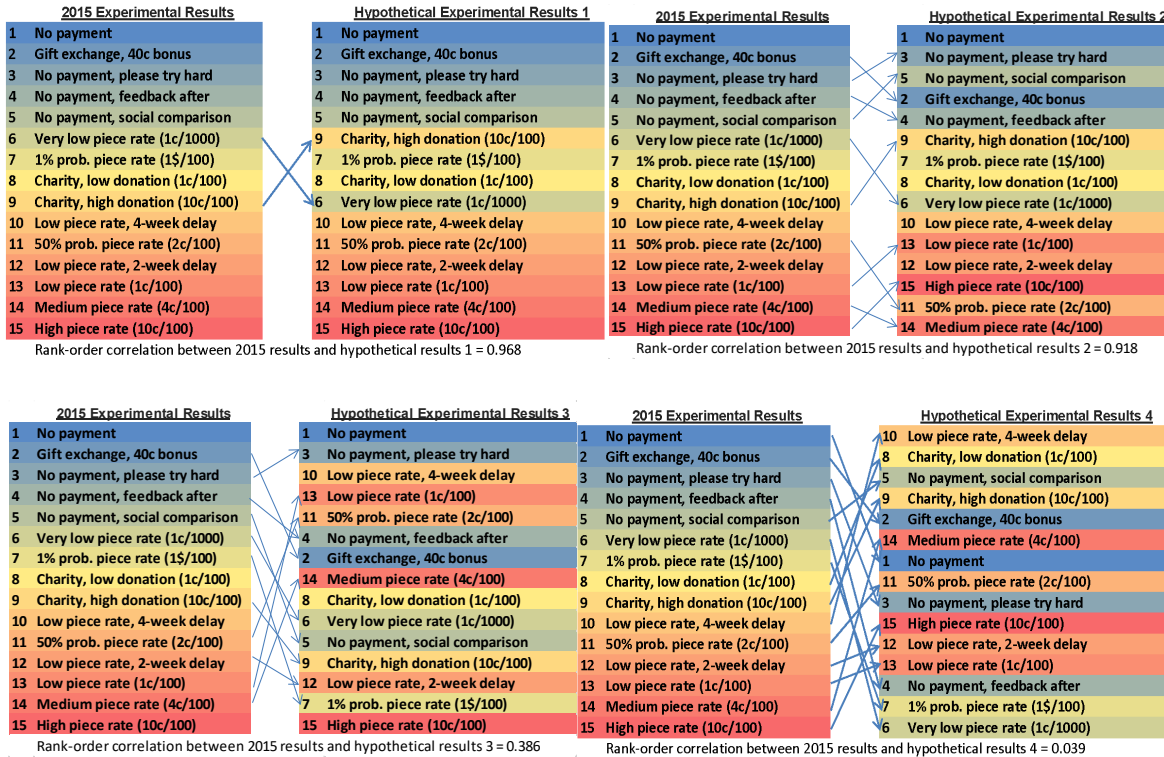
Button Presses by Treatment with 95% Confidence Intervals



Notes: The figure summarizes the key wording as well as the average effort and standard error for the mean effort in the 2015 experimental results of DellaVigna and Pope (2018a) for the 15 treatments which we replicate. This image is as presented to the forecasters.

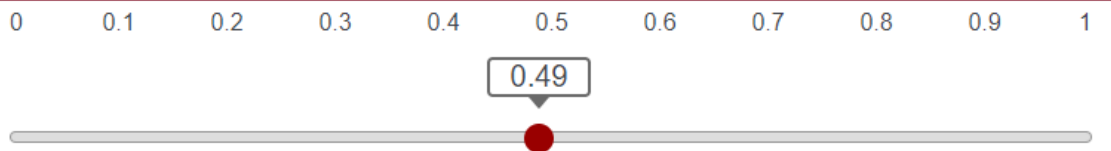
Online Appendix Figure 3. Expert Survey, Screenshots

Online Appendix Figure 3a. Examples of Rank-order Correlation Displayed to Forecasters



Online Appendix Figure 3b. Example of Slider for Expert Forecast

Prediction 1. What do you think is the rank-order correlation for the 15 treatments between the 2015 experiment and the 2018 experiment?



Notes: The figure shows two screenshots reproducing portions of the Qualtrics survey eliciting forecasts. The first screenshot reproduces the four examples of rank-order correlation as treatments change effectiveness across two versions. The second screenshot shows one of the 10 sliders that the forecasters used to make forecasts.

