

Supplemental Materials

S1. Experiment 1 – Manipulation check and exploratory measures

In the experimenter's protocol, the experimenter and the confederate indicated how serious the participant took the picture-description and the negotiation task (e.g., "The participant took the picture-description task serious").

For the questionnaires, we adapted items from existing scales and added self-developed items. Responses on a 7-point scale from 1 (= totally disagree) to 7 (=totally agree). After the first round of offers, participants rated the opposite's negotiation competency on seven items (e.g., „My interaction partner thought carefully about the value of the factory", adapted from Loschelder, Struppi, & Trötschel, 2014; Mason, Lee, Wiley, & Ames, 2013) and perceived smoothness of the interaction ("The picture description task with my interaction partner was smooth"), perceived cooperation with six items (e.g.; "My interaction partner was cooperative", adapted from De Dreu, Weingart, & Kwon, 2001), participants' negotiation behavior with four items (e.g., "I was making offers", adapted from Trötschel, Loschelder, Höhne, & Majer, 2015), satisfaction with the negotiation outcome with three items (e.g., "I am satisfied with the result", self-developed), satisfaction about the relationship with eight items (e.g., "I had a good relationship with my interaction partner during the negotiation", self-developed), perceived competitiveness with eight items (e.g., "The atmosphere during the negotiation was competitive", see Pruitt & Carnevale, 1993), focus on one's own interests with six items (e.g., "I tried to maximize my own outcome", adapted from De Dreu, Weingart, & Kwon, 2001), and social value orientation with nine items (van Lange, de Bruin, Otten, & Joireman, 1997).

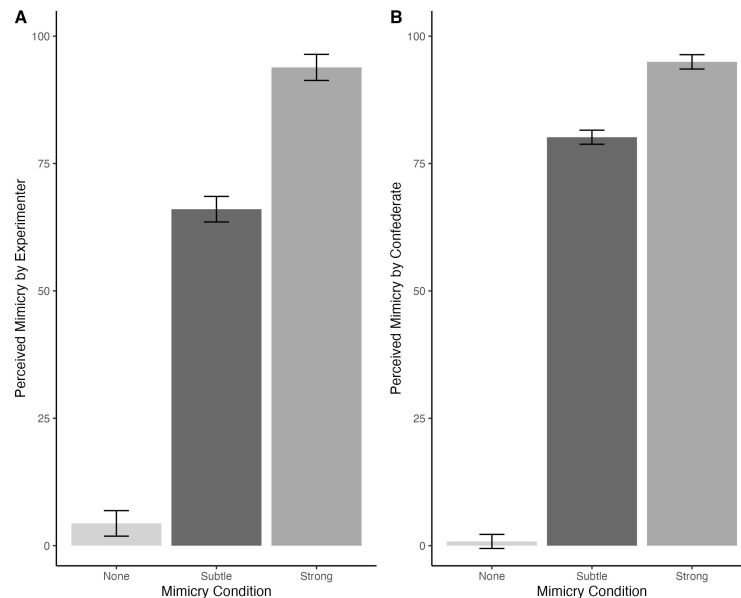
At the end, participants answered three open questions regarding suspicions during the experiment ("What do you think was the aim of this study?", "Did one task influence your behavior in another task? If yes, how?", "Was any aspect of the experiment occurring peculiar to you?"), as well as about their demographics (gender, age, relationship status, and field of study).

S2. Experiment 1- Results manipulation check

One-way ANOVAs revealed that the experimenter noticed a significant difference between the mimicry conditions during the picture-description, $F(2, 68) = 328.82, p < .001, \eta_p^2 = .91$, and negotiation tasks, $F(2, 68) = 1329.95, p < .001, \eta_p^2 = .98$, rating significantly higher levels of mimicry in the subtle and strong mimicry conditions than in the control condition, all $ps < .001$. Confederates reported similar differences during the picture-description, $F(2, 68) = 178.37, p < .001, \eta_p^2 = .84$, and negotiation tasks, $F(2, 68) = 100.76, p < .001, \eta_p^2 = .75$ (all $ps < .001$ for the contrasts Results are displayed in Figure S1).

Figure S1

Ratings of the extent of mimicry from experimenter (A) and confederate (B) during the picture-description task in Experiment 1. Ratings ranged from 0% (“no imitation at all”) to 100% (“complete imitation”).



Note. Error bars represent ± 1 SEM.

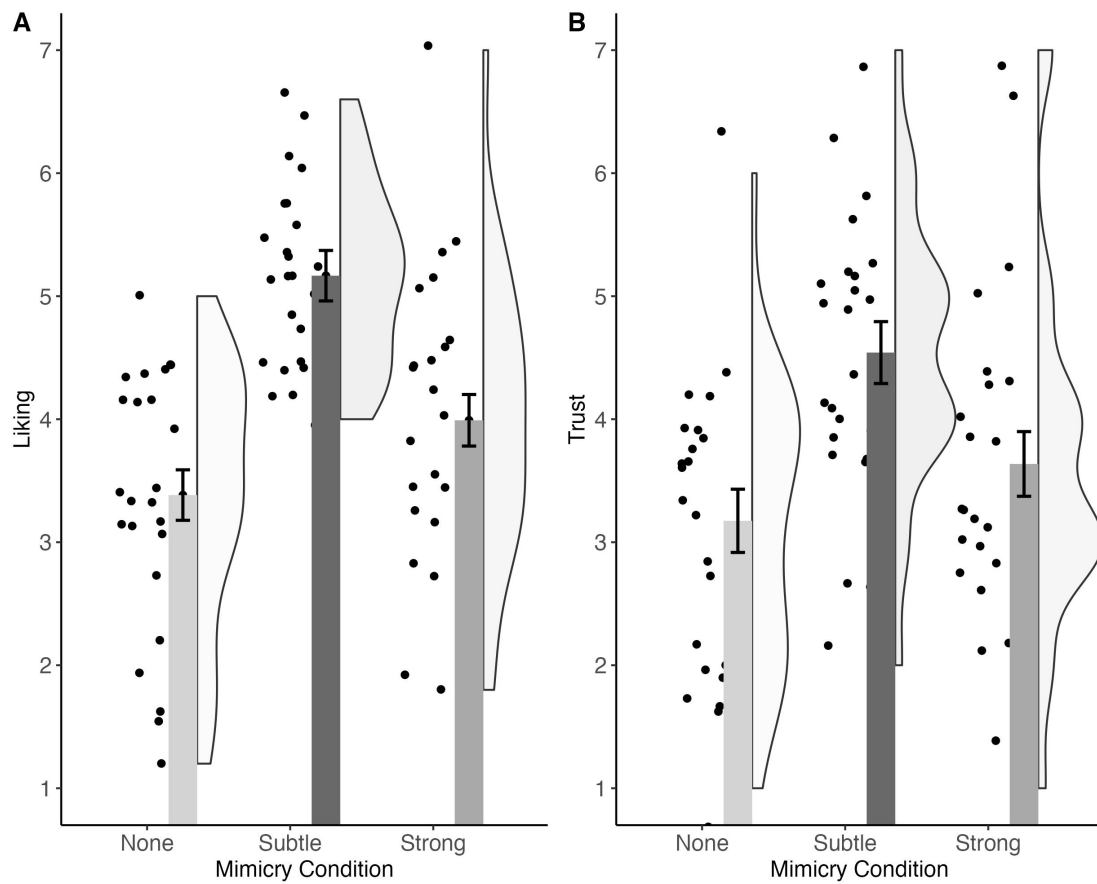
S3. Experiment 1- Effects of mimicry on liking and trust after all rounds of counteroffers

In line with Hypothesis 1, participants significantly liked the confederate more when subtly mimicked ($M = 5.17$, $SD = 0.73$) compared to the no mimicry condition ($M = 3.38$, $SD = 1.05$), $t(68) = -6.14$, $p < .001$, $d = 1.97$, 95%CI[1.27, 2.66]. Indicating a potential disadvantage of too-much-mimicry, participants liked the confederate significantly less when strongly ($M = 3.99$, $SD = 1.19$) versus subtly mimicked, Welch $t(34.65) = 3.67$, $p < .001$, $d = 1.08$, 95%CI[0.44, 1.70], showing evidence for Hypothesis 4. Participants also liked the strongly ($M = 3.99$, $SD = 1.19$) compared to none mimicking confederates more, $t(68) = 2.07$, $p = 0.042$, $d = 0.54$, 95%CI[-0.04, 1.12].

Participants significantly trusted the confederate more when subtly ($M = 4.54$, $SD = 1.10$) versus not mimicked ($M = 3.17$, $SD = 1.15$), $t(56) = -3.80$, $p < .001$, $d = 1.21$, 95%CI[0.58, 1.83]. In line with Hypothesis 5, they trusted them less when strongly ($M = 3.64$, $SD = 1.43$) vs. subtly mimicked, $t(56) = -2.49$, $p = 0.015$, $d = 0.71$, 95%CI[0.11, 1.31]. There was no significant difference between none vs. strong mimicry, $t(56) = 1.26$, $p = 0.213$, $d = 0.36$, 95%CI[-0.23, 0.94]. In summary, the results on liking and trust are in line with Hypothesis 1 and 4. Results are displayed in Figure S2.

Figure S2

Effects of mimicry on liking (A) and trust (B) after all rounds of counteroffers in Experiment 1.



