

Appendix 1. Experimental scenarios (translation from the Italian version that was presented to subjects).

Asymmetric dominance – RCT 1, by condition

No Decoy	Decoy
<p>You must suggest to your organization the purchase of one of the following diagnostic instruments, which are the same in everything except for the characteristics indicated below. Which instrument do you suggest?</p> <p>Model X - Provides only electronic records (€7,500) Model Y - Provides both paper and electronic records (€9,000)</p>	<p>You must suggest to your organization the purchase of one of the following diagnostic instruments, which are the same in everything except for the characteristics indicated below. Which instrument do you suggest?</p> <p>Model X - Provides only electronic records (€7,500) Model Y - Provides both paper and electronic records (€9,000) Model Z - Provides only paper records (€9,000)</p>

Bandwagoning and isomorphism – RCT 2, by condition

No debiasing message	Debiasing message
	<p>Scientific evidence shows that when we are at work we may prefer worse products and services rather than better products and services just because we are influenced by superordinate organizations' guidelines, or by the recommendations of a professional association of which we are a member, or because we emulate the decisions of organizations that have a positive reputation. However, a rational individual always chooses the best product/service.</p>

X

Control	Coercive	Mimetic	Normative
<p>Your organization must decide which diagnostic instrument to purchase between the following two: either Sigma or Orion. The two instruments have the same cost. Absolutely reliable performance indicators indicate that Orion is slightly superior to Sigma in terms of accuracy, user-friendliness, and durability.</p> <p>Which instrument would you recommend to purchase?</p>	<p>Your organization must decide which diagnostic instrument to purchase between the following two: either Sigma or Orion. The two instruments have the same cost. Absolutely reliable performance indicators indicate that Orion is slightly superior to Sigma in terms of accuracy, user-friendliness, and durability.</p> <p>However, the government guidelines recommend Sigma.</p> <p>Which instrument would you recommend to purchase?</p>	<p>Your organization must decide which diagnostic instrument to purchase between the following two: either Sigma or Orion. The two instruments have the same cost. Absolutely reliable performance indicators indicate that Orion is slightly superior to Sigma in terms of accuracy, user-friendliness, and durability.</p> <p>However, all the best performing healthcare companies will adopt Sigma.</p> <p>Which instrument would you recommend to purchase?</p>	<p>Your organization must decide which diagnostic instrument to purchase between the following two: either Sigma or Orion. The two instruments have the same cost. Absolutely reliable performance indicators indicate that Orion is slightly superior to Sigma in terms of accuracy, user-friendliness, and durability.</p> <p>However, the professional association to which you belong recommends Sigma.</p> <p>Which instrument would you recommend to purchase?</p>

Attribute framing – RCT 3, by condition

Neutral framing (80% satisfied / 20% dissatisfied)	Neutral framing (20% dissatisfied / 80% satisfied)	Negative framing	Positive framing
<p>Your company must decide whether to use the Xmail email software. A representative sample of public employees who already uses Xmail has expressed its opinion on the software by selecting either "satisfied" or "dissatisfied".</p> <p>80% of respondents are satisfied. 20% of respondents are dissatisfied.</p> <p>If you were to decide, how much would you be willing to adopt Xmail in your organization?</p>	<p>Your company must decide whether to use the Xmail email software. A representative sample of public employees who already uses Xmail has expressed its opinion on the software by selecting either "satisfied" or "dissatisfied".</p> <p>20% of respondents are dissatisfied. 80% of respondents are satisfied.</p> <p>If you were to decide, how much would you be willing to adopt Xmail in your organization?</p>	<p>Your company must decide whether to use the Xmail email software. A representative sample of public employees who already uses Xmail has expressed its opinion on the software by selecting either "satisfied" or "dissatisfied".</p> <p>20% of respondents are dissatisfied.</p> <p>If you were to decide, how much would you be willing to adopt Xmail in your organization?</p>	<p>Your company must decide whether to use the Xmail email software. A representative sample of public employees who already uses Xmail has expressed its opinion on the software by selecting either "satisfied" or "dissatisfied".</p> <p>80% of respondents are satisfied.</p> <p>If you were to decide, how much would you be willing to adopt Xmail in your organization?</p>

