


## Web Appendix A: Examples of screen shots from the laboratory experiments (Studies 1 and 2)

### Interface of Part 1



Supervisor: Hello everyone! My name is Ivan, the organizer of alumni visiting program, also the supervisor of our group discussion. Thank you all for joining our group discussion and providing your opinions. Before moving on to the discussion, please introduce yourself briefly. You may want to introduce your name, gender and general job responsibility. Please click NEXT to proceed after everyone has given an introduction.

Colleague A:  
Hi, my name is Cindy, female. I am responsible for some exchange programs with oversea universities.

Colleague B:  
Hello everyone, I am Linda, female. I am working in faculty general office currently.

You:

Colleague C:  
Hi, I am David, male. My job responsibility is mainly about student affairs.

Colleague D:  
Dear all, my name is Raymond, male. I am responsible for university logistics.

### Interface of Part 2

Here comes the third element of the T-shirt. Please select one option below:

T-shirt collar:

Please select... ▾  
Please select...  
V-shape  
round-shape

Waiting for Albert's response...

Albert chooses  
V-shape  
which he thinks is better.

Message:  
Please respond to Albert's choice before proceeding to the next element.