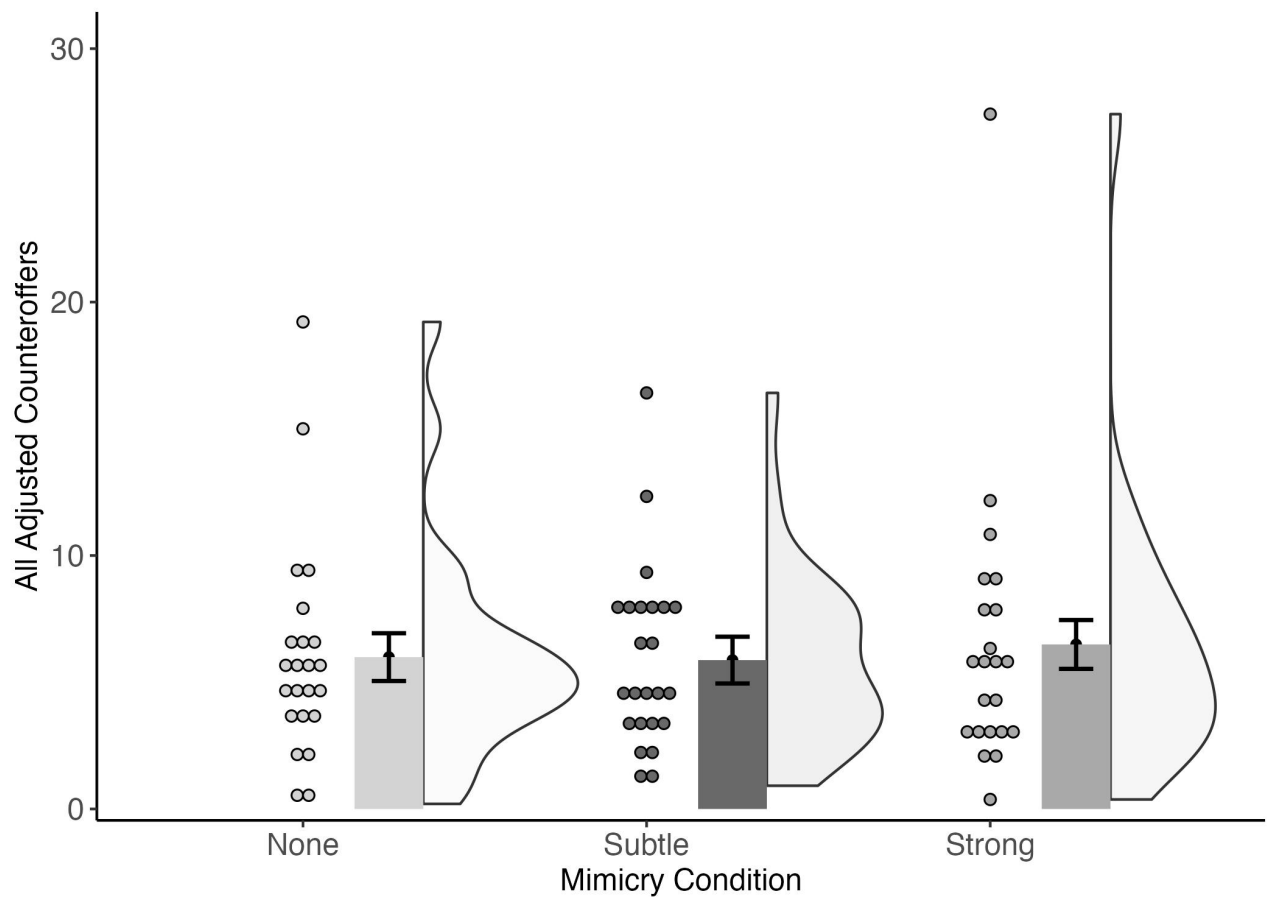
Note. Error bars represent ± 1 SEM.

S4. Experiment 1- Effects of mimicry on the mean of all adjusted counteroffers

Averaged across all negotiation rounds, participants adjusted to the same extent when subtly mimicked ($M = 5.87$, $SD = 3.58$) compared to when not mimicked ($M = 5.99$, $SD = 4.26$), $t(66) = 0.09$, $p = 0.465$, $d = 0.03$, 95%CI[-0.54, 0.60], and compared to strong mimicry ($M = 6.49$, $SD = 5.58$), $t(66) = 0.46$, $p = 0.322$, $d = 0.13$, 95%CI[-0.45, 0.71]. There was no difference between none versus strong mimicry, $t(66) = 0.37$, $p = 0.712$, $d = 0.10$, 95%CI[-0.48, 0.69] (see Figure S3).

Figure S3

Effects of mimicry on the mean of all adjusted counteroffers across negotiation rounds.



Note. Error bars represent ± 1 SEM

S5. Experiment 1 – Quadratic and linear contrasts

In line with the too-much-mimicry assumption, we used polynomial contrasts to explore if there is an optimal level of mimicry on interpersonal perceptions and anchoring susceptibility that backfires for too much mimicry (Grant & Schwartz, 2011). The quadratic contrasts were significant for liking, trust and first counteroffers (see Table S1). This suggests that the effect of mimicry on interpersonal and behavioral outcomes may be non-linear and that there may be an optimal level of mimicry.

Table S1

Quadratic Contrasts on the Dependent Variables for None versus Subtle versus Strong Mimicry in Experiment 1

Variable	<i>b</i>	<i>SE</i>	<i>t</i>	<i>p</i>
Liking				
Quadratic	−1.16	0.20	−5.68	< .001
Linear	0.44	0.21	2.15	.035
Trust				
Quadratic	−1.33	0.25	−5.45	< .001
Linear	−0.03	0.24	−0.11	.912
1 st Counteroffer				
Quadratic	1.43	1.47	0.97	.335
Linear	0.57	1.50	0.38	.703
All Counteroffers				
Quadratic	0.30	0.93	0.32	.749
Linear	0.35	0.95	0.37	.712

Note. *SE* indicates standard error.

Experiment 2

Table S2

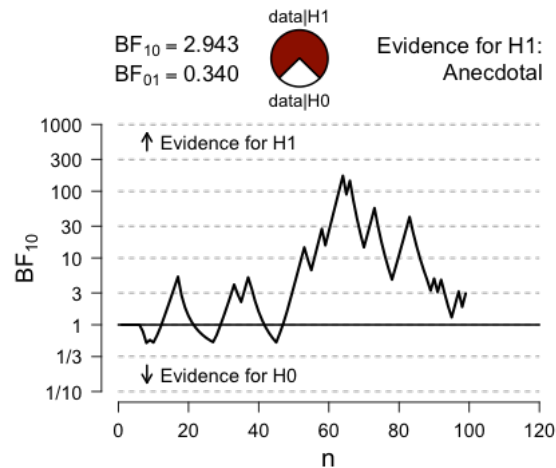
Bayes Factors for the Alternative and the Null Hypothesis for the comparison between subtle versus strong mimicry on first adjusted counteroffers for Each Sequential Analysis in Experiment 2

Participants	Alternative	Null
74	0.49	2.04
89	0.51	1.96
104	1.67	0.60
117	1.89	0.53
134	7.71	0.13
148	2.94	0.34

Note. The number of participants refers to the full sample size (minus exclusions) we had collected in each step, but the Bayes factor was calculated only for the comparison between two groups, i.e., subtle vs. strong mimicry.

Figure S4

Sequential Bayes factors after each participant for the comparison between subtle versus strong mimicry on first adjusted counteroffers.



S6. Experiment 2- Debriefing and demographics

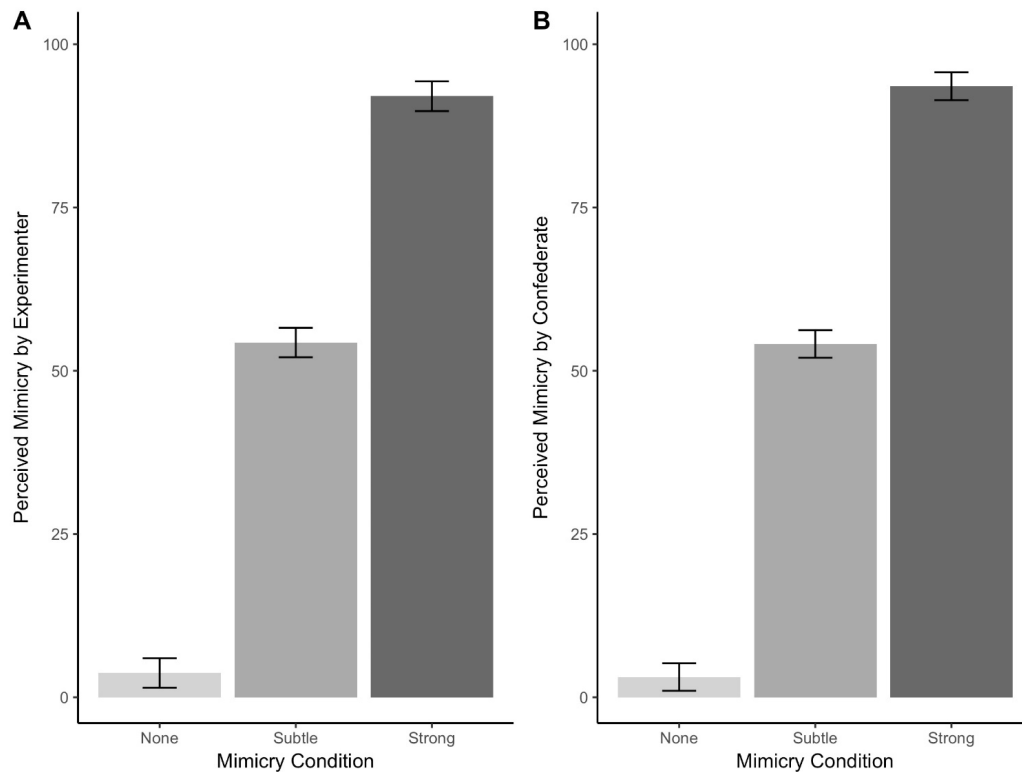
After the measurement of dependent variables, three open questions followed regarding suspicions during the experiment (“What do you think was the aim of this study?”, “Did one task influence your behavior in another task? If yes, how?”, “Was any aspect of the experiment occurring peculiar to you?”), as well as about their demographics (gender, age, and field of study).

