

Appendix to

Women demand performance feedback no less than men

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(For online publication)

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Appendix A. Supplementary Results, Cognitive Test

Table A1 Descriptive statistics

	Pooled	By gender		
		Men	Women	p-value diff
Panel A: Preferences for Feedback Study				
N	995	645	350	-
Age	37.932	37.149	39.374	0.002
Race White	0.660	0.612	0.749	0.000
Race Black	0.243	0.290	0.157	0.000
Race Other/Mix	0.096	0.098	0.094	0.863
Region Northeast	0.267	0.281	0.243	0.199
Region South	0.346	0.338	0.360	0.486
Region Midwest	0.225	0.220	0.234	0.610
Region West	0.162	0.161	0.163	0.947
High school in US	0.970	0.972	0.966	0.574
Treatment Easy	0.505	0.512	0.491	0.543
Test score (Easy)	9.386	9.155	9.831	0.161
Test score (Hard)	7.247	7.305	7.146	0.629
Panel B: Beliefs Study				
N	982	489	463	-
Age 18-30	0.263	0.270	0.231	0.167
Age 31-50	0.498	0.536	0.467	0.033
Age 51+	0.237	0.190	0.302	0.000
Region Northeast	0.209	0.223	0.203	0.454
Region South	0.375	0.342	0.417	0.017
Region Midwest	0.246	0.268	0.216	0.062
Region West	0.165	0.160	0.162	0.917

Notes: Observations from the Cognitive Test studies. In the Beliefs Study, the "By gender" columns exclude observations from individuals who identify with a gender other than male or female.

Table A2 Randomization balance check across treatments

	Easy	Hard	p-value diff
Panel A: Preferences for Feedback Study			
Female	0.343	0.361	0.543
Age	37.863	38.002	0.837
Race White	0.667	0.653	0.637
Race Black	0.237	0.249	0.647
Race Other/Mix	0.096	0.097	0.926
Region Northeast	0.269	0.266	0.909
Region South	0.349	0.343	0.847
Region Midwest	0.221	0.229	0.760
Region West	0.161	0.162	0.969
High school in US	0.978	0.961	0.125
Panel B: Beliefs Study			
Female	0.476	0.497	0.520
Age 18-30	0.285	0.241	0.119
Age 31-50	0.461	0.535	0.022
Age 51+	0.254	0.220	0.215
Region Northeast	0.224	0.194	0.252
Region South	0.339	0.410	0.022
Region Midwest	0.244	0.249	0.854
Region West	0.185	0.145	0.091

Notes: Observations from the Cognitive Test studies.

Table A3 Beliefs of absolute performance

	Easy (1)	Hard (2)	Both (3)	Both (4)
Female	-1.106* (0.578)	-1.490** (0.656)	-1.265*** (0.439)	-0.897 (0.585)
Hard			-1.013** (0.460)	-0.761 (0.572)
Female x Hard				-0.728 (0.880)
Test score	0.474**** (0.061)	0.272**** (0.081)	0.417**** (0.049)	0.416**** (0.049)
Controls	Y	Y	Y	Y
N	502	493	995	995
R ²	0.1566	0.1392	0.1523	0.1528

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the participant's test score belief. Sample restricted to the easy version of the test in column (1) and the hard version of the test in column (2). Controls are age, race, region of residence, and high school in the US. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A4 Beliefs of relative performance (Rank 1 is best, 10 is worst)

Appendix A. Supplementary Results, Cognitive Test

	Easy (1)	Hard (2)	Both (3)	Both (4)
Female	0.931**** (0.227)	0.665*** (0.234)	0.780**** (0.162)	0.851**** (0.224)
Hard			0.607**** (0.153)	0.656**** (0.190)
Female x Hard				-0.140 (0.323)
Actual rank (1:best , 10:worst)	0.105*** (0.039)	0.053 (0.040)	0.083*** (0.028)	0.084*** (0.028)
Controls	Y	Y	Y	Y
N	502	493	995	995
R ²	0.0809	0.0998	0.0971	0.0973

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the participant's rank belief. Sample restricted to the easy version of the test in column (1) and the hard version of the test in column (2). Controls are age, race, region of residence, and high school in the US. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A5 Certainty in beliefs of absolute performance

	Easy (1)	Hard (2)	Both (3)	Both (4)
Female	-0.283*** (0.106)	-0.005 (0.109)	-0.137* (0.075)	-0.249** (0.103)
Hard			-0.219*** (0.072)	-0.295**** (0.087)
Female x Hard				0.222 (0.150)
Test score	-0.073**** (0.010)	-0.063**** (0.016)	-0.074**** (0.008)	-0.073**** (0.008)
Belief of test score	0.025*** (0.008)	0.051**** (0.008)	0.038**** (0.006)	0.039**** (0.006)
Controls	Y	Y	Y	Y
N	502	493	995	995
R ²	0.1566	0.1392	0.1523	0.1528

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the participant's expressed certainty in their test score belief. Sample restricted to the easy version of the test in column (1) and the hard version of the test in column (2). Controls are age, race, region of residence, and high school in the US. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A6 Certainty in beliefs of relative performance

	Easy (1)	Hard (2)	Both (3)	Both (4)
Female	-0.122 (0.112)	-0.114 (0.107)	-0.114 (0.077)	-0.109 (0.109)
Hard			-0.064 (0.071)	-0.060 (0.085)
Female x Hard				-0.010 (0.153)
Actual rank (1:best , 10:worst)	0.097**** (0.017)	0.061*** (0.019)	0.079**** (0.012)	0.079**** (0.012)
Belief of rank (1:best , 10:worst)	-0.035 (0.022)	-0.039* (0.023)	-0.037** (0.016)	-0.037** (0.016)
Controls	Y	Y	Y	
N	502	493	995	995
R ²	0.1627	0.1278	0.1382	0.1382

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the participant's expressed certainty in their rank belief. Sample restricted to the easy version of the test in column (1) and the hard version of the test in column (2). Controls are age, race, region of residence, and high school in the US. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A7 Probability that the demand for feedback fails monotonicity

	(1)
Hard	0.020 (0.022)
Female	0.007 (0.023)
Difficulty with instructions	0.035**** (0.007)
Test score	-0.008*** (0.003)
Passed attention check	-0.028 (0.032)
Unincentivized interest	-0.004 (0.009)
Controls	Y
N	995
R ²	0.0686

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from an OLS regression of an indicator that the participant's demand for feedback is nonmonotonic over all prices. *Difficulty with instructions* is the answer to the question "From 1-7, how difficult did you find the instructions of the study?" (larger value indicates greater difficulty). Controls are age, race, region of residence, and high school in the US. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A8 Demand for feedback when it is costly to receive it

	(1)	(2)
Female	0.042 (0.033)	0.054 (0.034)
Hard	-0.028 (0.033)	-0.027 (0.032)
Actual rank (1:best , 10:worst)	0.016*** (0.006)	0.015*** (0.006)
Belief of test score	0.009 (0.006)	
Certainty in test score	0.034 (0.022)	
Belief x Certainty test score	-0.001 (0.002)	
Belief of rank (1:best , 10:worst)		-0.031* (0.017)
Certainty in rank		0.015 (0.029)
Belief x Certainty in rank		0.002 (0.005)
Controls	Y	Y
N	860	860
R ²	0.0452	0.0544

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the probability that the participant chooses to receive feedback when it is costly to receive it. Controls are age, race, region of residence, high school in the US, and the order of the three questions that elicit preferences for feedback. Sample restricted to subjects with monotonic preferences for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A9 Demand for feedback when there is no cost to receive or avoid feedback