Online Appendix Figure 4. Distribution of Effort Across All Treatments

Online Appendix Figure 4a. 2015 MTurk Button Pushing Task

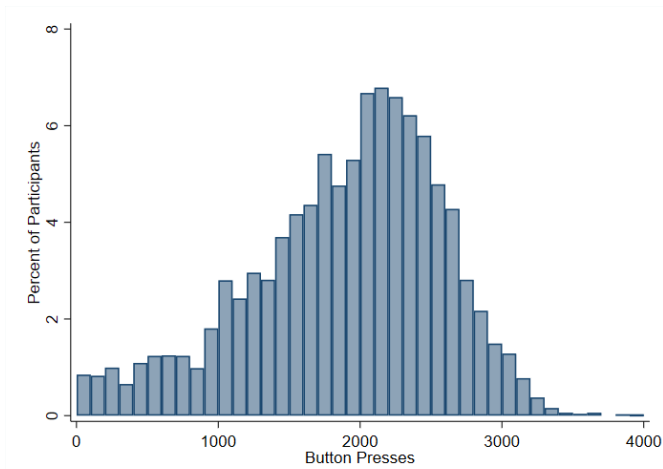


Figure 4b. 2018 MTurk Button Pushing Task

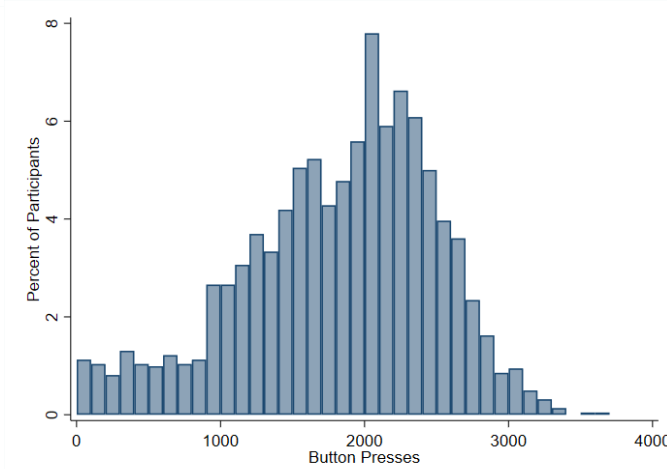


Figure 4c. 2018 10-Minute Card Coding Task

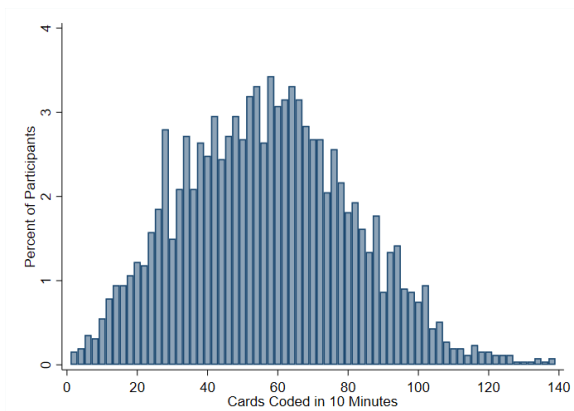


Figure 4d. 2018 Extra Card Coding Task

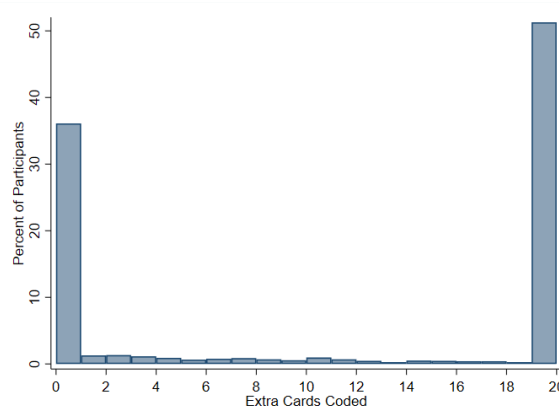
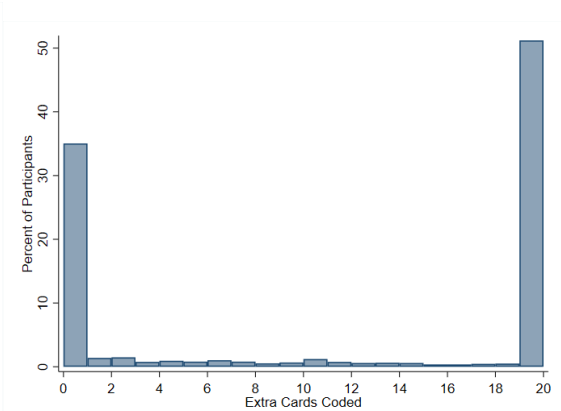
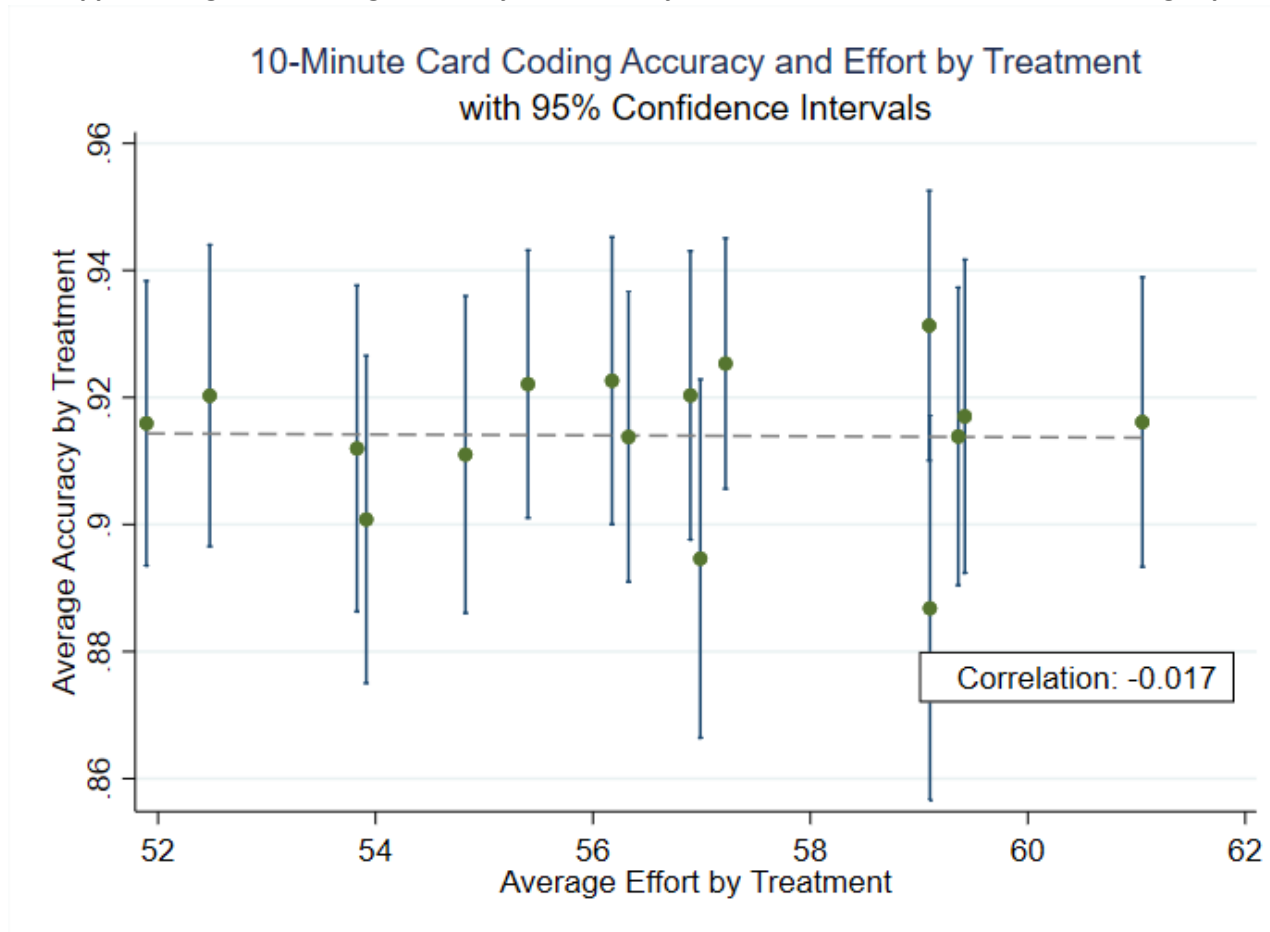