S7. Experiment 2- Manipulation check

One-way ANOVAs revealed that the experimenter noticed a significant difference between mimicry conditions during the picture-description, $F(2, 146) = 382.60, p < .001, \eta_p^2 = .84$, and the negotiation task, $F(2, 146) = 382.60, p < .001, \eta_p^2 = .84$. Similarly, confederates again self-reported significantly different mimicry during the picture-description, $F(2, 146) = 546.97, p < .001, \eta_p^2 = .88$, and the negotiation task, $F(2, 146) = 516.44, p < .001, \eta_p^2 = .88$. Compared to the no mimicry condition the experimenter and the confederate both rated a significantly higher level of mimicry in the subtle mimicry condition as well as in the strong mimicry condition during both tasks, all $ps < .001$ (see Figure S5).

Figure S5

Ratings of the extent of mimicry from experimenter (A) and confederate (B) during the picture-description task in Experiment 2. Ratings ranged from 0% (“no imitation at all”) to 100% (“complete imitation”).



Note. Error bars represent ± 1 SEM.

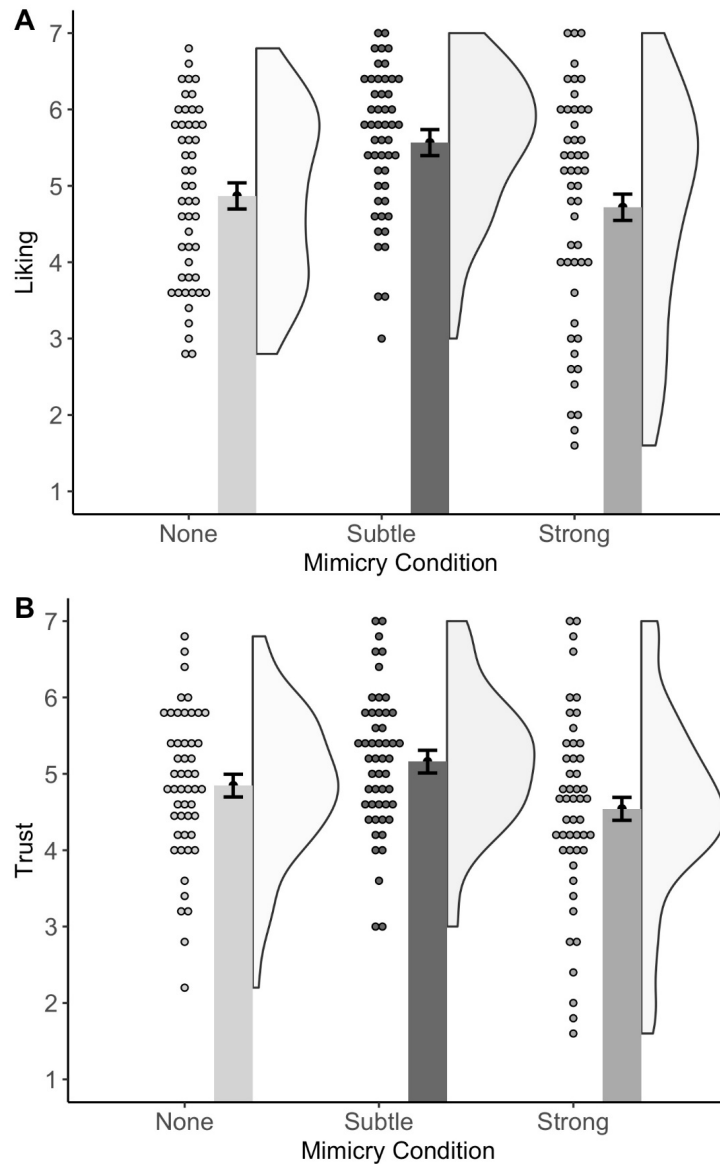
S8. Experiment 2- Effect of Mimicry on liking and trust after all rounds of counteroffers

Participants significantly liked the confederate more when subtly mimicked ($M = 5.57$, $SD = 0.94$) compared to not mimicked ($M = 4.87$, $SD = 1.12$), $t(146) = -2.89$, $p = .002$ (Hypothesis 1). Also a too-much mimicry effect emerged, as participants liked the strongly mimicking confederate ($M = 4.72$, $SD = 1.50$) less than the subtly mimicking one, $t(146) = -3.48$, $p < .001$ (Hypothesis 4). There was no difference between none and strong mimicry, $t(146) = -0.61$, $p = .542$, $d = 0.11$, 95%CI[-0.28, 0.51].

Inconsistent with Hypothesis 1, participants marginally trusted the confederate more when subtly ($M = 5.16$, $SD = 0.91$) versus not mimicked ($M = 4.85$, $SD = 0.96$), $t(146) = -1.5$, $p = .068$, $d = 0.33$, 95%CI[-0.06, 0.73]. Participants trusted the strongly mimicking confederate ($M = 4.54$, $SD = 1.24$) less than the subtly mimicking one, $t(146) = -2.93$, $p = .004$, $d = 0.57$, 95%CI[0.16, 0.97], providing evidence for a too-much mimicry effect (Hypothesis 4). There was no difference between none and strong mimicry, $t(146) = -1.44$, $p = .151$, $d = 0.27$, 95%CI[-0.12, 0.67]. Results are displayed in Figure S6.

Figure S6

Effects of mimicry on liking (A) and trust (B) after all rounds of counteroffers in Experiment 2.



Note. Error bars represent ± 1 SEM

S9. Experiment 2- Effects of mimicry on the mean of all adjusted counteroffers

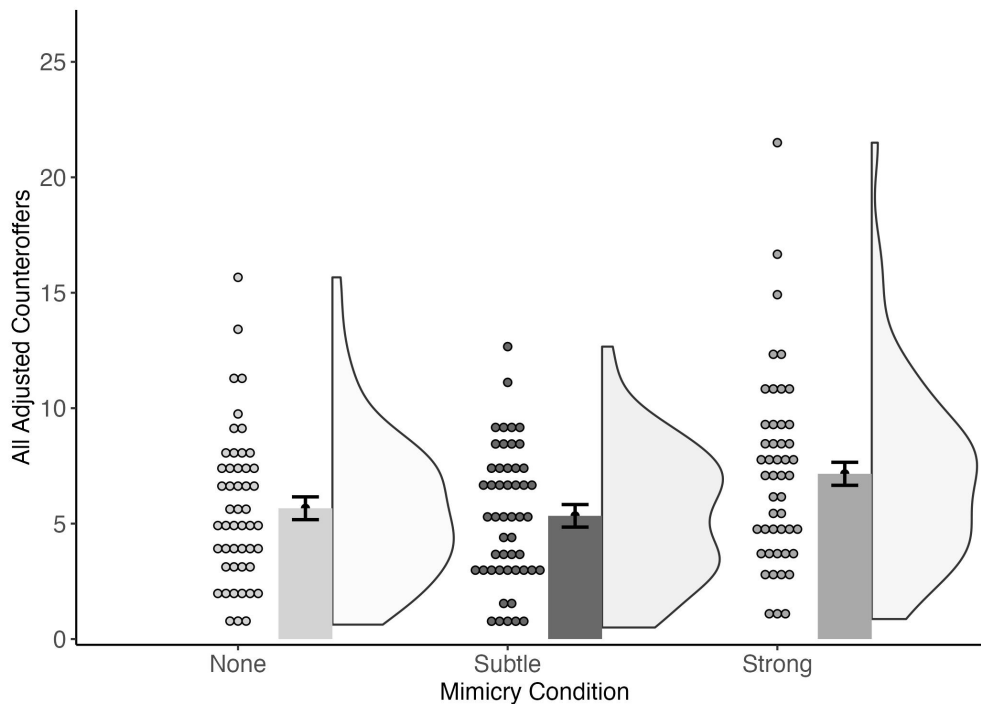
Averaged across all negotiation rounds, participants adjusted to similar extents when subtly mimicked ($M = 5.34$, $SD = 2.91$) compared to not mimicked ($M = 5.67$, $SD = 3.28$), $t(144) = 0.47$, $p = .319$, $d = 0.11$, $CI_{95\%}[-0.29, 0.50]$, revealing no evidence for Hypothesis H2.

Compared to participants who were subtly mimicked, participants who were strongly mimicked adjusted significantly farther away from the confederate's first offer ($M = 7.16$, $SD = 4.09$), $t(144) = 2.61$, $p = .005$, $d = 0.51$, $CI_{95\%}[0.11, 0.92]$, thus again corroborating the too-much-mimicry prediction (H4). Interestingly, strong mimicry even backfired compared to no

mimicry in its anchoring susceptibility leading to the lowest rate of concessions across negotiation rounds, $t(144) = 2.13$, $p = .035$, $d = 0.40$, $CI_{95\%}[0.00, 0.80]$. Results are displayed in Figure S7.

Figure S7

Effects of mimicry on liking (A) and trust (B) after all rounds of counteroffers in Experiment 2.