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Female	-0.012 (0.021)	0.000 (0.021)	0.001 (0.025)	0.001 (0.021)	0.006 (0.021)	0.017 (0.021)	0.018 (0.021)	0.019 (0.021)
Hard	-0.057*** (0.020)	-0.056*** (0.020)	-0.056** (0.024)	-0.056*** (0.020)	-0.048** (0.020)	-0.042** (0.020)	-0.037* (0.020)	-0.037* (0.020)
Female x Hard			-0.001 (0.042)					
Actual rank (1:best , 10:worst)				0.003 (0.004)	0.004 (0.004)	0.004 (0.004)	0.002 (0.004)	0.003 (0.004)
Belief of test score					0.003*** (0.001)			
Certainty in test sc.					0.011 (0.009)			
Belief of rank (1:best , 10:worst)						-0.019**** (0.004)	-0.017**** (0.004)	-0.018**** (0.004)
Certainty in rank						0.004 (0.010)	-0.005 (0.010)	-0.003 (0.010)
Positive influence							0.039*** (0.013)	
Negative influence								0.031** (0.012)
Controls	N	Y	Y	Y	Y	Y	Y	Y
N	860	860	860	860	860	860	860	860
R ²	0.0100	0.0264	0.0264	0.0271	0.0359	0.0530	0.0659	0.0616

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the probability that the participant chooses to receive feedback when there is no cost to receive or avoid feedback. *Positive influence* (*Negative influence*) is the first component derived from principal component analysis of the three questions on the perceived influence of better (worse) than expected feedback. Controls are age, race, region of residence, high school in the US, and the order of the three questions that elicit preferences for feedback. Columns 7-8 control in addition for the order of the questions on the influence of receiving better or worse than expected feedback. Sample restricted to subjects with monotonic preferences for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A10 Demand for feedback when it is costly to avoid it

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Female	-0.012 (0.021)	0.000 (0.021)	0.001 (0.025)	0.001 (0.021)	0.006 (0.021)	0.017 (0.021)	0.018 (0.021)	0.019 (0.021)
Hard	-0.057*** (0.020)	-0.056*** (0.020)	-0.056** (0.024)	-0.056*** (0.020)	-0.048** (0.020)	-0.042** (0.020)	-0.037* (0.020)	-0.037* (0.020)
Female x Hard			-0.001 (0.042)					
Actual rank (1:best , 10:worst)				0.003 (0.004)	0.004 (0.004)	0.004 (0.004)	0.002 (0.004)	0.003 (0.004)
Belief of test score					0.003*** (0.001)			
Certainty in test sc.					0.011 (0.009)			
Belief of rank (1:best , 10:worst)						-0.019**** (0.004)	-0.017**** (0.004)	-0.018**** (0.004)
Certainty in rank						0.004 (0.010)	-0.005 (0.010)	-0.003 (0.010)
Positive influence							0.039*** (0.013)	
Negative influence								0.031** (0.012)
Controls	N	Y	Y	Y	Y	Y	Y	Y
N	860	860	860	860	860	860	860	860
R ²	0.0100	0.0264	0.0264	0.0271	0.0359	0.0530	0.0659	0.0616

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the probability that the participant chooses to receive feedback when it is costly to avoid feedback. *Positive influence* (*Negative influence*) is the first component derived from principal component analysis of the three questions on the perceived influence of better (worse) than expected feedback. Controls are age, race, region of residence, high school in the US, and the order of the three questions that elicit preferences for feedback. Columns 7-8 control in addition for the order of the questions on the influence of receiving better or worse than expected feedback. Sample restricted to subjects with monotonic preferences for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A11 Unincentivized measure of interest in receiving feedback

	(1)	(2)	(3)	(4)	(5)
Female	0.160* (0.084)	0.322*** (0.114)	0.163* (0.085)	0.187** (0.085)	0.228*** (0.085)
Hard	-0.081 (0.080)	0.034 (0.100)	-0.082 (0.080)	-0.058 (0.080)	-0.023 (0.080)
Female x Hard		-0.323* (0.168)			
Actual rank (1:best , 10:worst)			0.013 (0.015)	0.001 (0.016)	0.006 (0.015)
Belief of test score				-0.001 (0.006)	
Certainty in test score				0.148**** (0.038)	
Belief of rank (1:best , 10:worst)					-0.054*** (0.017)
Certainty in rank					0.164**** (0.038)
Controls	Y	Y	Y	Y	Y
N	860	860	860	860	860
R ²	0.0189	0.0232	0.0200	0.0391	0.0597

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the unincentivized measure of interest in receiving feedback. Controls are age, race, region of residence, high school in the US, and the order of the three questions that elicit preferences for feedback. Sample restricted to subjects with monotonic preferences for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A12 Reported influence and generalizability of feedback

	Positive influence			Negative influence		
	Test (1)	Cognitive (2)	Life (3)	Test (1)	Cognitive (2)	Life (3)
Female	0.303* (0.172)	-0.091 (0.174)	-0.381** (0.188)	0.233 (0.182)	-0.218 (0.175)	-0.400** (0.187)
Hard	-0.301* (0.156)	-0.377** (0.162)	-0.264 (0.173)	-0.385** (0.167)	-0.434*** (0.161)	-0.373** (0.172)
Actual rank (1:best , 10:worst)	0.103**** (0.028)	0.160**** (0.030)	0.160**** (0.031)	0.075** (0.030)	0.144**** (0.029)	0.161**** (0.030)
Belief of rank (1:best , 10:worst)	-0.128**** (0.035)	-0.171**** (0.035)	-0.184**** (0.039)	-0.100*** (0.038)	-0.076** (0.036)	-0.108*** (0.038)
Certainty in rank	0.357**** (0.077)	0.508**** (0.080)	0.702**** (0.084)	0.323**** (0.082)	0.476**** (0.082)	0.676**** (0.084)
Controls	Y	Y	Y	Y	Y	Y
N	860	860	860	860	860	860
R ²	0.1295	0.2306	0.3123	0.1356	0.2114	0.3045

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS regressions of the participant's assessment of the impact feedback would have on their own evaluation of (1) their performance on the test, (2) their cognitive ability generally, and (3) their capabilities in other aspects of life. Controls are age, race, region of residence, high school in the US, and the order of the better- or worse-than-expected block of questions. Sample restricted to subjects with monotonic preferences for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A13 Demand for feedback when it is costly to receive it

	Positive influence		Negative influence	
	OLS	2SLS	OLS	2SLS
Belief of rank (1:best , 10:worst)	-0.018*** (0.006)	-0.049 (0.051)	-0.019*** (0.006)	-0.043 (0.048)
Female	0.058* (0.033)	0.082* (0.049)	0.061* (0.033)	0.080* (0.048)
Actual rank (1:best , 10:worst)	0.009* (0.006)	0.014 (0.009)	0.009* (0.006)	0.013 (0.008)
Certainty in rank	0.011 (0.015)	0.008 (0.016)	0.010 (0.015)	0.007 (0.017)
Positive influence	0.082**** (0.018)	0.066** (0.033)		
Negative influence			0.090*** (0.018)	0.082**** (0.024)
<i>First stage instrument:</i>				
Hard		0.615**** (0.161)		0.646**** (0.163)
F-stat for IV first stage		11.90		10.96
N	860	860	860	860

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Coefficient estimates from OLS and 2SLS regressions of the probability that the participant chooses to receive feedback when it is costly to receive it. 2SLS regressions use assignment to the hard version of the test as an instrument for beliefs of rank. Additional controls in all regressions are age, race, region of residence, high school in the US, the order of the three questions that elicit preferences for feedback, and the order of the better- or worse-than-expected block of questions. Sample restricted to subjects with monotonic preferences for feedback. Robust standard errors in parentheses. * p<0.1, ** p<0.05, *** p<0.01, **** p<0.001.