Anchoring – RCT 4, by condition

High anchor	Low anchor	High anchor X debiasing message	Low anchor X debiasing message	High anchor X self-assessment	Low anchor X self-assessment
<p>You must evaluate the results of one of your subordinates. Over the last year, your subordinate has reached satisfactory results and shown discrete degree of openness towards colleagues. Last year, your subordinate received a performance score of 91/100.</p> <p>How would you assess your subordinate this year?</p>	<p>You must evaluate the results of one of your subordinates. Over the last year, your subordinate has reached satisfactory results and shown discrete degree of openness towards colleagues. Last year, your subordinate received a performance score of 51/100.</p> <p>How would you assess your subordinate this year?</p>	<p>You must evaluate the results of one of your subordinates. Over the last year, your subordinate has reached satisfactory results and shown discrete degree of openness towards colleagues. Last year, your subordinate received a performance score of 91/100.</p> <p>Remember that last year's performance score should not affect the score you are about to assign.</p> <p>How would you assess your subordinate this year?</p>	<p>You must evaluate the results of one of your subordinates. Over the last year, your subordinate has reached satisfactory results and shown discrete degree of openness towards colleagues. Last year, your subordinate received a performance score of 51/100.</p> <p>Remember that last year's performance score should not affect the score you are about to assign.</p> <p>How would you assess your subordinate this year?</p>	<p>You must evaluate yourself. Over the last year, you have reached satisfactory results and shown discrete degree of openness towards colleagues. Last year, you assigned yourself a performance score of 91/100.</p> <p>How would you assess yourself this year?</p>	<p>You must evaluate yourself. Over the last year, you have reached satisfactory results and shown discrete degree of openness towards colleagues. Last year, you assigned yourself a performance score of 51/100.</p> <p>How would you assess yourself this year?</p>

Halo – RCT 5, by condition

Excellent technical skills	Poor technical skills	Excellent technical skills X debiasing message	Poor technical skills X debiasing message
<p>You must evaluate one of your subordinates along two dimensions: technical skills in carrying out job duties and interpersonal skills in communicating with patients. Your subordinate is distinguished by excellent technical skills and good abilities to interact with patients.</p> <p>Next to each of the dimensions below, indicate the score between 0 and 100 that you would assign to your subordinate.</p>	<p>You must evaluate one of your subordinates along two dimensions: technical skills in carrying out job duties and interpersonal skills in communicating with patients. Your subordinate is distinguished by very poor technical skills and good abilities to interact with patients.</p> <p>Next to each of the dimensions below, indicate the score between 0 and 100 that you would assign to your subordinate.</p>	<p>You must evaluate one of your subordinates along two dimensions: technical skills in carrying out job duties and interpersonal skills in communicating with patients. Your subordinate is distinguished by excellent technical skills and good abilities to interact with patients.</p> <p>Remember that the score on one dimension should not influence the score on the other dimension.</p> <p>Next to each of the dimensions below, indicate the score between 0 and 100 that you would assign to your subordinate.</p>	<p>You must evaluate one of your subordinates along two dimensions: technical skills in carrying out job duties and interpersonal skills in communicating with patients. Your subordinate is distinguished by very poor technical skills and good abilities to interact with patients.</p> <p>Remember that the score on one dimension should not influence the score on the other dimension.</p> <p>Next to each of the dimensions below, indicate the score between 0 and 100 that you would assign to your subordinate.</p>

Denominator neglect – RCT 6, by condition

Positive framing X high denominator	Positive framing X low denominator	Negative framing X high denominator	Negative framing X low denominator
<p>You have to decide whether to implement the Beta healthcare project. In the past, the project had been successful in 1,500 healthcare organizations out of 2,000.</p>	<p>You have to decide whether to implement the Beta healthcare project. In the past, the project had been successful in 75 healthcare organizations out of 100.</p>	<p>You have to decide whether to implement the Beta healthcare project. In the past, the project has failed in 500 healthcare organizations out of 2,000.</p>	<p>You have to decide whether to implement the Beta healthcare project. In the past, the project has failed in 25 healthcare organizations out of 100.</p>
<p>How much are you willing to implement the project?</p>	<p>How much are you willing to implement the project?</p>	<p>How much are you willing to implement the project?</p>	<p>How much are you willing to implement the project?</p>

Test of the zero risk bias

Two developing countries have been hit by the same infectious disease. The largest state has 20 million inhabitants, while the smallest state has 10 million inhabitants. Reliable scientific evidence indicates that, in the absence of vaccination, the disease will kill 8 thousand people in the largest state and 4 thousand people in the smallest state. There is a perfectly effective vaccine. Unfortunately, the doses of the perfectly effective vaccine are limited.

Which of the following options do you choose?

- Partial vaccination coverage for both states - Deaths are reduced from 8,000 to 4,000 in the largest state and from 4,000 to 2,000 in the smallest state.
- Total vaccination coverage in the smallest state and partial vaccination coverage in the larger state - Deaths are reduced from 8,000 to 7,000 in the largest state and from 4,000 to 0 in the smallest state.