Note. Error bars represent ± 1 SEM

S10. Experiment 2- Exploratory Results for Similarity and Smoothness

Participants felt significantly more similar to the confederate when subtly mimicked ($M = 4.27$, $SD = 1.13$) compared to when not mimicked ($M = 3.25$, $SD = 1.07$), $t(145) = -4.69$, $p < .001$, $d = 0.93$, $CI_{95\%}[0.51, 1.34]$. Supporting a too-much-mimicry effect, participants felt less similar when strongly ($M = 3.39$, $SD = 1.06$) versus subtly mimicked, $t(145) = -4.03$, $p < .001$, $d = 0.81$, $CI_{95\%}[0.39, 1.22]$. Control and strong mimicry condition did not significantly differ, $t(145) = 0.62$, $p = .539$, $d = 0.13$, $CI_{95\%}[-0.27, 0.52]$.

Participants experienced the interaction to be significantly smoother when they were subtly mimicked ($M = 5.43$, $SD = 1.11$) compared to not mimicked ($M = 4.90$, $SD = 1.02$), $t(145) = -2.05$, $p = .042$, $d = 0.50$, $CI_{95\%}[0.10, 0.90]$. Participants reported lower smoothness when interacting with the strongly mimicking confederate ($M = 3.43$, $SD = 1.65$) than when interacting with the subtly mimicking one, Welch's $t(83.85) = 7.06$, $p < .001$, $d = 1.42$, $CI_{95\%}[1.44, 2.57]$. Strong mimicry backfired compared to no mimicry, Welch's $t(85.55) = -4.85$, $p < .001$, $d = 0.98$, $CI_{95\%}[0.82, 1.96]$. Results are shown in Figure S8.

S11. Experiment 2 – Quadratic and linear contrasts

We explored if mimicry had curvilinear effects on liking, trust, and anchoring susceptibility, as well as on felt similarity and perceived smoothness of the interaction. As shown in Table S3, the quadratic contrasts were significant for liking, trust, perceived similarity, and smoothness. For anchoring susceptibility, the quadratic contrast was non-significant.

Table S3

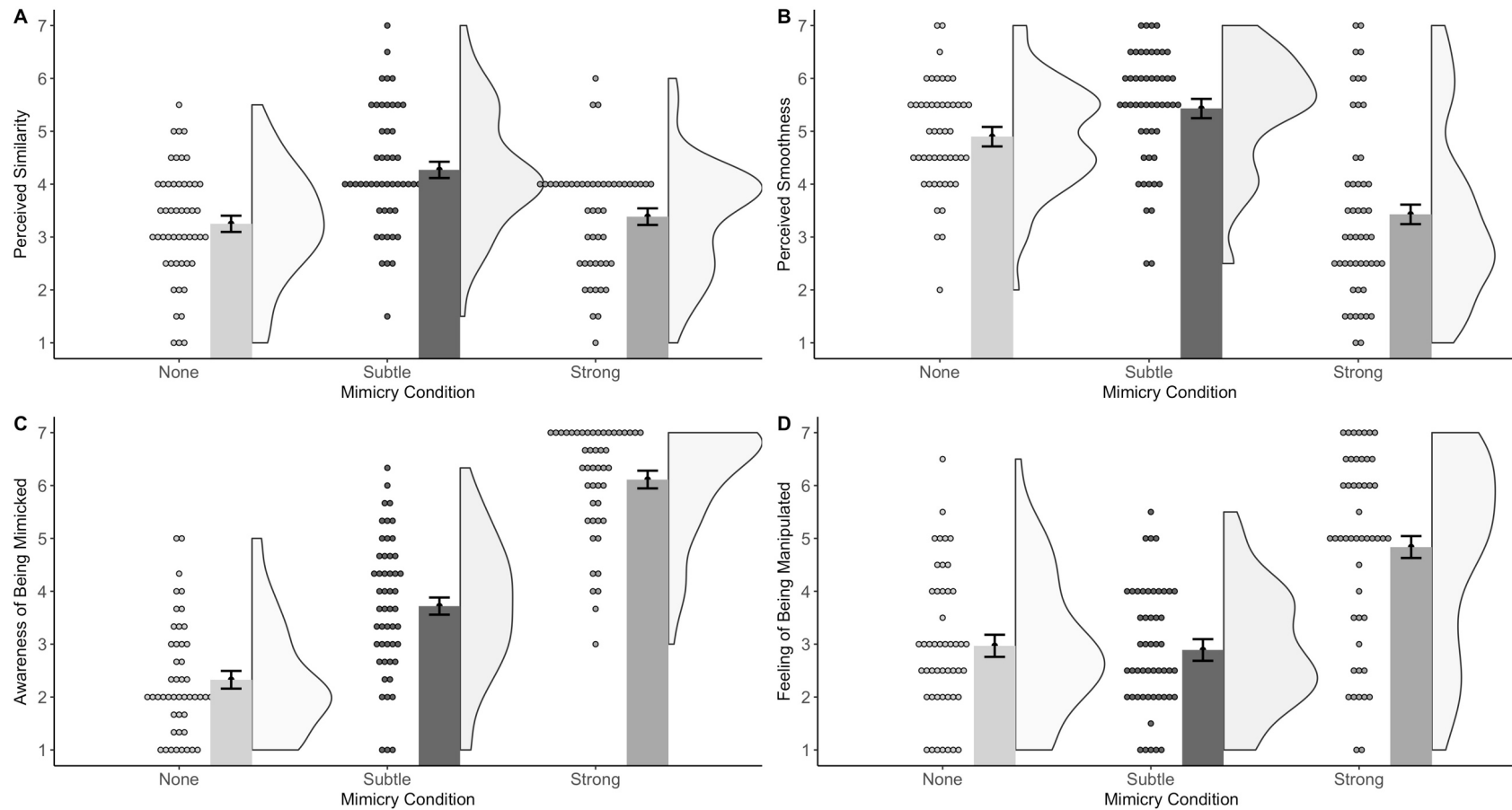
Quadratic Contrasts on the Dependent Variables for None versus Subtle versus Strong Mimicry in Experiment 1

Variable	<i>b</i>	<i>SE</i>	<i>t</i>	<i>p</i>
Liking				
Quadratic	−0.59	0.16	−3.64	< .001
Linear	−0.18	0.16	−1.10	.273
Trust				
Quadratic	−0.36	0.14	−2.69	.008
Linear	−0.38	0.14	−2.79	.006
Similarity				
Quadratic	−0.78	0.15	−5.04	< .001
Linear	0.10	0.16	0.62	.539
Smoothness				
Quadratic	−1.03	0.18	−5.65	< .001
Linear	−1.04	0.18	−5.64	< .001
1 st Counteroffer				
Quadratic	1.15	0.62	1.86	.065
Linear	1.13	0.62	1.82	.071
All Counteroffers				
Quadratic	0.88	0.49	1.79	.076
Linear	1.06	0.50	2.13	.035

Note. *SE* indicates standard error.

Figure S8

Effects of mimicry on perceived similarity (A), smoothness (B) after first counteroffer, and awareness of being mimicked (C) and feeling of being manipulated (D) at the end of Experiment 2.



Note. Error bars represent ± 1 SEM.

Table S4*Correlations with confidence intervals of dependent variables in Experiment 2 within the mimicry control condition*

Variable	1	2	3	4	5	6	7
1. Liking							
2. Trust	.56** [.32, .73]						
3. Similarity	.29 [-.00, .53]	.23 [-.06, .49]					
4. Smoothness	.46** [.20, .66]	.48** [.23, .68]	.50** [.24, .69]				
5. Feeling of Manipulation	.16 [-.13, .43]	-.04 [-.33, .25]	.05 [-.25, .33]	.21 [-.09, .47]			
6. Awareness	-.04 [-.33, .25]	-.14 [-.41, .16]	.11 [-.19, .38]	.19 [-.11, .46]	.34* [.06, .58]		
7. First Counteroffer	.08 [-.22, .36]	-.15 [-.42, .15]	.22 [-.07, .48]	.15 [-.15, .42]	.23 [-.06, .49]	.11 [-.19, .39]	
8. Average Counteroffers	.13 [-.17, .40]	-.10 [-.38, .20]	.24 [-.05, .50]	.11 [-.19, .39]	.18 [-.12, .45]	.19 [-.11, .45]	.88** [.79, .93]

Note. Measures of liking, trust, similarity, and smoothness after the first round of counteroffers. *M* and *SD* are used to represent mean and standard deviation, respectively. Values in square brackets indicate the 95% confidence interval for each correlation. The confidence interval is a plausible range of population correlations that could have caused the sample correlation (Cumming, 2014). * indicates $p < .05$. ** indicates $p < .01$.

Table S5*Correlations with confidence intervals of dependent variables in Experiment 2 within the subtle mimicry condition*

Variable	1	2	3	4	5	6	7
1. Liking							
2. Trust	.47** [.22, .66]						
3. Similarity	.42** [.17, .63]	.22 [-.06, .47]					
4. Smoothness	.40** [.14, .61]	.46** [.20, .65]	.23 [-.05, .48]				
5. Feeling of Manipulation	-.10 [-.36, .19]	-.11 [-.38, .17]	.01 [-.27, .29]	-.03 [-.30, .25]			
6. Awareness	-.18 [-.44, .10]	-.22 [-.47, .06]	-.09 [-.36, .19]	-.38** [-.60, -.12]	.29* [.02, .53]		
7. First Counteroffer	-.07 [-.34, .21]	-.04 [-.31, .24]	-.23 [-.48, .05]	.00 [-.27, .28]	-.17 [-.43, .12]	.03 [-.25, .31]	
8. Average Counteroffers	-.22 [-.47, .06]	-.09 [-.36, .20]	-.39** [-.60, -.12]	-.05 [-.32, .23]	-.16 [-.42, .12]	-.05 [-.33, .23]	.84** [.74, .91]

Note. Measures of liking, trust, similarity, and smoothness after the first round of counteroffers. *M* and *SD* are used to represent mean and standard deviation, respectively. Values in square brackets indicate the 95% confidence interval for each correlation. The confidence interval is a plausible range of population correlations that could have caused the sample correlation (Cumming, 2014). * indicates $p < .05$. ** indicates $p < .01$.

