IPE IJOTB Tables

Table 1.

Information and Decision Steps by Condition (Study 1/2).

Manifest Profile	Hidden Profile
Full Information	Partial Information
↓	↓
Final Decision Point (Pre-Intervention/Control Task)	Initial Decision Point
	Full Information
	↓
	Final Decision Point (Pre-Intervention/Control Task)
PRE-TESTING (See Table 2)	
Intervention/Control Task	
Full Information	Full Information
↓	↓
Final Decision Point (Post-Intervention/Control Task)	Final Decision Point (Post-Intervention/Control Task)
INTERVENTION/CONTROL COMPARISON POINT	

Table 2. *Pre-testing Study 1/2*

Pre-test Questions	**Pre-test.**	Study 1	Study 2
Did more participants in the MP Condition select the Optimal Candidate (A) than in the HP condition, even after viewing full candidate information?	**1**	Yes: MP = 82.89% versus HP = 39.71%, χ^2 (1, N = 144) = 31.42, p <.001, Φ = .47	Yes: MP = 80.45% versus HP = 34.51%, : χ^2 (1, N = 246) = 53.44, p <.001, Φ = -.47
Did more participants in the HP Condition select the Suboptimal Candidate (C) than in the MP condition, even after viewing full candidate information?	**2**	Yes: MP = 13.16% versus HP = 57.53%, χ^2 (1, N = 144) = 31.23, p < .001, Φ = .47.	Yes: MP = 10.53% versus HP = 58.41%, χ^2 (1, N = 246) = 63.83, p < .001, Φ = .51.
Were HP participants significantly less confident in the Optimal Candidate (A) as 'best for the job' versus MP participants, even after viewing full candidate information?	**3**	Yes: t(136.92) = 5.16, p < .001 (M_{MP} =5.55, SD = 1.45 versus M_{HP} = 4.25, SD = 1.57)	Yes: t(203.45) = 8.88, p < .001 (M_{MP} =5.74, SD = 1.32 versus M_{HP} = 3.95, SD = 1.78)
Were HP participants significantly more confident in the Suboptimal Candidate (C) as 'best for the job' versus MP participants, even after viewing full candidate information?	**4**	Yes: t(138.41) = -6.79, p < .001(M_{MP} =3.45, SD = 1.57 versus M_{HP} = 5.01, SD = 1.19)	Yes: t(244) = -6.64, p < .001. (M_{MP} =3.95, SD = 1.78 versus M_{HP} = 4.91, SD = 1.52)

Table 3.

Means (Standard Deviations) for Participant Confidence and Test results – MP Condition Only (Study 1 & 2).

Test FDP-Full(Pre) versus (Post)	MP (MS)	MP (Control)
Study 1		
Confidence in Suboptimal Candidate (C)	$t(37) = -1.26$, $p = .214$	$t(37) = .63$ $p = .534$
Confidence in Optimal Candidate (A)	$t(37) = 2.35$, $p = .024$ ($M_{MP2} = 4.89$, $SD = 1.64$ versus $M_{MP1} = 5.50$, $SD = 1.47$)	$t(37) = -.35$ $p = .729$
Study 2		
Confidence in Suboptimal Candidate (C)	$t(64) = 0.10$, $p = .921$	$t(67) = 0.50$ $p = .616$
Confidence in Optimal Candidate (A)	$t(64) = 3.93$, $p < .001$ ($M_{MP2} = 4.82$, $SD = 1.50$ versus $M_{MP1} = 5.66$, $SD = 1.29$)	$t(67) = -0.38$ $p = .704$