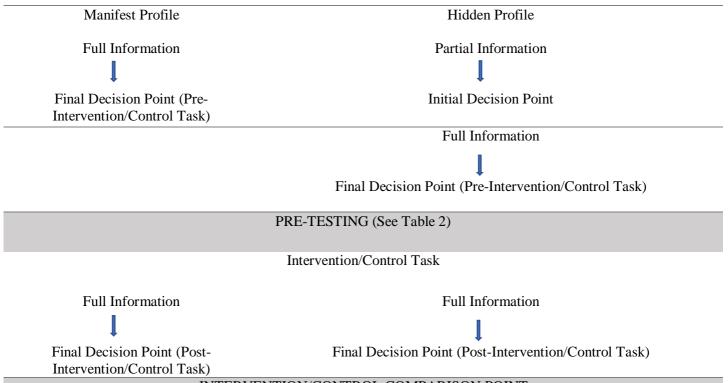
IPE IJOTB Tables

Table 1.

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



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 3	Yes: MP = 13.16% versus HP = 57.53%, χ^2 (1, $N = 144$) = 31.23, $p < .001$, $\Phi = .47$. Yes: $t(136.92) = 5.16$, $p < .001$ ($M_{MP} = 5.55$,	Yes: MP = 10.53% versus HP = 58.41%, χ^2 (1, $N = 246$) = 63.83, $p < .001$, $\Phi = .51$. Yes: $t(203.45) = 8.88$, $p < .001$ ($M_{MP} = 5.74$,
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?		$SD = 1.45 \text{ versus } M_{HP} = 4.25, SD = 1.57)$	$SD = 1.32 \text{ versus } M_{HP} = 3.95, SD = 1.78)$
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)	MP (MS)	MP (Control)
versus (Post)		
Study 1		
Confidence in	t(37) = -1.26, p = .214	t(37) = .63 p = .534
Suboptimal Candidate		
(C)		
(-)		
Confidence in Optimal	t(37) = 2.35, p = .024	t(37) =35 p = .729
Candidate (A)	$(M_{\rm MP2} = 4.89, SD = 1.64 \text{ versus})$	_
\ /	$M_{\rm MP1}$ = 5.50, SD = 1.47)	
Study 2		
Confidence in	t(64) = 0.10, p = .921	t(67) = 0.50 p = .616
Suboptimal Candidate	((·)	((),) ((),)
(C)		
(C)		
Confidence in Optimal	t(64) = 3.93, p < .001	t(67) = -0.38 p = .704
Candidate (A)	$(M_{\rm MP2} = 4.82, SD = 1.50 \text{ versus})$,,,,
Canadatic (11)	$M_{\text{MP1}} = 5.66, SD = 1.30 \text{ Versus}$	
	MMPI - 3.00, 3D - 1.29)	