Correlates of demand for feedback: Beliefs about gender differences in performance

We examine in the sample of participants from the Preferences for Feedback Study whether beliefs about average gender differences in performance in the study predict demand for feedback. Table A14 replicates columns 1-6 of Table 1, including as an additional control the participant's belief about whether women or men on average performed better (a variable that can take values -2, -1, 0, 1, 2 and which we enter as a continuous variable, where the value -2 means that women outperformed men by 3 or more points, and the value 2 means that men outperformed women by 3 or more points), and the interaction of this belief with the participant's gender, exploring whether these beliefs affect the demand for feedback differently for men and women. We find zero effect for beliefs or their interaction with gender, indicating that endorsement of the stereotypical view that men outperform women in this task is not related to demand for feedback, neither for women nor for men.

Table A14 Demand for feedback when it is costly to receive it

	Positive influence		Negative influence	
	(1)	(2)	(1)	(2)
Female	0.058*	0.058*	0.061*	0.061*
	(0.033)	(0.034)	(0.033)	(0.033)
Belief gender diff	0.001	0.002	0.005	0.008
	(0.016)	(0.019)	(0.016)	(0.019)
Female x Belief gender diff		-0.005		-0.010
		(0.034)		(0.033)
Hard	-0.020	-0.020	-0.016	-0.016
	(0.032)	(0.032)	(0.031)	(0.032)
Actual rank (1:best , 10:worst)	0.009*	0.009*	0.009*	0.010*
	(0.006)	(0.006)	(0.006)	(0.006)
Belief of rank (1:best , 10:worst)	-0.017***	-0.017***	-0.019***	-0.019***
	(0.006)	(0.006)	(0.006)	(0.006)
Certainty in rank	0.011	0.011	0.010	0.010
	(0.015)	(0.015)	(0.015)	(0.015)
Positive influence	0.081****	0.081****		
	(0.018)	(0.018)		
Negative influence			0.089****	0.089****
			(0.019)	(0.019)
N	860	860	860	860
R ²	0.0792	0.0792	0.0837	0.0838

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Replication of Table 1, including as an additional control the participant's belief of whether women or men on average performed better (in column (1)), and the interaction of this belief with the participant's gender (in column (2)). Sample restricted to subjects with monotonic preferences for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A15 Beliefs of demand for feedback when it is costly to receive it (Cognitive Test)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	-0.035**** (0.007)	-0.047*** (0.017)	-0.044** (0.017)	-0.026 (0.023)	-0.044** (0.017)	-0.060** (0.024)	-0.035 (0.032)
Hard		-0.028 (0.017)	-0.027 (0.017)	-0.008 (0.025)	-0.027 (0.017)	-0.025 (0.018)	-0.004 (0.036)
Female x Hard				-0.037 (0.035)			-0.051 (0.048)
Female self					0.030* (0.018)	0.011 (0.025)	0.014 (0.035)
Female x Female self						0.036 (0.035)	0.016 (0.047)
Hard x Female self							-0.009 (0.049)
Female x Hard x Female self							0.043 (0.069)
Within subjects	Y	N	N	N	N	N	N
Across subjects	N	Y	Y	Y	Y	Y	Y
Controls	N	N	Y	Y	Y	Y	Y
N	1,488	744	744	744	744	744	744
R ²	0.8286	0.0127	0.0218	0.0234	0.0257	0.0271	0.0290

Notes: Observations from the Cognitive Test Beliefs Study. Coefficient estimates from OLS regressions of the guessed probability of opting for feedback when it is costly. Controls are age bracket and region of residence. Sample restricted to subjects with monotonic beliefs about preferences for feedback with nonzero prices for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A16 Beliefs of demand for feedback when it is costly to receive it, full sample

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	-0.038**** (0.007)	-0.048*** (0.015)	-0.047*** (0.015)	-0.035* (0.020)	-0.047*** (0.015)	-0.063*** (0.021)	-0.047* (0.028)
Hard		-0.028* (0.015)	-0.030** (0.015)	-0.017 (0.022)	-0.030** (0.015)	-0.029* (0.015)	-0.022 (0.031)
Female x Hard				-0.024 (0.030)			-0.030 (0.042)
Female self					0.022 (0.015)	0.005 (0.022)	-0.000 (0.030)
Female x Female self						0.034 (0.030)	0.025 (0.041)
Hard x Female self							0.008 (0.043)
Female x Hard x Female self							0.020 (0.060)
Within subjects	Y	N	N	N	N	N	N
Across subjects	N	Y	Y	Y	Y	Y	Y
Controls	N	Y	Y	Y	Y	Y	Y
N	1,964	982	982	982	982	982	982
R ²	0.8104	0.0135	0.0164	0.0170	0.0186	0.0198	0.0209

Notes: Observations from the Cognitive Test Beliefs Study. Replication of Table A15 on the entire sample of subjects (subjects with monotonic and nonmonotonic beliefs). *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table A17 Beliefs of demand for feedback at zero price, full sample

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	-0.062**** (0.006)	-0.077**** (0.011)	-0.076**** (0.011)	-0.050**** (0.015)	-0.076**** (0.011)	-0.075**** (0.016)	-0.048** (0.021)
Hard		-0.048**** (0.012)	-0.048**** (0.012)	-0.021 (0.015)	-0.049**** (0.012)	-0.049**** (0.012)	-0.021 (0.021)
Female x Hard				-0.052** (0.023)			-0.055* (0.032)
Female self					0.015 (0.012)	0.016 (0.015)	0.015 (0.022)
Female x Female self						-0.002 (0.023)	-0.005 (0.031)
Hard x Female self							-0.003 (0.030)
Female x Hard x Female self							0.009 (0.046)
Within subjects	Y	N	N	N	N	N	N
Across subjects	N	Y	Y	Y	Y	Y	Y
Controls	N	Y	Y	Y	Y	Y	Y
N	1,964	982	982	982	982	982	982
R ²	0.7472	0.0579	0.0655	0.0705	0.0670	0.0670	0.0717

Appendix A. Supplementary Results, Cognitive Test

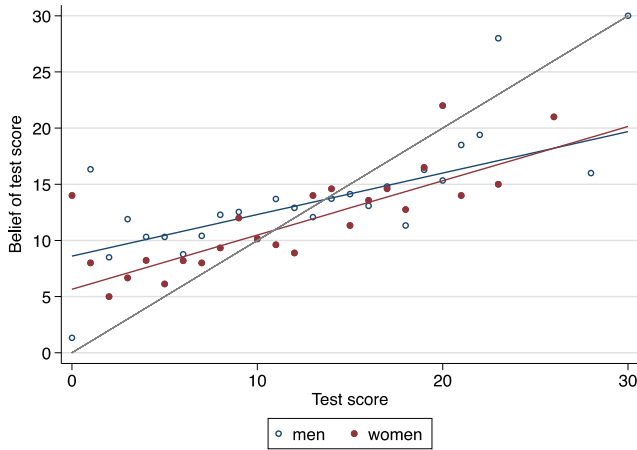
Notes: Observations from the Cognitive Test Beliefs Study. Replication of Table A15 on the entire sample of subjects (subjects with monotonic and nonmonotonic beliefs), for beliefs of demand for feedback when the price of feedback is zero. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$, **** $p < 0.001$.