Figure 4e. 2018 Extra-Card Coding Task, No Consent



Notes: Online Appendix Figures 4a-e plot the distribution of the effort measure across the 2015 experimental results (Figure 4a) and for the four versions of the 2018 experimental results (Figures 4b-e). The distributions include all 15 treatments of focus in the paper.

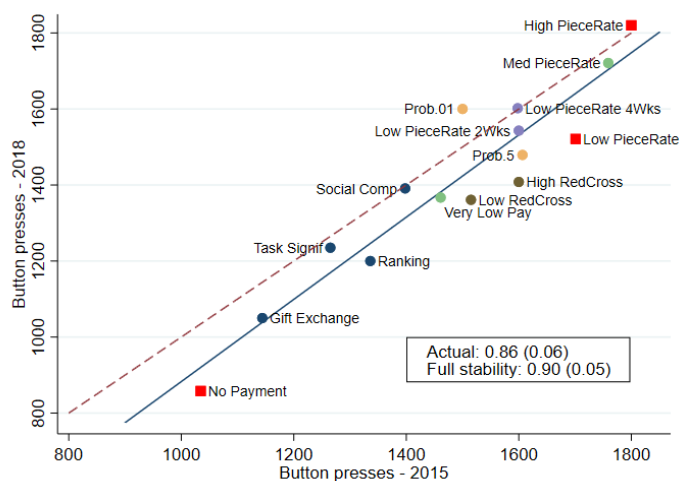
Online Appendix Figure 5. Average Accuracy and Effort by Treatment in the 10-Minute Card Coding Experiment



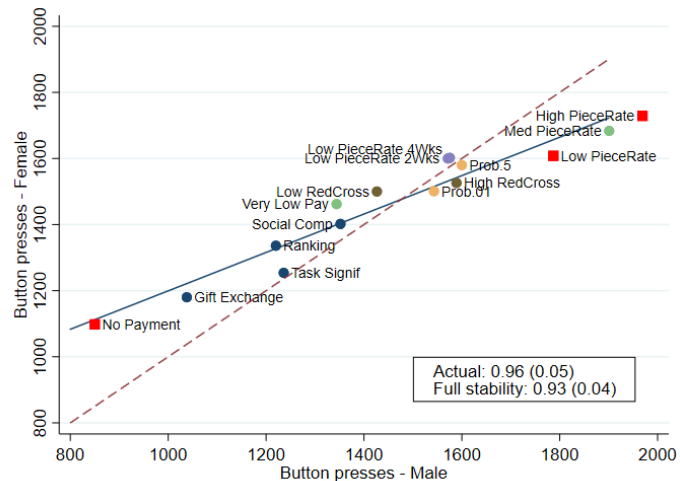
Notes: The figure displays evidence on accuracy for the 10-minute WWII coding task. The graph plots the average effort by treatment (on the x axis) against the average accuracy of coding (on the y axis). The measure of accuracy is the share of cards coded correctly, where we only considered cards for which 80% or higher of respondents provide the same answer (considering only the alphabetical letters of the responses) and cards that were formatted correctly (some cards did not have the right fields for respondents to code).

Online Appendix Figure 6. Comparison Across Versions, 25th Percentile of Effort

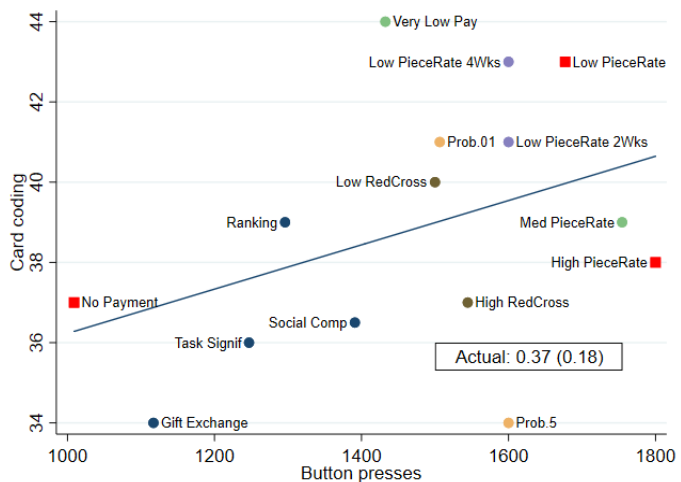
Onl. App. Figure 6a. Pure Replication, Button Pushing Task