Table S6*Correlations with confidence intervals of dependent variables in Experiment 2 within the strong mimicry condition*

Variable	1	2	3	4	5	6	7
1. Liking							
2. Trust	.72** [.54, .83]						
3. Similarity	.06 [-.23, .35]	-.21 [-.47, .08]					
4. Smoothness	.49** [.24, .69]	.55** [.31, .73]	-.07 [-.35, .22]				
5. Feeling of Manipulation	-.07 [-.35, .22]	-.10 [-.37, .20]	.03 [-.27, .31]	-.15 [-.42, .15]			
6. Awareness	-.03 [-.32, .26]	-.19 [-.45, .11]	.05 [-.24, .34]	-.25 [-.50, .04]	.39** [.11, .61]		
7. First Counteroffer	-.07 [-.36, .22]	-.03 [-.31, .27]	.03 [-.27, .31]	.09 [-.21, .37]	-.10 [-.38, .19]	.06 [-.23, .35]	
8. Average Counteroffers	-.07 [-.36, .22]	-.09 [-.37, .21]	.11 [-.19, .39]	.07 [-.23, .35]	.04 [-.26, .32]	.09 [-.21, .37]	.89** [.82, .94]

Note. Measures of liking, trust, similarity, and smoothness after the first round of counteroffers. *M* and *SD* are used to represent mean and standard deviation, respectively. Values in square brackets indicate the 95% confidence interval for each correlation. The confidence interval is a plausible range of population correlations that could have caused the sample correlation (Cumming, 2014). * indicates $p < .05$. ** indicates $p < .01$.

S12. Detailed Method of Experiment 3

Participants and Design

We found moderate-to-large effect sizes of Cohen's $d = 0.68$ (Experiment 1) and $d = 0.49$ (Experiment 2) for the difference between subtle and strong mimicry on counteroffers. An a priori sample-size analysis with G*Power 3.1.7 (Faul et al., 2007) with the conservative, lower effect size of $d = 0.49$, power of $1 - \beta = .80$, $\alpha = .05$, and two independent groups for the subtle-versus-strong mimicry comparison resulted in an estimate of $N = 106$ participants ($n = 53$ per group) for an independent-samples t test. As in Experiment 2, given the three conditions (control vs. subtle vs. strong mimicry), we decided to recruit a minimum of $n = 53$ participants per condition (total $N = 159$). Anticipating exclusions in the statistical analyses, we recruited $N = 183$ students with various majors from {Institution}. We excluded $n = 3$ participants in the strong mimicry condition (one did not follow the instructions, one had a bad internet connection, and one stopped the experiment). The final sample comprised $N = 180$ participants (control: $n = 58$; subtle: $n = 60$; strong: $n = 62$; Age: $M = 22.89$, $SD = 4.06$, Range: 18-37; 134 female, 45 male, 1 diverse). The confederate's gender was matched with the participant's gender.

Sensitivity Power Analysis

The sample size allowed us to detect effect sizes of $d = 0.46$ with a power of 80% for differences ($\alpha = .05$, one-tailed) between subtle ($n = 60$) and no mimicry ($n = 58$) and $d = 0.45$ for differences between subtle and strong mimicry ($n = 62$).

Procedure

The experimenter started the online meeting by calling the participant and confederate on Zoom and conducting a technical sound and video check. Participants provided informed consent, including consent to be video-recorded.

The experimenter informed the participant and confederate in individual chat messages about their respective roles in the upcoming negotiation. Participants were randomly assigned a predetermined role and prepared their role for 5 min. Before the negotiation, the participant and confederate engaged in the ostensibly unrelated 10-min picture-description task (see Experiment 1). They were instructed to sit centrally in front of the cameras so that their shoulders and thorax were visible. For this task, the experimenter shared their screen with the five pictures (2 min each) so that confederate and participant could simultaneously see each picture. During the task, the experimenter muted their microphone and turned off their camera to avoid distractions.

For the subsequent negotiation, the experimenter announced that the confederate would make the first offer. Confederates presented this first offer in the chat (standardized as in Experiment 2) and announced this offer to the participant. Participants then announced their counteroffer and answered the survey with the dependent measures, ratings of awareness feeling manipulated and open suspicion questions (see Experiments 1 and 2). During this time, confederates reported how much they had imitated the participant (0% to 100%). Participants then received either a €7 Amazon gift card or course credit.

Mimicry Manipulation

The confederate (blind to the hypotheses) engaged in one of three mimicry behaviors: (1) sitting in a neutral position, not mimicking the participant's gestures, emotions, or verbal expressions (no-mimicry control condition), (2) (a) mimicking approximately 50% of the participant's gestures and postures, (b) mimicking 50% of their facial-emotional expressions (e.g., smiles and frowns), and (c) verbally repeating back participants' 1-2 most central key words but otherwise using their own words (subtle mimicry condition), or (3) (a) mimicking 100% of the participant's gestures and postures, (b) mimicking 100% of their facial-emotional expressions, and (c) repeating back 100% of the participants' last verbal statement

literally word-by-word (strong mimicry condition). Confederates again received instructions related to the assigned condition in the form of “if-then plans” (Gollwitzer, 1999) and were trained to follow these plans in the online format before the data were collected.

Measures

Manipulation Check. The experimenter rated the extent to which the confederate imitated the participant’s behavior during the picture-description task (0%–100%). In addition, two blind raters watched and rated all interaction videos. As preregistered, one rater—blind to the hypotheses—rated which of the three conditions the interaction belonged to. The other rater—blind to the experimental manipulations, conditions, and hypotheses—rated on a scale from 0 to 100% the extent to which the confederate imitated the participant overall during the picture-description task. Both raters also separately rated the proportion of behavioral, facial, and verbal imitation (0–100%).

Interpersonal Outcomes. Liking ($\alpha = .91$), trust ($\alpha = .74$), similarity (two items; Spearman-Brown $r = .88$), and smoothness (Spearman-Brown $r = .60$) were measured as in Experiment 2 (1 = *I do not agree at all*, 7 = *I fully agree*).

Mimicry Awareness and Feeling Manipulated. Again one rater—blind to predictions—coded the written statements on the three open suspicion questions regarding whether participants had suspected that (1) the other participant was a confederate and (2) that they had been mimicked. Also, participants’ mimicry awareness was measured with four items rated on a Likert scale (e.g., “Overall I had the feeling that the other person was imitating me”; $\alpha = .87$). Feeling manipulated was also measured with four items (e.g., “Overall I had the feeling that the other person wanted to influence me”; $\alpha = .91$).

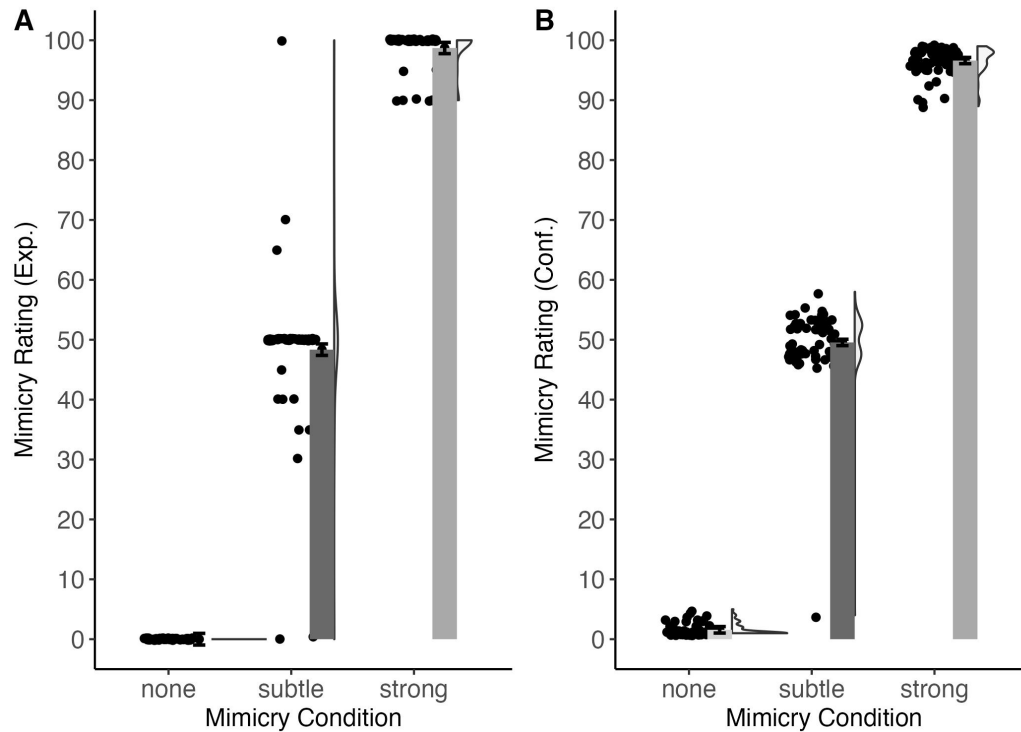
S13. Detailed Results of Experiment 3

Manipulation Check

The experimenter noticed differences in the amount of imitation between conditions, $F(2, 160) = 2107.39, p < .001, \eta_p^2 = .97$, and confederates reported different amounts of mimicry during the task, $F(2, 160) = 6653.38, p < .001, \eta_p^2 = .99$. Compared to the no-mimicry condition, both the experimenter and the confederate rated significantly higher levels of mimicry in both the subtle and the strong mimicry conditions, all $ps < .001$ (Figure S9 details the ratings).

