



Researchers (Prof Yeun Joon Kim and PhD student Yingyue (Luna) Luan) at Cambridge Judge Business School are looking for participants to take part in their social experimental studies. Your participation in the research will be of great importance for us to understand organizational behavior in organizations and to build a better work environment. At the same time, we believe that you will have great opportunities to learn academic research by participating yourselves.

In what follows, we would like to provide a brief overview of the experiment we are currently seeking participants. The experiment aims to better understand your preferences and attitudes toward **feedback**.

- After you join the participant WeChat group, you will be first asked to complete a 10-min study where we ask you to set up a username and assign you a random code. Both anonymization procedures will ensure your personal information is not recorded. **You will need to memorize both the username and the code** so that we can link your responses. After this, you will be asked to answer some questions about yourself.
- In the following week, you will receive a total of **3** survey links every other weekday. Survey links will be distributed **around 6 pm (Beijing time)** on the day and you will be asked to complete the survey by the end of that day. If you live in the UK or USA (or other places having a different time zone), **please make sure you answer the survey at the end of your day.**
- The 3 surveys will each take about 40 minutes to complete. You will be asked to reflect on your experience and attitudes toward **feedback**. Additionally, you will be presented with various scenarios and tasks. Your responses will help us gain a deeper understanding of how, when, and why **feedback** can lead to desirable or undesirable outcomes. To ensure that your responses can be tracked, please use your username and code upon completion of the survey.
- Tentative schedule: the first survey will be distributed on February 17 and the rest three will be on the 20th, 22nd, and 24th of February. However, the schedule is tentative and subject to change.

After the experiment, you will receive a **participation confirmation letter** upon completion of all 4 surveys. Prof Kim and Luna will run a 30- to 60-min Zoom session for debriefing. In this session, we will provide you with full information regarding the experiment – e.g., goals, hypotheses, and theoretical models that our experiment hopes to test. In addition, you will have

a chance to ask questions about the experiment you have participated in or questions regarding academic life.

If you are interested in taking part, or for more information, please join the **Wechat group** via the QR code below:

Group: 关于“反馈”实验的参与者微信群



Valid until 2/10 and will update upon joining group

Your participation is valuable to our research. It is also a good opportunity for you to see how research is done and participate yourselves. Thank you for your time.

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