Onl. App. Figure 6b. Impact of Demographics (Gender), Button Pushing



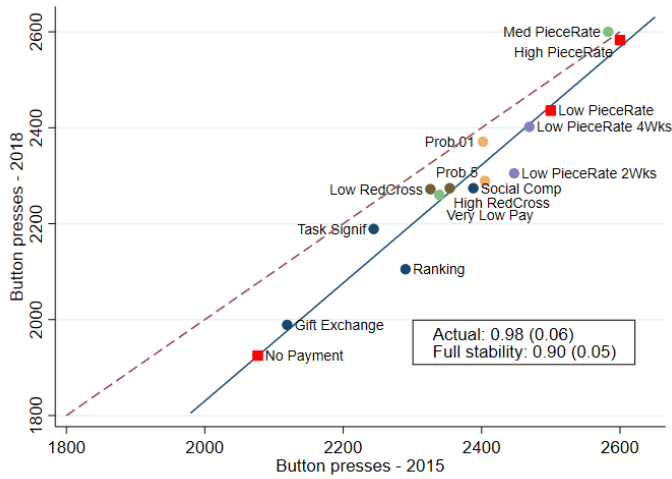
Onl. App. Figure 6c. Impact of Task



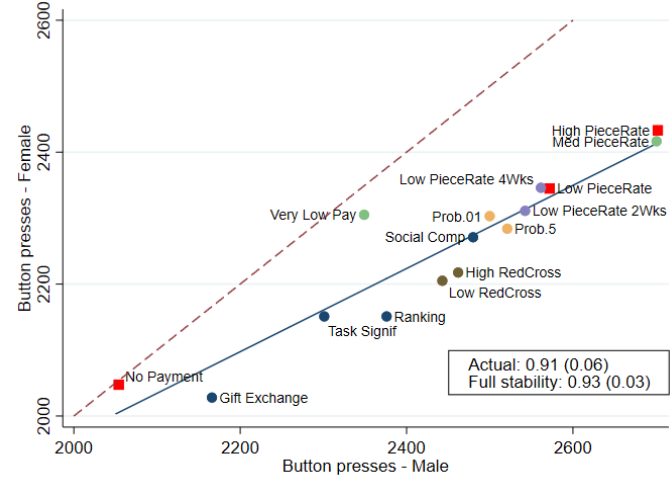
Notes: Online Appendix Figure 6a-c presents the equivalent material as in Figures 3, 4a, and 6, except that for each treatment we plot the 25th percentile of effort, instead of the mean effort as in the original figures. We do not plot these figures for comparisons involving the extra-work card task, since in this task the 25th percentile is almost always a corner solution (0 or 20), making the plot less informative.

Online Appendix Figure 7. Comparison Across Versions, 75th Percentile of Effort

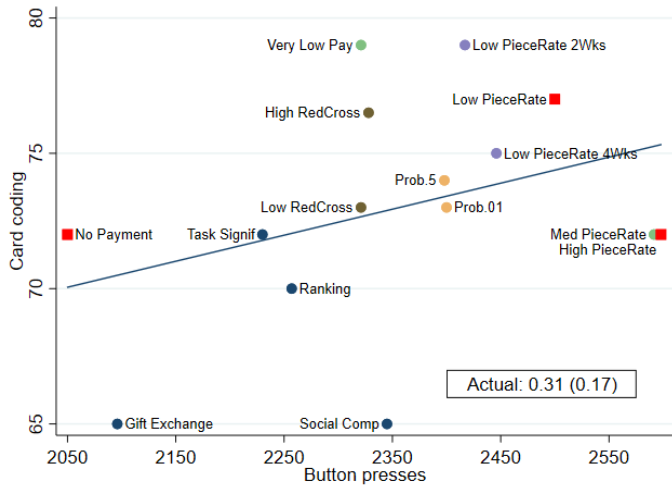
Onl. App. Figure 7a. Pure Replication, Button Pushing Task