Figure S9

Ratings of the extent of mimicry from experimenter (A) and confederate (B) during the picture-description task in Experiment 3. Ratings ranged from 0% (“no imitation at all”) to 100% (“complete imitation”).



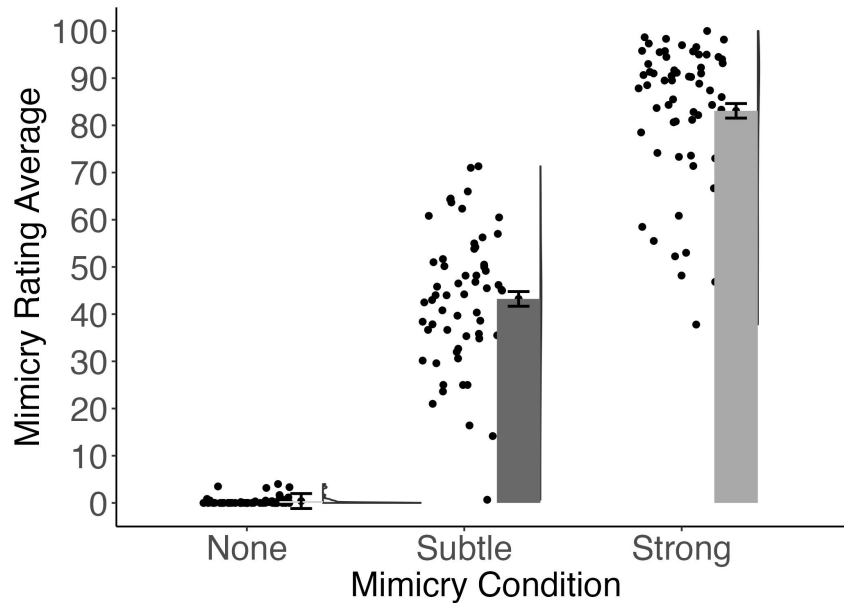
Note. Error bars represent ± 1 SEM.

For the video rating, Cohen's kappa showed high reliability between the mimicry condition and the classification of the blind rater, $\kappa = .98$. The intraclass correlations for interrater agreement were ICC = .85, 95% CI [.85, .89] for behavior, ICC = .75, 95% CI [.59, .84] for facial expressions, and ICC = .97, 95% CI [.96, .98] for verbal expressions. We averaged across the two raters because agreement was high.

Conditions differed in the amount of behavioral imitation, $F(2, 175) = 213.10, p < .001, \eta_p^2 = .71$, facial expressions, $F(2, 176) = 136.60, p < .001, \eta_p^2 = .61$, verbal statements, $F(2, 175) = 3823.00, p < .001, \eta_p^2 = .98$, and the average of these ratings, $F(2, 176) = 699.20, p < .001, \eta_p^2 = .89$. Compared with no mimicry ($M = 0.40, SD = 0.92$), the raters saw higher amounts of mimicry in the subtle ($M = 43.23, SD = 14.25$) and strong mimicry conditions ($M = 83.08, SD = 15.03$), all $ps < .001$ (Figure S10).

Figure S10

Effects of Mimicry Condition on the Average of Behavioral, Facial, and Verbal Imitation Ratings (Experiment 3)



Note. Error bars represent ± 1 SEM. The scale ranged from 0% (no imitation) to 100% (total imitation). Two video raters were blind to the hypotheses.

Confirmatory Analyses

Tables S10-S12 present the correlations between all dependent measures within each mimicry condition. All means, Cohen's *ds*, and confidence intervals can be found in Table S7.

Table S7

*Means, Standard Deviations, and Cohen's *d* Values in Experiment 3*

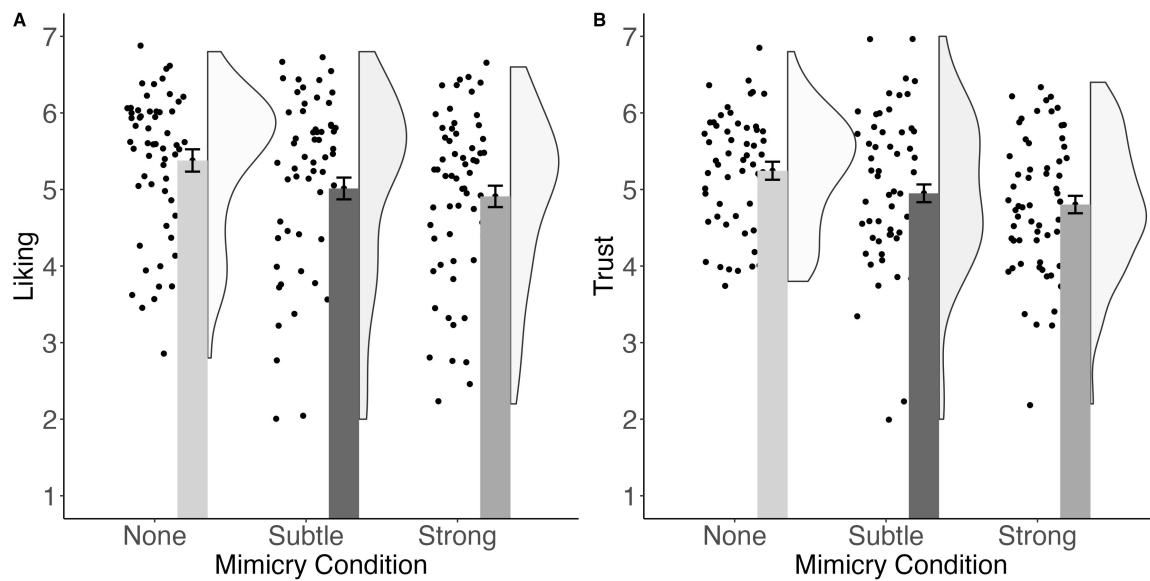
	<i>M</i>	<i>SD</i>	1	2
Liking				
1. None	5.38	0.92		
2. Subtle	5.01	1.26	0.33	
			[-0.03, 0.69]	
3. Strong	4.91	1.08	0.47	0.09
			[0.10, 0.83]	[-0.27, 0.44]
Trust				
1. None	5.24	0.74		
2. Subtle	4.95	1.05	0.33	
			[-0.04, 0.69]	
3. Strong	4.80	0.87	0.55	0.15
			[0.18, 0.91]	[-0.20, 0.51]
Adjusted counteroffer				
1. None	7.25	3.20		

2. Subtle	7.46	3.06	-0.07	
			[-0.47, 0.30]	
3. Strong	7.61	3.53	-0.11	-0.04
			[-0.47, 0.26] [-0.40, 0.31]	
Awareness				
1. None	2.08	0.87		
2. Subtle	4.43	1.39	-2.03	
			[-2.48, -1.57]	
3. Strong	5.06	1.38	-2.58	-0.46
			[-3.08, -2.08] [-0.81, -0.09]	
Feeling manipulated				
1. None	1.75	0.64		
2. Subtle	3.60	1.66	-1.47	
			[-1.89, -1.04]	
3. Strong	3.61	1.68	-1.46	0.01
			[-1.88, -1.04] [-0.36, 0.35]	

Note. *d*-values for unequal variances between groups. Values in brackets indicate the 95% confidence interval for each *d*-value.

Mimicry and Liking and Trust. Contrary to H1, participants liked and trusted the subtly mimicking confederate descriptively *less* than the nonmimicking confederate, but these effects were nonsignificant, liking: $t(108.16) = 1.79, p = .962$, trust: $t(105.85) = 1.77, p = .960$, for the one-sided test. Participants liked, $t(116.05) = 0.48, p = .314$, and trusted, $t(114.76) = 0.838, p = .202$, the subtly and strongly mimicking confederates to a similar extent (H3). Strongly mimicked participants liked, $t(116.39) = 2.55, p = .012$, and trusted, $t(116.17) = 3.00, p = .003$, the confederate less than not-mimicked participants, liking:., trust:.. The quadratic contrast of mimicry did neither significantly predict liking, $t = 0.75, p = .454$, nor trust, $t = 0.52, p = .602$, but there was a negative linear relationship between mimicry and both liking, $t = -2.32, p = .021$, and trust, $t = -2.70, p = .008$. Results are displayed in Figure S11.

Overall, interpersonal outcomes did not improve as expected in the subtle compared to the strong mimicry condition. Instead, subtly mimicked participants perceived their opponent in a similar way as strongly mimicked participants.

Figure S11*Effects of Mimicry on Liking (A) and Trust (B) in Experiment 3*

Note. Error bars represent ± 1 SEM.

Mimicry and Similarity and Smoothness. Participants did not feel more similar to the confederate when subtly mimicked compared to not mimicked, $t(177) = -0.79$, $p = .429$, but they felt more similar when strongly versus subtly mimicked, $t(177) = 2.12$, $p = .035$. No difference emerged in similarity between the control and the strong mimicry condition, $t(177) = 1.31$, $p = .193$.