Table A18 Beliefs of demand for feedback, unincentivized questions

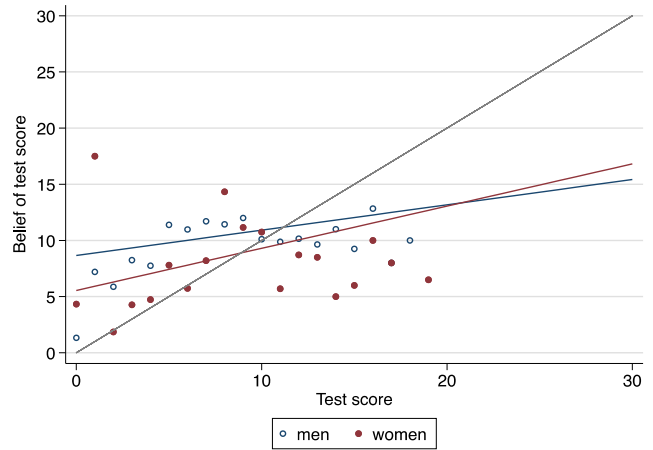
	In task				In general			
	(1)	(2)	(3)	(4)	(1)	(2)	(3)	(4)
Hard	0.079 (0.085)	0.068 (0.086)	0.066 (0.086)	0.072 (0.086)	0.015 (0.082)	0.013 (0.083)	0.015 (0.083)	0.017 (0.083)
Female self			0.091 (0.088)	0.092 (0.088)			-0.089 (0.085)	-0.089 (0.085)
Men first				-0.117 (0.086)				-0.047 (0.082)
Controls	N	Y	Y	Y	N	Y	Y	Y
N	982	982	982	982	982	982	982	982
R ²	0.0009	0.0054	0.0065	0.0084	0.0000	0.0058	0.0070	0.0073

Notes: Observations from the Cognitive Test Beliefs Study. Responses to the two unincentivized, 1-5 Likert questions, estimated from OLS regressions on the full sample of participants from the Beliefs Study. *In task* columns refer to the question "Overall, for the task participants completed in the previous study, how would you describe differences in men's and women's preferences for finding out how they performed?". *In general* columns refer to the question "Thinking more generally—not just for the task the participants completed in the previous study—how would you describe gender differences in preferences for finding out how they performed in educational and professional settings, such as tasks in school and work?". Answers are on a scale {-2, -1, 0, 1, 2}, where -2: women want to find out how they performed much more than men, -1: women want to find out how they performed somewhat more than men, 0: there is no gender difference in interest in finding out how they performed, 1: men want to find out how they performed somewhat more than women, and 2: men want to find out how they performed much more than women. Controls are age bracket and region of residence. Robust standard errors in parentheses. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$, **** $p < 0.001$.

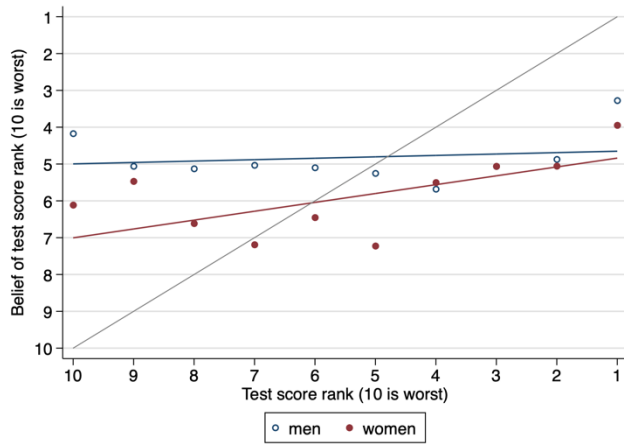
A. Absolute performance, Easy condition



B. Absolute performance, Hard condition



C. Relative performance, Easy condition



D. Relative performance, Hard condition

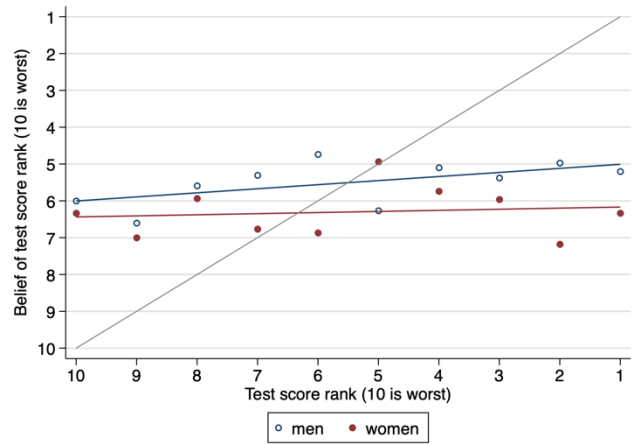


Figure A1 Beliefs of absolute and relative performance

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Dots are average beliefs conditional on gender and actual performance.

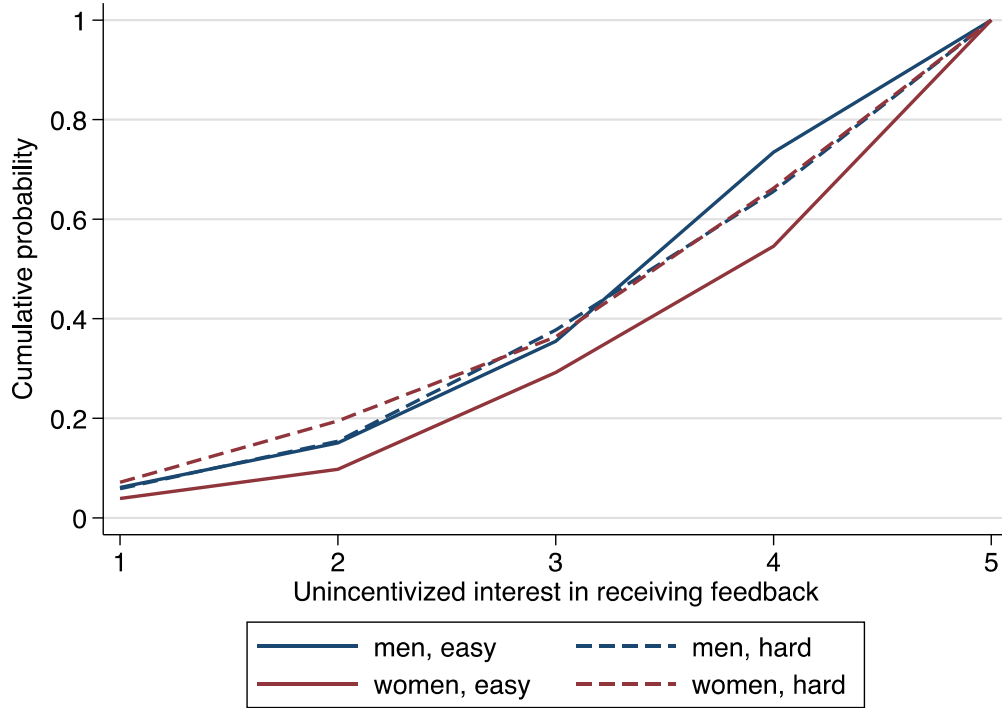


Figure A2 Cumulative probability of the unincitvized interest in receiving feedback

Notes: Observations from the Cognitive Test Preferences for Feedback Study. Sample restricted to subjects with monotonic preferences for feedback over all prices.