Onl. App. Figure 7a. Impact of Demographics (Gender), Button Pushing

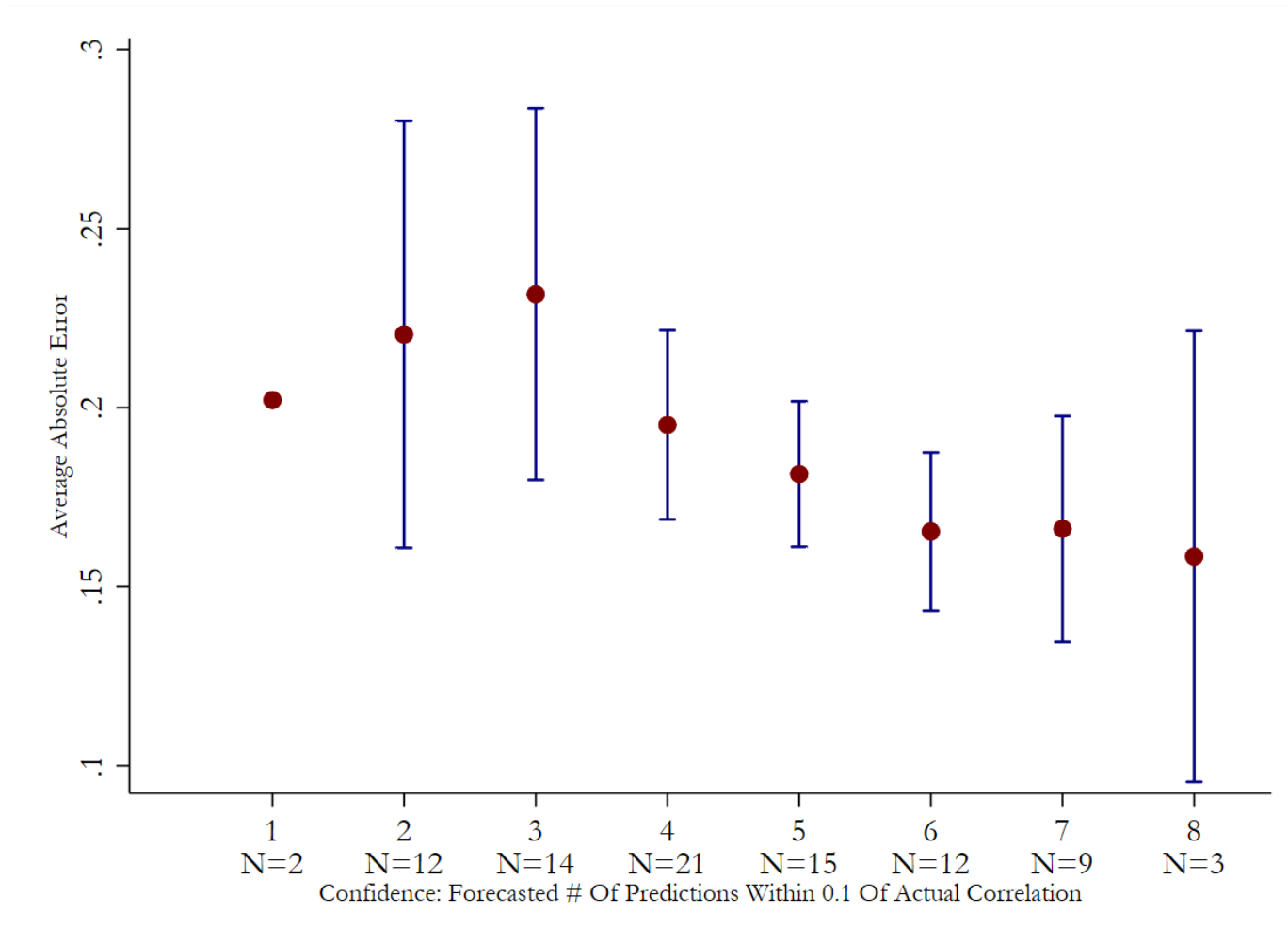


Onl. App. Figure 7c. Impact of Task



Notes: Online Appendix Figure 7a-c presents the equivalent material as in Figures 3, 4a, and 6, except that for each treatment we plot the 75th percentile of effort, instead of the mean effort as in the original figures. We do not plot these figures for comparisons involving the extra-work card task, since in this task the 75th percentile is almost always a corner solution (0 or 20), making the plot less informative.

Online Appendix Figure 8. Confidence (in the Forecast of Rank-Order Correlation) and Average Absolute Error



Notes: In the survey of forecasters, as last question we asked the expected number of forecasts of rank-order correlation which the forecasters expected to get within 0.1 of the correct answer. In the figure we plot the average absolute error in the forecast, splitting by the measure of confidence, that is, the forecast (rounded to the closest round number) of the number of “correct” predictions. The sample includes academic experts, as well as PhDs.

Online Appendix Figure 9. Revisiting the 2015 Expert Forecasts
Figure 9a. Accuracy of 2015 Forecasts vs. 2018 Forecasts

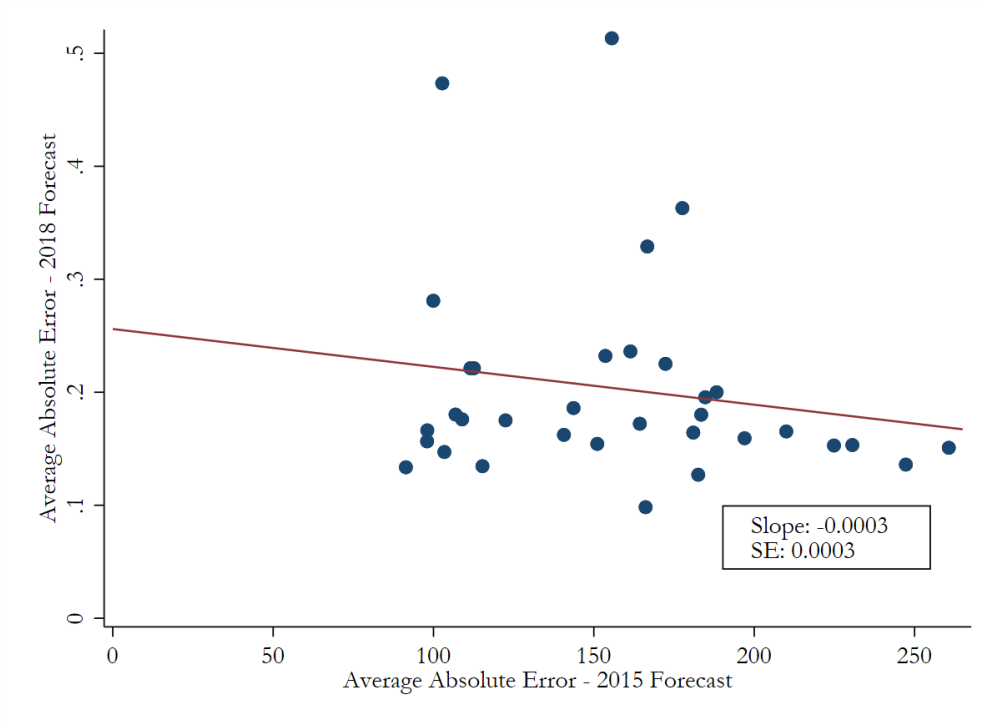
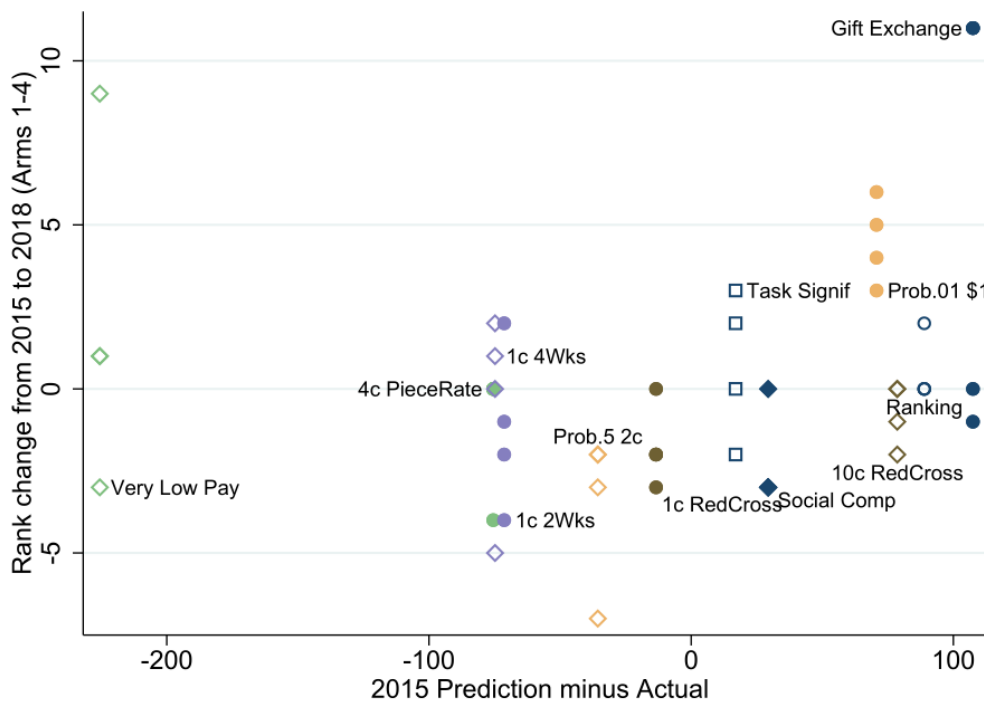