Contrary to H1, participants experienced the interaction descriptively as less smooth when they were subtly mimicked compared to not mimicked, $t(177) = -1.71$, $p = .089$. Participants reported similar levels of smoothness when interacting with the strongly mimicking confederate as when interacting with the subtly mimicking one, $t(177) = -1.22$, $p = .225$. Strong mimicry backfired compared to no mimicry, $t(177) = -2.93$, $p = .004$. Means, SDs, and Cohen's d s are shown in Table S8 and results are displayed in Figure S12.

Table S8

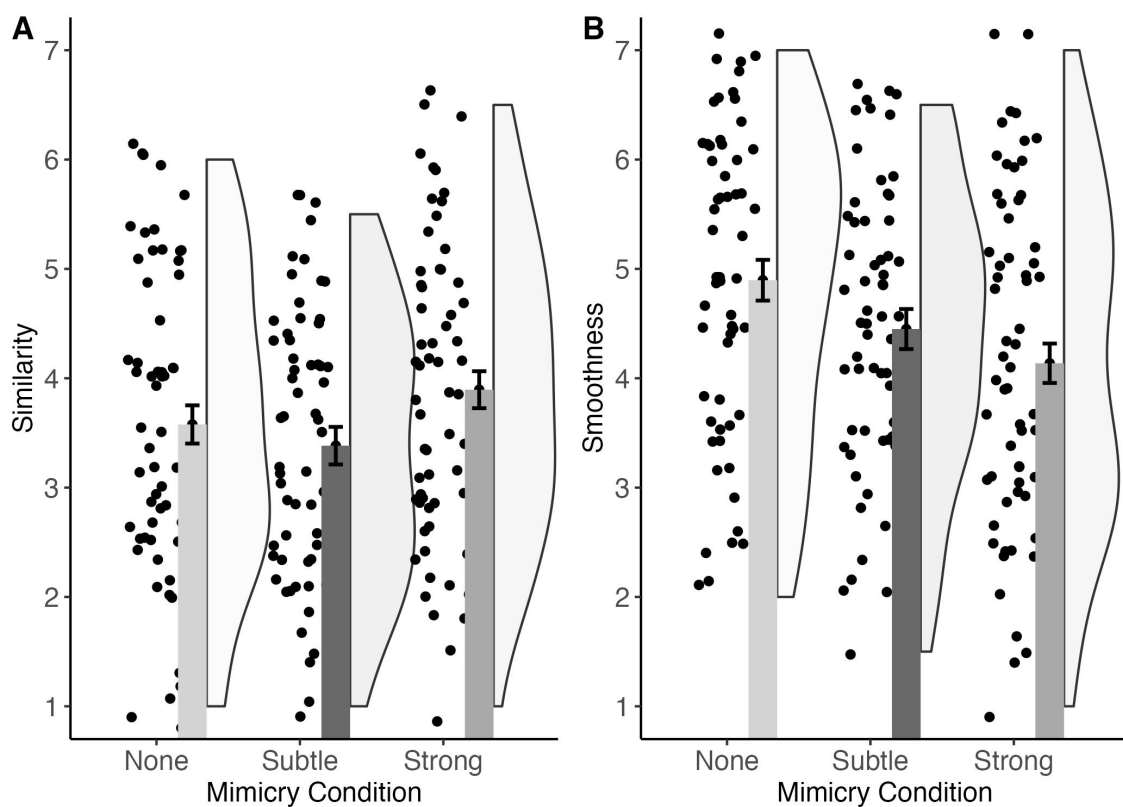
Means, standard deviations, Cohen's d values for mean comparisons, and 95% confidence interval for each d -value in brackets for similarity and smoothness in Experiment 3

Similarity				
1. none	3.58	1.40		
2. subtle	3.38	1.23	0.15	
			[-0.21, 0.51]	
3. strong	3.90	1.36	0.23	0.40

			[-0.13, 0.59]	[0.04, 0.75]
Smoothness				
1. none	4.90	1.42		
2. subtle	4.45	1.31	0.33	
			[-0.04, 0.69]	
3. strong	4.14	1.52	0.52	0.22
			[0.15, 0.88]	[-0.14, 0.58]

Figure S12

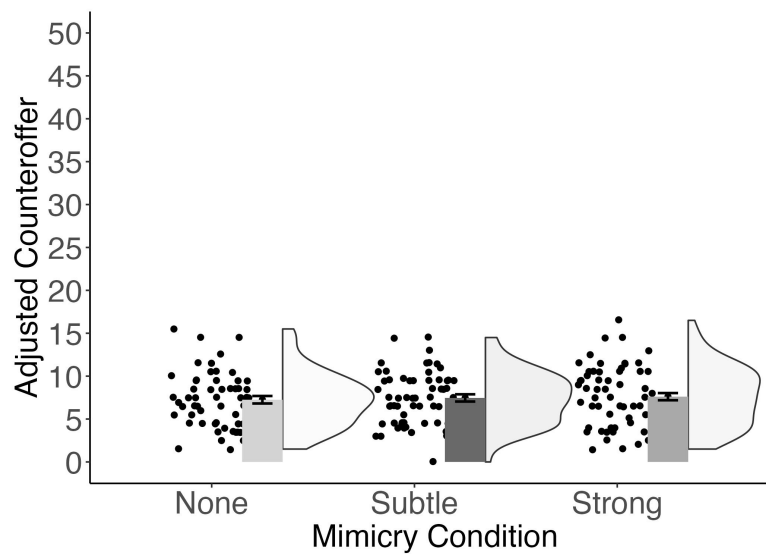
Effects of mimicry on similarity (A) and smoothness (B) after the counteroffer in Experiment 3



Mimicry and Anchoring Susceptibility. Contrary to H2, participants' counteroffers were not anchored more when subtly versus not mimicked, $t(112.47) = -0.36, p = .642$. Also, participants did not adjust farther away from the first-offer anchor when strongly (vs. subtly) mimicked, $t(117.14) = -0.25, p = .403$ (H4). There was no significant difference between no and strong mimicry, $t(114.99) = 0.58, p = .564$ (Figure S13).

Figure S13

Effects of Mimicry on Anchoring Susceptibility, as Reflected in Adjusted Counteroffers (Experiment 3)



Note. Error bars represent ± 1 SEM.

Table S9

Results for Quadratic and Linear Contrasts in R on Each Dependent Variable for None versus Subtle versus Strong Mimicry in Experiment 3

Variable	<i>b</i>	<i>SE</i>	<i>t</i>	<i>p</i>
Liking				
Quadratic	0.11	0.14	0.75	.454
Linear	−0.33	0.14	−2.32	.021
Trust				
Quadratic	0.06	0.12	0.52	.602
Linear	−0.31	0.12	−2.70	.008
Similarity				
Quadratic	0.29	0.17	1.68	.095
Linear	0.23	0.17	1.31	.193
Smoothness				
Quadratic	0.06	0.18	0.30	.766
Linear	−0.54	0.18	−2.93	.004
1 st Counteroffer				
Quadratic	−0.03	0.42	−0.06	.951
Linear	0.25	0.43	0.59	.553
Awareness				
Quadratic	−0.70	0.16	−4.36	< .001

Linear	2.11	0.16	13.05	< .001
Feeling Manipulated				
Quadratic	-0.75	0.18	-4.06	< .001
Linear	1.31	0.19	7.11	< .001

Note. *SE* indicates standard error.

Mediation Model. We had expected interpersonal outcomes to mediate the benefits of subtle versus no mimicry for anchoring susceptibility (H5). As this manipulation had no effect on anchoring susceptibility, we did not test any confirmatory mediation models.

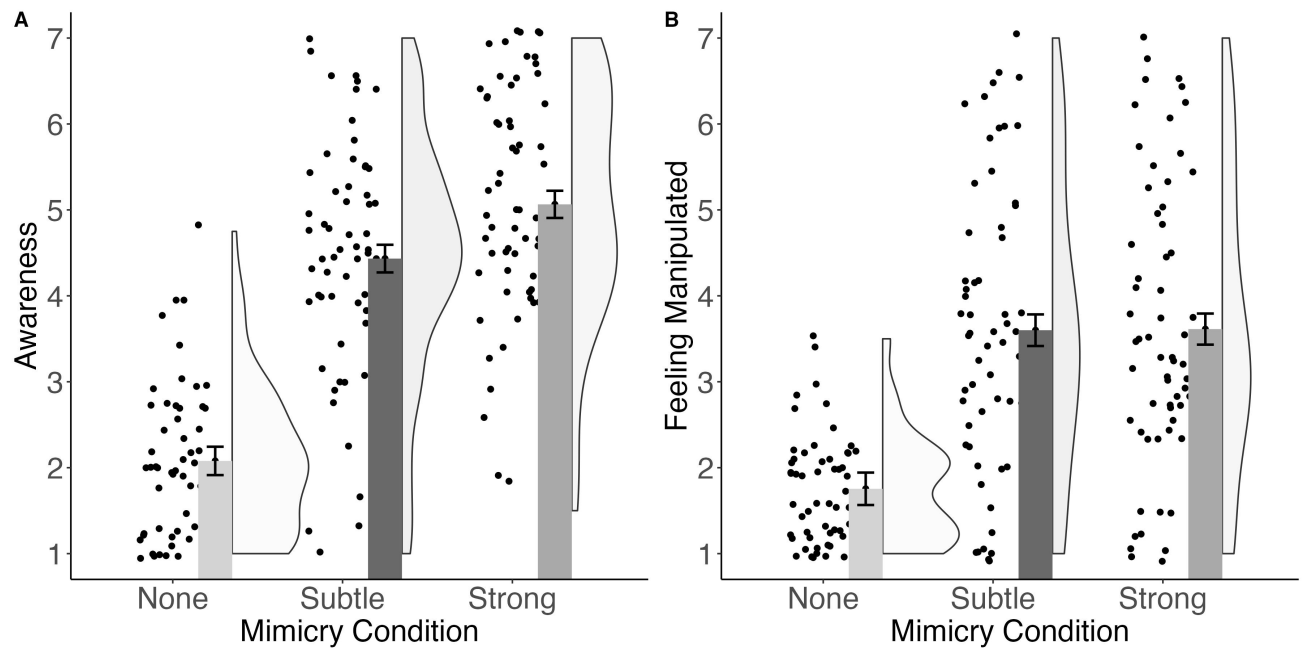
Mimicry Awareness and Feeling Manipulated. The rater coded 21 participants as suspicious that the ostensible other participant had been a confederate (control: $n = 2$; subtle: $n = 8$; strong: $n = 11$) and 77 participants as noticing the mimicry (control: $n = 2$; subtle: $n = 32$; strong: $n = 43$).