Appendix B. Supplementary Results, Interview

Table B1 Descriptive statistics

	Pooled	By gender		
		Men	Women	p-value diff
Panel A: Preferences for Feedback Study				
N	1,350	560	790	-
Age 18-30	0.191	0.220	0.171	0.025
Age 31-50	0.529	0.562	0.505	0.037
Age 51+	0.280	0.218	0.324	0.000
Race White	0.787	0.752	0.813	0.007
Race Black	0.093	0.100	0.087	0.429
Race Other/Mix	0.120	0.148	0.100	0.007
Region Northeast	0.215	0.232	0.203	0.192
Region South	0.357	0.325	0.380	0.039
Region Midwest	0.224	0.259	0.200	0.011
Region West	0.204	0.184	0.218	0.129
High school in US	0.958	0.964	0.953	0.317
Educ No HS	0.004	0.005	0.004	0.671
Educ HS	0.070	0.054	0.081	0.051
Educ Some college	0.181	0.168	0.191	0.274
Educ Associates	0.111	0.086	0.129	0.012
Educ Bachelor	0.430	0.489	0.387	0.000
Educ Graduate	0.204	0.198	0.208	0.673
Empl Unemployed	0.097	0.070	0.116	0.004
Empl Less than FT	0.216	0.166	0.252	0.000
Empl FT	0.505	0.604	0.435	0.000
Empl Self-employed	0.158	0.138	0.172	0.085
Empl Looking	0.063	0.052	0.071	0.155
Empl Retired	0.073	0.066	0.077	0.437
Empl Unable	0.019	0.014	0.023	0.263
Treatment Blind	0.507	0.518	0.500	0.518
Panel B: Beliefs Study				
N	970	494	462	-
Age 18-30	0.181	0.168	0.191	0.274
Age 31-50	0.111	0.086	0.129	0.012
Age 51+	0.430	0.489	0.387	0.000
Region Northeast	0.204	0.198	0.208	0.673
Region South	0.097	0.070	0.116	0.004
Region Midwest	0.216	0.166	0.252	0.000
Region West	0.505	0.604	0.435	0.000

Notes: Observations from the Interview studies. In the Preferences for Feedback Study, observations are from Session 2 participants. In the Beliefs Study, the "By gender" columns exclude observations from individuals who do not identify male or female.

Table B2 Balance check across treatments

	Nonblind	Blind	p-value diff
Panel A: Preferences for Feedback Study			
Age 18-30	0.197	0.185	0.588
Age 31-50	0.516	0.542	0.342
Age 51+	0.287	0.273	0.561
Race White	0.783	0.791	0.727
Race Black	0.104	0.082	0.163
Race Other/Mix	0.113	0.127	0.421
Region Northeast	0.206	0.223	0.438
Region South	0.371	0.343	0.277
Region Midwest	0.217	0.232	0.493
Region West	0.206	0.201	0.835
High school in US	0.950	0.965	0.183
Educ No HS	0.005	0.004	0.971
Educ HS	0.069	0.070	0.948
Educ Some college	0.170	0.193	0.278
Educ Associates	0.119	0.104	0.376
Educ Bachelor	0.432	0.428	0.887
Educ Graduate	0.206	0.201	0.835
Empl Unemployed	0.107	0.088	0.234
Empl Less than FT	0.198	0.234	0.118
Empl FT	0.511	0.499	0.659
Empl Selfemployed	0.146	0.169	0.237
Empl Looking	0.065	0.061	0.800
Empl Retired	0.080	0.066	0.321
Empl Unable	0.018	0.020	0.749
Instruction how difficult	1.883	1.823	0.307
Panel B: Beliefs Study			
Female	0.463	0.505	0.187
Age 18-30	0.258	0.260	0.951
Age 31-50	0.510	0.500	0.758
Age 51+	0.230	0.240	0.709
Region Northeast	0.236	0.212	0.378
Region South	0.383	0.416	0.289
Region Midwest	0.234	0.210	0.373
Region West	0.143	0.159	0.488

Notes: Observations from the Interview studies. In the Preferences for Feedback Study, observations are from participants of Session 2.

Table B3 Beliefs of relative performance (Rank 1 is best, 10 is worst)

	Nonblind (1)	Blind (2)	Both (3)	Both (4)
Female	0.456*** (0.150)	0.267* (0.148)	0.350**** (0.104)	0.397*** (0.147)
Blind			-0.081 (0.099)	-0.028 (0.156)
Female x Blind				-0.092 (0.204)
Average AI z-score	-0.011 (0.111)	0.057 (0.113)	0.017 (0.080)	0.019 (0.080)
Controls	Y	Y	Y	Y
N	665	685	1,350	1,350
R ²	0.0924	0.0815	0.0743	0.0745

Notes: Observations from the Interview Preferences for Feedback Study. Coefficient estimates from OLS regressions of the participant's rank belief. Sample restricted to the nonblind condition in column (1) and the blind condition in column (2). Controls are age, race, region of residence, educational attainment, high school in the US, and currently looking for a job. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B4 Certainty in beliefs of relative performance

	Nonblind (1)	Blind (2)	Both (3)	Both (4)
Female	-0.042 (0.084)	-0.111 (0.080)	-0.075 (0.057)	-0.023 (0.082)
Blind			0.068 (0.054)	0.128 (0.088)
Female x Blind				-0.103 (0.112)
Average AI z-score	-0.025 (0.065)	-0.069 (0.060)	-0.052 (0.044)	-0.050 (0.044)
Belief of rank (1:best , 10:worst)	-0.046* (0.028)	-0.107**** (0.027)	-0.076**** (0.019)	-0.076**** (0.019)
Controls	Y	Y	Y	Y
N	665	685	1,350	1,350
R ²	0.0649	0.0945	0.0717	0.0723

Notes: Observations from the Interview Preferences for Feedback Study . Coefficient estimates from OLS regressions of the participant's expressed certainty in their rank belief. Sample restricted to the nonblind condition in column (1) and the blind condition in column (2). Controls are age, race, region of residence, educational attainment, high school in the US, and currently looking for a job. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B5 Probability that the demand for feedback fails monotonicity

	(1)
Blind	0.001 (0.014)
Female	-0.036** (0.015)
Difficulty with instructions	0.024**** (0.007)
Average AI z-score	-0.029** (0.011)
Unincentivized interest	-0.022*** (0.007)
Controls	Y
N	1,350
R ²	0.0615

Notes: Observations from the Interview Preferences for Feedback Study . Coefficient estimates from an OLS regression of an indicator that the participant's demand for feedback is nonmonotonic. *Difficulty with instructions* is the answer to the question "From 1-7, how difficult did you find the instructions of the study?" (larger value indicates greater difficulty). Controls are age, race, region of residence, educational attainment, high school in the US, and currently looking for a job. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B6 Qualitative measure of interest in receiving feedback

	(1)	(2)	(3)	(4)
Female	0.113* (0.062)	0.145* (0.085)	0.112* (0.062)	0.157*** (0.060)
Blind	0.083 (0.057)	0.120 (0.094)	0.083 (0.057)	0.066 (0.056)
Female x Blind		-0.062 (0.119)		
Average AI z-score			0.062 (0.045)	0.068 (0.043)
Word count / 1000			0.265 (0.266)	0.384 (0.251)
Belief of rank (1:best , 10:worst)				-0.085**** (0.017)
Certainty in rank				0.190**** (0.029)
Controls	Y	Y	Y	Y
N	1,242	1,242	1,242	1,242

Notes: Observations from the Interview Preferences for Feedback Study . Coefficient estimates from OLS regressions of the unincentivized measure of interest in receiving feedback. Word count is divided by 1000. Controls are age, race, region of residence, educational attainment, high school in the US, currently looking for a job, and the order of the block of five questions that elicit willingness to pay to receive or to avoid feedback. Sample restricted to subjects with monotonic preferences for feedback over the entire range of prices for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B7 Maximum willingness to pay to receive feedback

	(1)
Female	1.570 (2.932)
Blind	2.037 (2.834)
Average AI z-score	4.385* (2.256)
Word count	0.037** (0.014)
Belief of rank (1:best , 10:worst)	1.916 (2.055)
Certainty in rank	10.847*** (3.569)
Belief x Certainty rank	-1.202* (0.715)
Controls	Y
N	1,309

Notes: Observations from the Interview Preferences for Feedback Study. Replication of Specification (5) of Table 3, including in addition the Belief x Certainty rank interaction. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B8 Reported influence and generalizability of feedback