Figure 9b. Errors in 2015 Forecasts and Changes of Treatment Rank in 2018 Experiments



Notes: For the 35 individuals who made forecasts both in 2015 and in 2018, in Figure 11a we compare the accuracy of their two forecasts, displaying the average absolute error (in terms of point) in the 2015 forecasts on the x axis and the average absolute error (in terms of rank-order correlation) in the 2018 forecasts. In Figure 11b, the x axis indicates for each treatment the average forecast error in 2015, while on the y axis we plot, for each of the four 2018 new versions of the experiment, how much a treatment shifted in rank from the 2015 experiment to the 2018 experiment.

Online Appendix Table 1. Observation Counts by Treatment

		Number of Observations				
Task:		Typing Task, 10		2018 WWII Cards Coding Task		
Category	Treatment Description	2015 Exp.	2018 Exp.	10-Min	Extra Work	Extra Work, No Consent
		(1)	(2)	(3)	(4)	(5)
Piece Rate	No payment	540	137	170	158	138
	Low piece rate	558	151	175	136	157
	Medium piece rate	562	150	173	136	154
	High piece rate	566	155	174	154	145
Pay Enough or Don't Pay	Very low piece rate	538	138	167	155	143
Social Preferences: Charity	Charity, low donation	554	151	164	130	168
	Charity, high donation	549	151	168	135	160
Social Preferences: Gift Exchange	Gift exchange, 40c bonus	545	151	168	150	146
Discounting	Low piece rate, 2-week delay	544	145	164	154	145
	Low piece rate, 4-week delay	550	155	170	154	141
Risk Aversion and Probability Weighting	1% prob. Piece rate	555	145	172	147	149
	50% prob. Piece rate	568	149	165	146	147
Social Comparisons	No payment, social comparison	526	149	164	142	151
Ranking	No payment, feedback after	543	143	169	143	153
Task Significance	No payment, please try hard	554	149	174	148	149
Piece Rate + Task Significance	Low piece rate, please try hard	-	161	171	143	146
Number of Observations		8,252	2,380	2,708	2,331	2,392

Notes: The Table lists the number of observations in each treatment cell. Because treatment randomization occurred in the 2018 Extra Coding Consent (version 3) and No Consent (version 4) as one unit, the survey platform evenly presented the different treatments using all participants in these two versions. Therefore, there is a tradeoff between Column (4) and Column (5). For additional information on effort and treatments, see Table 2.

Online Appendix Table 2. Findings by Treatment: Effort in Different Versions of Experiment

		Mean Effort (s.e.)									
Task:		Buttob-Pushing a-b Typing Task									
Category	Treatment Wording	Male	Female	College	No College	Young (= <30)	Old (30+)	USA	India	First 5 Mins	Last 5 Mins
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Piece Rate	No payment	1451 (46)	1520 (34)	1403 (37)	1602 (42)	1516 (42)	1461 (36)	1502 (31)	1371 (66)	734 (16)	759 (14)
	Low piece rate	2094 (40)	1957 (30)	1964 (33)	2080 (36)	2060 (35)	1964 (33)	2057 (26)	1743 (68)	1008 (14)	1008 (12)
	Medium piece rate	2258 (35)	2022 (29)	2120 (30)	2141 (35)	2235 (33)	2022 (31)	2163 (25)	1833 (71)	1075 (13)	1055 (12)
	High piece rate	2280 (36)	2076 (26)	2104 (30)	2251 (31)	2258 (30)	2067 (31)	2228 (22)	1750 (69)	1101 (12)	1068 (11)
Pay Enough or Don't Pay	Very low piece rate	1857 (45)	1873 (31)	1824 (37)	1916 (36)	1953 (37)	1778 (35)	1901 (28)	1577 (74)	903 (16)	964 (13)
Social Preferences: Charity	Charity, low donation	1931 (39)	1834 (28)	1855 (31)	1910 (37)	1944 (34)	1813 (32)	1890 (26)	1789 (65)	943 (14)	937 (12)
	Charity, high donation	1974 (37)	1838 (29)	1862 (31)	1954 (34)	1953 (34)	1852 (31)	1926 (25)	1728 (64)	962 (14)	939 (12)
Social Preferences: Gift Exchange	Gift exchange, 40c bonus	1564 (45)	1582 (31)	1509 (35)	1664 (39)	1635 (42)	1521 (33)	1580 (29)	1533 (71)	788 (15)	787 (13)
Discounting	Low piece rate, 2-week delay	2044 (41)	1952 (28)	1942 (33)	2051 (35)	2105 (36)	1896 (31)	2030 (26)	1734 (67)	1001 (14)	993 (12)
	Low piece rate, 4-week delay	2003 (43)	1931 (30)	1891 (35)	2060 (36)	2029 (38)	1898 (33)	2006 (27)	1676 (65)	985 (14)	979 (13)
Risk Aversion and Probability Weighting	1% prob. Piece rate	1977 (39)	1854 (31)	1856 (34)	1985 (35)	1978 (37)	1851 (33)	1971 (26)	1557 (64)	946 (15)	968 (12)
	50% prob. Piece rate	2018 (39)	1899 (26)	1887 (31)	2022 (32)	2016 (34)	1886 (29)	1981 (24)	1629 (65)	983 (13)	970 (12)
Social Comparisons	No payment, social comparison	1884 (45)	1787 (34)	1765 (38)	1922 (40)	1927 (40)	1744 (38)	1845 (31)	1755 (77)	920 (16)	914 (14)
Ranking	No payment, feedback after	1761 (43)	1712 (32)	1687 (37)	1793 (39)	1813 (40)	1662 (36)	1748 (30)	1548 (73)	869 (15)	868 (13)
Task Significance	No payment, please try hard	1758 (42)	1684 (32)	1629 (35)	1832 (37)	1789 (39)	1643 (34)	1740 (28)	1565 (72)	862 (15)	856 (12)
Piece Rate + Task Significance	Low piece rate, please try hard	2065 (85)	2049 (50)	2011 (64)	2106 (65)	2178 (62)	1910 (65)	2131 (49)	1686 (125)	1038 (23)	1019 (26)
Number of Observations		4,754	5,878	5,927	4,705	5,300	5,332	8,926	1,247	10,632	10,632