	Positive influence			Negative influence		
	Test (1)	Cognitive (2)	Life (3)	Test (1)	Cognitive (2)	Life (3)
Female	0.595**** (0.144)	0.625**** (0.150)	0.622**** (0.150)	0.386** (0.151)	0.420*** (0.153)	0.361** (0.147)
Blind	0.099 (0.139)	0.228 (0.143)	0.114 (0.145)	0.142 (0.145)	0.175 (0.146)	0.175 (0.142)
Avg AI z-score	0.064 (0.105)	0.045 (0.107)	0.076 (0.110)	-0.067 (0.111)	-0.077 (0.109)	-0.082 (0.109)
Word count	0.333 (0.678)	0.414 (0.699)	-0.786 (0.720)	0.284 (0.714)	0.499 (0.722)	-0.565 (0.689)
Belief of rank (1:best , 10:worst)	0.081* (0.042)	0.133*** (0.044)	0.108** (0.043)	0.128*** (0.046)	0.123*** (0.046)	0.149*** (0.046)
Certainty in rank	0.545**** (0.075)	0.425**** (0.078)	0.561**** (0.078)	0.500**** (0.080)	0.395**** (0.080)	0.485**** (0.079)
Controls	Y	Y	Y	Y	Y	Y
N	1,309	1,309	1,309	1,309	1,309	1,309
R ²	0.1031	0.0909	0.1251	0.0802	0.0672	0.1094

Notes: Observations from the Interview Preferences for Feedback Study. Coefficient estimates from OLS regressions of the participant's assessment of the impact feedback would have on their own evaluation of (1) their performance on the test, (2) their cognitive ability generally, and (3) their capabilities in other aspects of life. Controls are age, race, region of residence, educational attainment, high school in the US, currently looking for a job, the order of the block of five questions that elicit willingness to pay to receive or to avoid feedback, and the order of the better- or worse-than-expected block of questions. Sample restricted to subjects with monotonic preferences for feedback over positive prices for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B9 Reported influence and generalizability of feedback, gender-treatment interaction

	Positive influence			Negative influence		
	Test (1)	Cognitive (2)	Life (3)	Test (1)	Cognitive (2)	Life (3)
Female	0.595*** (0.200)	0.515** (0.204)	0.697**** (0.207)	0.399* (0.212)	0.557** (0.218)	0.323 (0.204)
Blind	0.100 (0.211)	0.101 (0.222)	0.200 (0.218)	0.156 (0.220)	0.333 (0.219)	0.132 (0.211)
Female x Blind	-0.000 (0.282)	0.215 (0.292)	-0.146 (0.295)	-0.025 (0.295)	-0.267 (0.296)	0.073 (0.288)
Avg AI z-score	0.064 (0.105)	0.040 (0.108)	0.079 (0.110)	-0.067 (0.112)	-0.070 (0.109)	-0.083 (0.110)
Word count	0.333 (0.679)	0.426 (0.699)	-0.794 (0.721)	0.282 (0.714)	0.484 (0.723)	-0.561 (0.689)
Belief of rank (1:best, 10:worst)	0.081* (0.042)	0.134*** (0.044)	0.107** (0.043)	0.128*** (0.046)	0.122*** (0.046)	0.149*** (0.046)
Certainty in rank	0.545**** (0.075)	0.426**** (0.078)	0.560**** (0.078)	0.500**** (0.080)	0.394**** (0.080)	0.486**** (0.079)
Controls	Y	Y	Y	Y	Y	Y
N	1,309	1,309	1,309	1,309	1,309	1,309
R ²	0.1031	0.0913	0.1252	0.0802	0.0678	0.1094

Notes: Observations from the Interview Preferences for Feedback Study. Replication of Table B8, including a gender-treatment interaction term. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B10 Maximum willingness to pay to receive feedback

	Positive influence		Negative influence	
	(1)	(2)	(1)	(2)
Female	-0.867 (3.127)	-12.081* (6.554)	0.803 (3.135)	-9.912 (6.535)
1.Belief men better	-0.523 (3.956)	-7.431 (5.983)	-2.445 (3.948)	-9.080 (5.931)
2.Belief men better	-3.102 (4.163)	-13.236** (6.645)	-4.725 (4.177)	-14.418** (6.585)
Female x 1.Belief men better		12.911 (7.911)		12.362 (7.932)
Female x 2.Belief men better		17.390** (8.530)		16.600* (8.534)
Blind	1.819 (2.997)	2.029 (2.999)	2.017 (3.025)	2.215 (3.027)
Average AI z-score	4.333* (2.322)	4.258* (2.318)	4.705** (2.340)	4.640** (2.338)
Word count	0.043*** (0.016)	0.042*** (0.016)	0.042*** (0.016)	0.042*** (0.016)
Belief of rank (1:best , 10:worst)	-1.904** (0.921)	-1.969** (0.921)	-1.802* (0.928)	-1.864** (0.928)
Certainty in rank	3.571** (1.681)	3.630** (1.682)	4.578** (1.678)	4.638** (1.680)
Positive influence	10.246**** (1.712)	10.317**** (1.709)		
Negative influence			5.963**** (1.656)	6.007**** (1.652)
Controls	Y	Y	Y	Y
N	1,309	1,309	1,309	1,309

Notes: Observations from the Interview Preferences for Feedback Study. Replication of Table 3, including as an additional control the participant's belief of the average gender differences in performance in the study (in column (1)), and the interaction of this belief with the participant's gender (in column (2)). The belief is a discrete variable that takes value 0 if the subject believes women ranked better or much better than men, 1 if the subject believes there are no gender differences, and 2 if the subject believes men ranked better or much better than women. Sample restricted to subjects with monotonic preferences for feedback over positive prices for feedback. Robust standard errors in parentheses. * $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$, **** $p < 0.001$.

Table B11 Demand for feedback when there is no cost to receive or avoid feedback

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	-0.004 (0.012)	-0.004 (0.012)	0.016 (0.019)	-0.005 (0.012)	-0.001 (0.012)	-0.012 (0.012)	-0.005 (0.012)
Blind	0.010 (0.012)	0.009 (0.012)	0.033* (0.018)	0.010 (0.012)	0.009 (0.012)	0.006 (0.011)	0.008 (0.012)
Female x Blind			-0.040* (0.024)				
Average AI z-score				0.019** (0.010)	0.019** (0.010)	0.018* (0.009)	0.020** (0.010)
Word count / 1000				0.102 (0.052)	0.106** (0.052)	0.105** (0.051)	0.105** (0.052)
Belief of rank (1:best , 10:worst)					-0.009** (0.004)	-0.011*** (0.004)	-0.011*** (0.004)
Certainty in rank					0.001** (0.006)	-0.007 (0.006)	-0.003 (0.006)
Positive influence						0.042*** (0.008)	
Negative influence							0.021*** (0.007)
Controls	N	Y	Y	Y	Y	Y	Y
N	1,309	1,309	1,309	1,309	1,309	1,309	1,309
R ²	0.0007	0.0134	0.0155	0.0194	0.0257	0.0613	0.0350

Notes: Observations from the Interview Preferences for Feedback Study. Coefficient estimates from OLS regressions of the probability that the participant chooses to receive feedback when there is no cost to receive or avoid feedback. Word count is divided by 1000. *Positive influence* (*Negative influence*) is the first component derived from principal component analysis of the three questions on the perceived influence of better (worse) than expected feedback. Controls are age, race, region of residence, educational attainment, high school in the US, currently looking for a job, and the order of the block of five questions that elicit willingness to pay to receive or to avoid feedback. Columns 6-7 control in addition for the order of the questions on the influence of receiving better or worse than expected feedback. Sample restricted to subjects with monotonic preferences for feedback over positive prices. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B12 Maximum willingness to pay to receive feedback

	Past discrimination				Future discrimination			
	(1)	(2)	(3)	(4)	(1)	(2)	(3)	(4)
Female	-4.738 (3.696)	-0.710 (6.531)	-4.730 (3.693)	-0.304 (9.239)	-1.406 (3.452)	1.602 (15.756)	-1.392 (3.444)	12.180 (24.463)
Discrimination	1.872** (0.936)	2.872 (1.763)	1.950 (1.204)	3.500 (2.441)	0.451 (2.412)	1.009 (3.930)	2.441 (3.503)	6.258 (6.692)
Blind	2.237 (3.001)	2.260 (3.001)	2.761 (5.851)	4.304 (8.424)	1.926 (3.004)	1.949 (3.004)	13.521 (14.420)	26.820 (23.823)
Female x Disc		-1.459 (2.074)		-2.071 (2.865)		-0.955 (4.962)		-5.069 (7.881)
Blind x Disc			-0.161 (1.564)	-1.454 (3.508)			-3.576 (4.376)	-8.880 (8.064)
Female x Blind				-1.282 (12.788)				-16.277 (31.771)
Fem x Blind x Disc				1.446 (4.095)				6.630 (10.014)
Average AI z-score	4.156* (2.335)	4.176* (2.333)	4.166* (2.336)	4.107* (2.340)	4.347* (2.329)	4.367* (2.331)	4.424* (2.336)	4.344* (2.341)
Word count	0.041*** (0.016)	0.042*** (0.016)	0.041*** (0.016)	0.042*** (0.016)	0.043*** (0.016)	0.043*** (0.016)	0.043*** (0.016)	0.043*** (0.016)
Belief of rank (1:best , 10:worst)	-1.957** (0.916)	-1.954** (0.916)	-1.957** (0.916)	-1.938** (0.916)	-1.951** (0.927)	-1.948** (0.927)	-1.955** (0.928)	-1.937** (0.928)
Certainty in rank	3.558* (1.681)	3.462* (1.678)	3.552* (1.684)	3.451* (1.680)	3.552* (1.684)	3.526* (1.692)	3.592* (1.681)	3.629* (1.688)
Positive influence	10.201**** (1.692)	10.162**** (1.692)	10.204**** (1.696)	10.192**** (1.696)	10.258**** (1.701)	10.258**** (1.701)	10.234**** (1.699)	10.194**** (1.701)
Controls	Y	Y	Y	Y	Y	Y	Y	Y
N	1,309	1,309	1,309	1,309	1,309	1,309	1,309	1,309

Notes: Observations from the Interview Preferences for Feedback Study. Coefficient estimates from interval regressions of the maximum willingness to pay to receive feedback. In columns *Past discrimination*, Discrimination is the subject's agreement in a 1-7 scale to the statement "In the past, I have worried whether I have been treated or evaluated unfairly because of my sex". In columns *Future discrimination*, Discrimination is the subject's agreement in a 1-7 scale to the statement "In the future, if I were trying to find or keep a job, I think employers will treat or evaluate me differently because of my sex". *Positive influence* is the first component derived from principal component analysis of the three questions on the perceived influence of better than expected feedback. Controls are age, race, region of residence, educational attainment, high school in the US, currently looking for a job, the order of the block of five questions that elicit willingness to pay to receive or to avoid feedback, and the order of the better- or worse-than-expected block of questions. Sample restricted to subjects with monotonic preferences for feedback over the positive prices for feedback. Robust standard errors in parentheses. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B13 Beliefs of maximum willingness to pay to receive feedback when it is costly to receive it (Interview)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	-0.728*** (0.224)	-4.707** (1.900)	-4.158** (1.764)	-3.884 (2.404)	-4.151** (1.777)	-6.084** (2.391)	-5.985* (3.274)
Blind		2.076 (1.896)	2.007 (1.998)	2.279 (2.724)	1.949 (1.993)	2.025 (1.991)	-0.146 (3.523)
Female x Blind				-0.563 (3.782)			-0.071 (5.243)
Female self					0.986 (1.945)	-0.961 (2.529)	-3.510 (3.425)
Female x Female self						4.077 (3.669)	4.699 (5.059)
Blind x Female self							5.212 (4.960)
Female x Blind x Female self							-1.246 (7.555)
Within subjects	Y	N	N	N	N	N	N
Across subjects	N	Y	Y	Y	Y	Y	Y
Controls	N	N	Y	Y	Y	Y	Y
N	168,200	84,100	84,100	84,100	84,100	84,100	84,100

Notes: Observations from the Interview Beliefs Study. Coefficient estimates from interval regressions of the maximum willingness to pay to receive feedback when it is costly to do so (i.e., when the price to receive feedback is 2, 5, 10, 50, or 100 sliders). Controls are age bracket and region of residence. Sample restricted to subjects with monotonic beliefs about preferences for feedback over positive prices. Each subject generates a set of 100 observations corresponding to the subject's beliefs of the feedback choice of 100 males, and a set of 100 observations corresponding to the subject's beliefs of the feedback choice of 100 females. Column 1 uses the full set of 200 observations per subject. Columns 2-7 use 100 observations per subject, corresponding to the belief about the gender first elicited from the subject. Robust standard errors in parentheses in column 1, and clustered at the subject level in columns 2-7. *p<0.1, **p<0.05, ***p<0.01, ****p<0.001.

Table B14 Beliefs of demand for feedback at zero price, full sample

	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Female	-0.028**** (0.006)	-0.040**** (0.010)	-0.038**** (0.010)	-0.037** (0.015)	-0.038**** (0.010)	-0.043*** (0.014)	-0.057*** (0.020)
Blind		0.011 (0.010)	0.010 (0.010)	0.010 (0.014)	0.010 (0.010)	0.010 (0.010)	-0.028 (0.019)
Female x Blind				-0.001 (0.021)			0.032 (0.028)
Female self					-0.015 (0.010)	-0.020 (0.014)	-0.059 (0.020)
Female x Female self						0.011 (0.021)	0.045 (0.030)
Blind x Female self							0.082*** (0.028)
Female x Blind x Female self							-0.071* (0.042)
Within subjects	Y	N	N	N	N	N	N
Across subjects	N	Y	Y	Y	Y	Y	Y
Controls	N	N	Y	Y	Y	Y	Y
N	1,940	970	970	970	970	970	970
R ²	0.7081	0.0162	0.0336	0.0336	0.0356	0.0358	0.0441

Notes: Observations from the Interview Beliefs Study. Coefficient estimates from OLS regressions of the guessed probability of opting for feedback when there is no price to receive or avoid. Controls are age bracket and region of residence. Full sample included (subjects with monotonic and nonmonotonic beliefs). Robust standard errors in parentheses. * p<0.1, ** p<0.05, *** p<0.01, **** p<0.001.

Table B15 Beliefs of demand for feedback, unincentivized questions

	In task				In general			
	(1)	(2)	(3)	(4)	(1)	(2)	(3)	(4)
Hard	-0.003 (0.093)	0.003 (0.093)	0.011 (0.093)	0.010 (0.093)	-0.037 (0.087)	-0.032 (0.088)	-0.024 (0.088)	-0.024 (0.088)
Female self			-0.196** (0.094)	-0.196** (0.094)			-0.223** (0.089)	-0.223** (0.089)
Men first				-0.166* (0.093)				-0.071 (0.088)
Controls	N	Y	Y	Y	N	Y	Y	Y
N	970	970	970	970	970	970	970	970
R ²	0.0000	0.0033	0.0078	0.0111	0.0002	0.0033	0.0098	0.0105

Notes: Observations from the Interview Beliefs Study. Responses to the two unincentivized, 1-5 Likert questions, estimated from OLS regressions on the full sample of participants from the Beliefs Study. *In task* columns refer to the question "Overall, for the task participants completed in the previous study, how would you describe differences in men's and women's preferences for finding out how they performed?". *In general* columns refer to the question "Thinking more generally—not just for the task the participants completed in the previous study—how would you describe gender differences in preferences for finding out how they performed in educational and professional settings, such as tasks in school and work?". Answers are on a scale {-2, -1, 0, 1, 2}, where -2: women want to find out how they performed much more than men, -1: women want to find out how they performed somewhat more than men, 0: there is no gender difference in interest in finding out how they performed, 1: men want to find out how they performed somewhat more than women, and 2: men want to find out how they performed much more than women. Controls are age bracket and region of residence. Robust standard errors in parentheses. * p<0.1, ** p<0.05, *** p<0.01, **** p<0.001.