Notes: The Table presents the average output for each treatment cel, split by the dimensions listed in the column headings. See Table 2 for more information.

Online Appendix Table 3. Accuracy in the 2018 Card-Coding Task

Category	Treatment Wording	10-Minute Card Coding	Required Cards, Pooled	Extra Cards, Pooled
		(1)	(2)	(3)
	No payment	0.912 (0.013)	0.928 (0.009)	0.920 (0.018)
Piece Rate	Low piece rate	0.914 (0.012)	0.912 (0.010)	0.922 (0.014)
	Medium piece rate	0.925 (0.010)	0.921 (0.009)	0.936 (0.011)
	High piece rate	0.914 (0.012)	0.896 (0.011)	0.884 (0.016)
Pay Enough or Don't Pay	Very low piece rate	0.916 (0.012)	0.919 (0.009)	0.898 (0.02)
Social Preferences: Charity	Charity, low donation	0.920 (0.012)	0.932 (0.008)	0.906 (0.017)
	Charity, high donation	0.895 (0.014)	0.920 (0.009)	0.929 (0.015)
Social Pref: Gift Exchange	Gift exchange, 40c bonus	0.916 (0.011)	0.928 (0.009)	0.934 (0.013)
Discounting	Low piece rate, 2-week delay	0.917 (0.013)	0.922 (0.01)	0.920 (0.015)
	Low piece rate, 4-week delay	0.887 (0.015)	0.906 (0.01)	0.899 (0.017)
Risk Aversion and Probability Weighting	1% prob. Piece rate	0.931 (0.011)	0.929 (0.009)	0.943 (0.011)
	50% prob. Piece rate	0.901 (0.013)	0.914 (0.01)	0.920 (0.015)
Social Comparisons	No payment, social comparison	0.920 (0.012)	0.909 (0.010)	0.896 (0.019)
Ranking	No payment, feedback after	0.922 (0.011)	0.918 (0.009)	0.921 (0.016)
Task Significance	No payment, please try hard	0.911 (0.013)	0.927 (0.009)	0.922 (0.016)
Piece Rate + Task Significance	Low piece rate, please try hard	0.923 (0.012)	0.918 (0.009)	0.904 (0.016)
Number of Observations		2,706	4,723	3,026
Average Accuracy		0.914 (0.003)	0.919 (0.002)	0.916 (0.004)
Prob > F		0.736	0.477	0.188

Notes: The Table presents the average accuracy of coding of occupation in WWII cards. The accuracy is defined as follows: We consider only cards for which 80% or higher of respondents provide the same answer (considering only the alphabetical letters of the responses) and cards that were formatted correctly (some cards did not have the right fields for respondents to code). This restricts the sample from 3,353 cards to 2,588 cards. Restricting the analysis to such cards, we compute the share of cards that an individual computed correctly, and then average across the individuals in a treatment. Column 1 refers the 10-minute card-coding experiment, Column 2 refers to the required-cards experiment, and Column 3 refers to the coding of the extra cards.

Online Appendix Table 4. Comparison Across Designs, Alternative Measures

Category	Version Comparison	Correlations Across Versions		Pairwise Comparisons of Treatments (out of 105 Possible Comparisons)			Average Difference From Baseline No-piece Rate Treatment	
		Rank-Order Correl.	Pearson Correl.	Same Direction	Same Direction and Stat. Sig.	Opposite Direction and Stat. Sig.	Log Points	Z-score
		(1)	(2)	(3)	(4)	(5)	(6)	(7)
<i>Pure Replication</i>	2015 AB Task vs. 2018 AB Task	0.91 (0.04)	0.97 (0.02)	96	67	1	0.07 (0.04)	0.13 (0.07)
<i>Demographics</i>	Male vs. Female	0.96 (0.04)	0.98 (0.02)	100	68	0	0.10 (0.03)	0.12 (0.06)
	College vs. No College	0.97 (0.04)	0.97 (0.02)	98	67	0	0.07 (0.03)	0.09 (0.05)
	Young vs. Old	0.98 (0.04)	0.98 (0.02)	101	70	0	0.04 (0.03)	0.08 (0.05)
<i>Geography/Culture</i>	US vs. India	0.65 (0.11)	0.78 (0.09)	82	29	2	0.07 (0.03)	0.20 (0.06)
<i>Task</i>	AB Task vs. Card Coding	0.59 (0.14)	0.55 (0.14)	75	19	1	0.19 (0.04)	0.49 (0.09)
<i>Output</i>	Extensive Cards vs. Intensive Cards	0.27 (0.17)	0.21 (0.17)	62	7	3	0.21 (0.06)	0.23 (0.05)
	Extensive Cards vs. AB Task	0.65 (0.07)	0.63 (0.07)	82	47	8	0.16 (0.03)	0.37 (0.07)
	AB Task: First 5 min vs. Last 5 min	0.97 (0.03)	0.98 (0.01)	101	74	0	0.04 (0.02)	0.04 (0.02)
<i>Ecological validity</i>	Cards: Consent vs. No Consent	0.84 (0.09)	0.92 (0.04)	89	47	0	0.16 (0.08)	0.15 (0.07)
<i>Correlation of Alternative Measure with Rank-Order Correl. Measure</i>			0.98	0.99	0.95	-0.54	-0.80	-0.65

Notes: The Table presents alternative measures of stability of experimental results for the version comparisons of Table 2, comparing to the benchmark measure, rank-order correlation reproduced in Column 1. In Columns 3-5 we compare each of the 15 treatments to all other treatments, yielding 105 comparisons, Column 3 reports the treatment comparisons that are in the same direction across the versions being compared, Column 4 the comparisons that are not only in the same direction, but also statistically significantly different. Column 5 reports the comparisons that are in opposite directions and statistically significant in both versions. In Columns 6 and 7 we compute differences in log points (Column 6) or z-scores (Column 7) for each treatment compared to the baseline no-piece-rate treatment, and compare that measure across versions. The last row presents the correlation of the measures in Columns 2-7 with the benchmark measure, across the ten version comparisons.