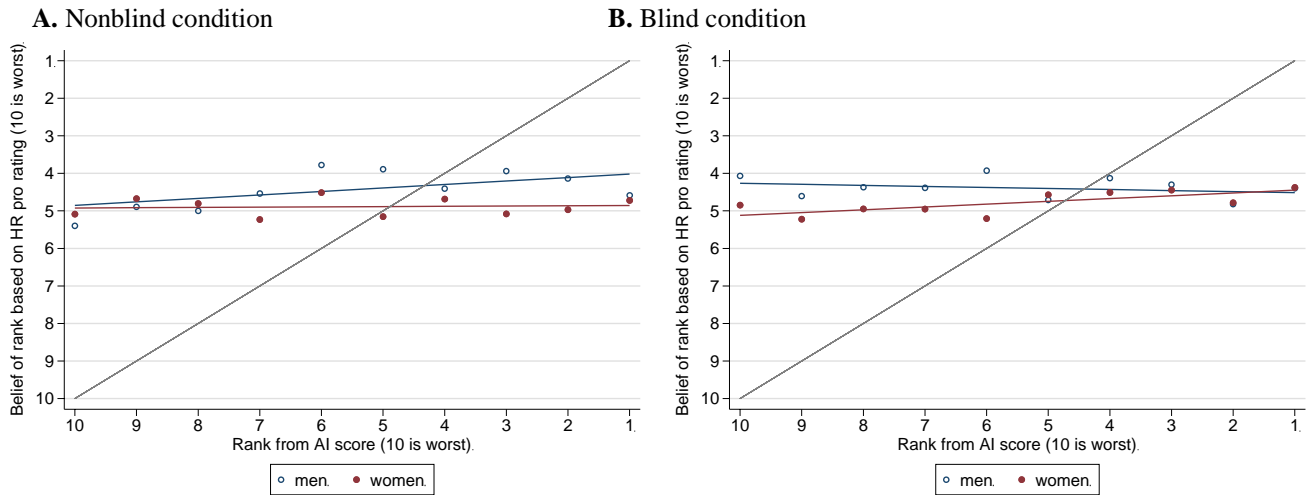


Figure B1 Beliefs of relative performance

Notes: Observations from the Interview Preferences for Feedback Study. Dots are average beliefs conditional on gender and rank based on AI scores.

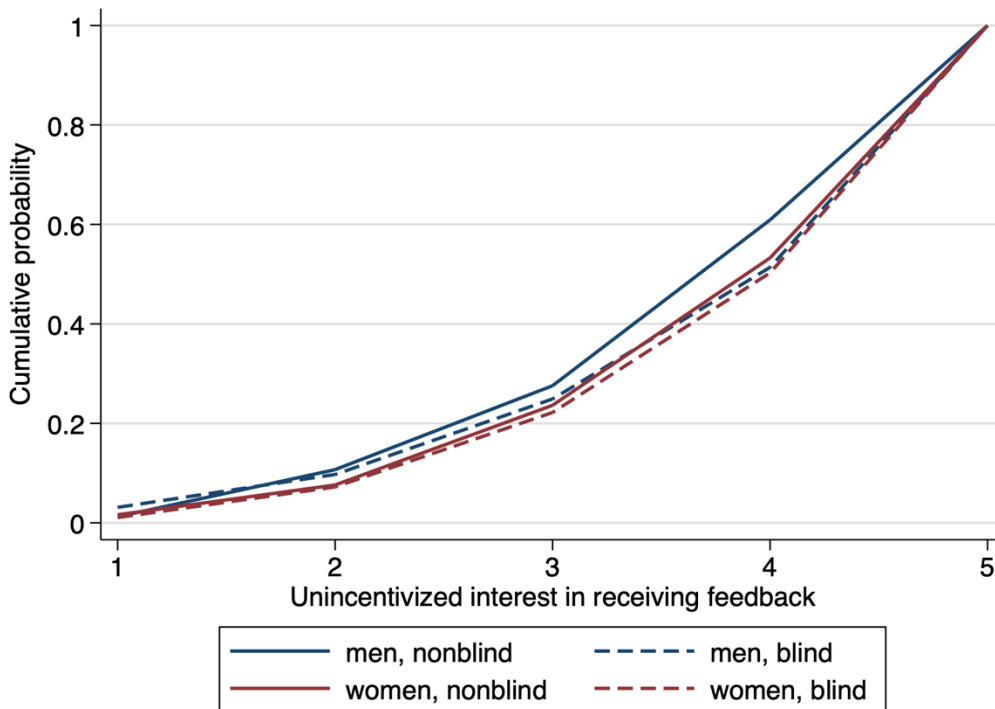


Figure B2 Cumulative probability of the unincentivized interest in receiving feedback

Notes: Observations from the Interview Preferences for Feedback Study. Sample restricted to subjects with monotonic preferences for feedback over all prices.

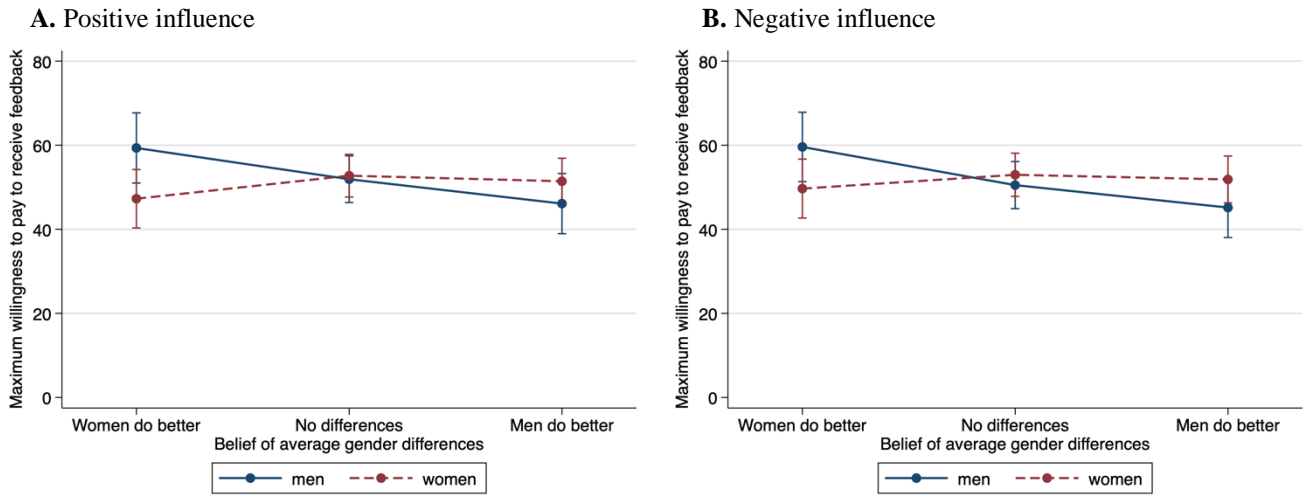


Figure B3 Maximum willingness to pay as a function of beliefs of average gender differences in the interview
Notes: Observations from the Interview Preferences for Feedback Study. Predictive margins estimated from specification (2) of Table B10. Whiskers are 90-percent confidence intervals.