Online Appendix Table 5. Stability Across Designs: Rank-Order Correlations

Category	Design Comparison	25th Percentile		75th Percentile	
		Full Stability w/ Noise	Actual	Full Stability w/ Noise	Actual
		(1)	(2)	(3)	(4)
<i>Pure Repl.</i>	2015 AB Task vs. 2018 AB Task (n=8,252; n=2,219)	0.90 (0.05)	0.86 (0.06)	0.90 (0.05)	0.98 (0.06)
	Male vs. Female (n=4,686; n=5,785)	0.93 (0.04)	0.96 (0.05)	0.93 (0.03)	0.91 (0.06)
<i>Demogr., Typing Task</i>	College vs. No College (n=5,842; n=4,629)	0.93 (0.04)	0.94 (0.07)	0.93 (0.03)	0.92 (0.05)
	Young (= <30) vs. Old (30+) (n=5,259; n=5,212)	0.93 (0.04)	0.93 (0.05)	0.93 (0.03)	0.90 (0.06)
	<i>Geogr./ Culture</i>	US vs. India (n=8,803; n=1,225)	0.85 (0.08)	0.71 (0.16)	0.85 (0.07)
<i>Task</i>	AB Task vs. 10-min Card Coding (n=10,471; n=2,537)	-	0.37 (0.18)	-	0.31 (0.17)
	10-min Cards vs. Extra Cards (n=2,537; n=2,188)	-	-	-	-
<i>Output</i>	Extra Cards vs. AB Task (n=2,188; n=2,219)	-	-	-	-
	AB Task: First 5 min vs. Last 5 min (n=10,471)	0.95 (0.03)	0.93 (0.05)	0.96 (0.02)	0.97 (0.04)
<i>Consent</i>	Cards: Consent vs. No Consent (n=2,188; n=2,246)	-	-	-	-

Notes: The Table lists the 10 design changes to the experiment which constitute the focus of the paper. For example, in row 1 we compare the estimate of effort in the 15 treatments in the button pushing task, comparing the results in 2015 versus in 2018. We report the actual rank-order correlation, as well as the results under a full-stability benchmark (see Table 2). These results differ from the benchmark ones in Table 2 because we compute the effort estimate using the 25th and 75th percentile of effort instead of the mean effort. We do not report these measures of comparisons involving the extra-work task in which the 25th or 75th percentile effort is typically a corner solution (0 or 20).

Onl. App. Table 6. Structural Estimates, Additional Specifications

Category	Parameters	Button Pushing	Demographics,		2018 WWII
		Task, 10 Min	Typing, Pooled '15-'18		Cards Coding
		2015 + 2018	USA	India	Extra Work,
		Pooled Exp.			Pooled
		(1)	(2)	(3)	(4)
Incidental Parameters	Curvature of Cost of Effort γ	0.015 (0.003)	0.013 (0.003)	*	0.051 (0.010)
	Implied Elasticity	0.036 (0.008)	0.039 (0.008)	*	0.384 (0.074)
	Level of Cost of Effort k	-34.591 (6.619)	-32.312 (5.879)	*	-3.954 (0.934)
	Baseline Motivation s	3.7e-04 (7.5e-04)	5.6e-04 (0.001)	*	0.137 (0.085)
	Pay Enough or	Δs_{CO}	-1.2e-04 (0.087)	0.021 (0.098)	*
Social Pref. Parameters	Pure Altruism α	0.005 (0.008)	0.007 (0.008)	*	0.008 (0.017)
	Warm Glow a	0.117 (0.100)	0.097 (0.085)	*	0.241 (0.139)
Social Pref.: Gift Exch.	Δs_{GE}	0.001 (0.002)	0.001 (0.002)	*	0.857 (0.245)
Discounting	$Beta$	1.021 (0.888)	0.954 (0.818)	*	0.995 (0.674)
	$Delta$ (Weekly)	0.803 (0.210)	0.849 (0.217)	*	0.789 (0.169)
Social Comparisons	Δs_{SC}	0.060 (0.058)	0.056 (0.054)	*	0.007 (0.037)
Ranking	Δs_R	0.014 (0.018)	0.015 (0.018)	*	0.056 (0.047)
Task Significance	Δs_{TS}	0.010 (0.013)	0.013 (0.016)	*	0.069 (0.050)
Probability Weighting Parameters	Pi (0.01)	0.002 (0.001)	0.003 (0.002)	*	0.008 (0.003)
	Pi (0.50)	0.168 (0.107)	0.177 (0.107)	*	0.212 (0.091)
No. of Obs.		10471	8803	*	4434
Avg effort		1880	1910.458	*	11.25
Root MSE		656.59	653.489	*	54.08
Extra Treat.: Incentive + Please try	Out-of-Sample Pred. Actual				13.13 12.069 (0.543)

Notes: The Table shows structural estimates of the incidental parameters (γ , k , and s) and psychological parameters estimated using all 15 treatments across 11 different samples. All models assume an exponential cost function. Cols (1)-(2) are estimated using nonlinear least squares for the a-b typing task, while Col 4 is estimated on the extra-work task using maximum likelihood due to censoring. Standard errors in parantheses. The structural estimates for the India sample do not converge due to the very noisy response to incentives in this subsample.