When strongly mimicked, participants were more aware of the mimicry than in both the subtle, $t(119.80) = -2.51, p = .006, d = -0.46$, and no-mimicry conditions, $t(104.07) = -14.20, p < .001, d = -2.58$, thus supporting H6 (Figure 8). Surprisingly, participants were also markedly more aware of the mimicry when subtly (vs. not) mimicked, $t(99.89) = -11.02, p < .001, d = -2.03$.

Inconsistent with H6, participants did not feel more manipulated when strongly (vs. subtly) mimicked, $t(119.94) = -0.04, p = .483, d = 0.01$, but strongly mimicked participants felt more manipulated than unmimicked ones, $t(79.47) = -8.11, p < .001, d = -1.46$. Surprisingly, participants also felt markedly more manipulated when subtly (vs. not) mimicked, $t(76.73) = -8.01, p < .001, d = -1.47$. Overall, participants in the subtle mimicry condition were both more aware of the manipulation and felt more manipulated than intended (Figure S14).

Figure S14

Effects of Mimicry Condition on Awareness (A) and Feeling Manipulated (B) in Experiment 3



Note. Error bars represent ± 1 SEM.

S14. Exploratory Analyses of Experiment 3

We explored the effects of the video ratings on awareness and feeling manipulated. The manipulation checks and video ratings suggest that the mimicry conditions were well calibrated: Raters observed that confederates mimicked around 0% in no, 43% in subtle, and 83% in the strong mimicry conditions of the participants' behaviors, facial, and verbal expressions. However, in the subtle condition, the averaged ratings ranged widely from 0.67% to 71.33%. Possibly, participants might have perceived „too much mimicry“ even in the subtle condition. This is why we tested the effects of the average mimicry rating on awareness and feeling of manipulation. Indeed, a higher mimicry rating predicted a higher awareness score, $F(1, 176) = 194.80, p < .001, R^2 = .53$, as well as higher feeling of being manipulated, $F(1, 176) = 45.94, p < .001, R^2 = .21$ (see Figure S15).

Overall, there is evidence that there was already „too much mimicry“ in the subtle condition as evidenced by the fact that participants became aware of being mimicked and felt manipulated by the imitation. This could be the reason why there is no positive effect of mimicry in the subtle condition in Experiment 3.

Figure S15

Effects of mimicry ratings on awareness (A) and feeling manipulated (B)

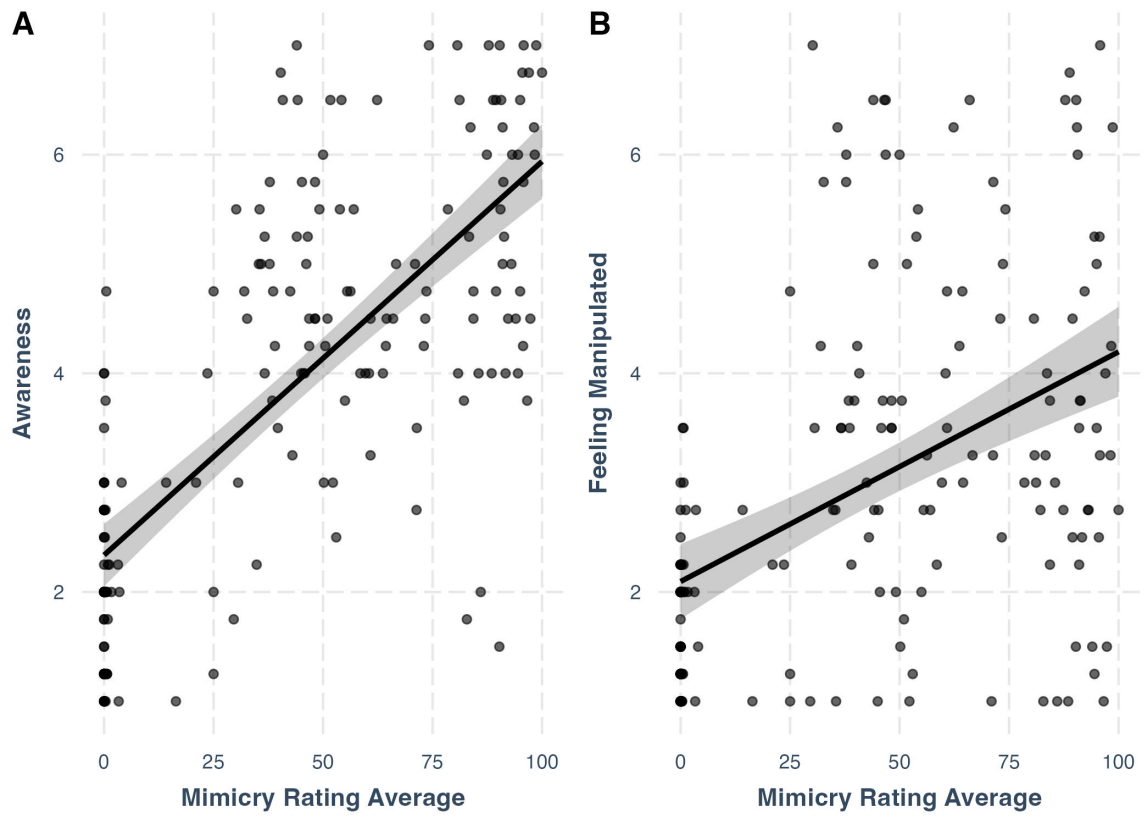


Table S10*Correlations with confidence intervals of dependent variables in Experiment 3 within the no mimicry condition*

Variable	<i>M</i>	<i>SD</i>	1	2	3	4	5	6
1. Liking	5.31	1.04						
2. Trust	5.24	0.74	.54** [.33, .70]					
3. Similarity	3.58	1.40	.54** [.33, .70]	.24 [-.02, .47]				
4. Smoothness	4.90	1.42	.61** [.42, .75]	.36** [.11, .57]	.27* [.01, .49]			
5. Adjusted Counteroffer	7.67	3.87	-.07 [-.33, .19]	-.24 [-.47, .02]	-.23 [-.46, .03]	.21 [-.05, .45]		
6. Awareness	2.13	0.95	-.01 [-.27, .25]	.12 [-.14, .37]	.01 [-.25, .26]	-.03 [-.29, .23]	-.22 [-.45, .04]	
7. Feeling of manipulation	1.79	0.70	-.15 [-.39, .11]	-.08 [-.33, .18]	-.10 [-.35, .16]	-.18 [-.42, .08]	-.19 [-.43, .07]	.59** [.39, .74]

Note. *M* and *SD* are used to represent mean and standard deviation, respectively. Values in square brackets indicate the 95% confidence interval for each correlation. The confidence interval is a plausible range of population correlations that could have caused the sample correlation (Cumming, 2014).

* indicates $p < .05$. ** indicates $p < .01$.

Table S11*Correlations with confidence intervals of dependent variables in Experiment 3 within the subtle mimicry condition*

Variable	<i>M</i>	<i>SD</i>	1	2	3	4	5	6
1. Liking	5.01	1.26						
2. Trust	4.95	1.05	.71** [.56, .82]					
3. Similarity	3.38	1.23	.54** [.34, .70]	.40** [.17, .60]				
4. Smoothness	4.45	1.31	.69** [.53, .80]	.64** [.46, .77]	.46** [.24, .64]			
5. Adjusted Counteroffer	7.46	3.06	.02 [-.23, .27]	-.07 [-.32, .19]	.08 [-.17, .33]	.18 [-.08, .42]		
6. Awareness	4.43	1.39	-.27* [-.49, -.02]	-.39** [-.58, -.15]	-.05 [-.30, .21]	-.42** [-.61, -.18]	-.31* [-.52, -.06]	
7. Feeling of manipulation	3.60	1.66	-.03 [-.29, .22]	-.07 [-.32, .19]	-.04 [-.29, .21]	-.28* [-.50, -.03]	-.35** [-.56, -.11]	.55** [.34, .70]

Note. *M* and *SD* are used to represent mean and standard deviation, respectively. Values in square brackets indicate the 95% confidence interval for each correlation. The confidence interval is a plausible range of population correlations that could have caused the sample correlation (Cumming, 2014).

* indicates $p < .05$. ** indicates $p < .01$.

Table S12

Correlations with confidence intervals of dependent variables in Experiment 3 within the strong mimicry condition

Variable	<i>M</i>	<i>SD</i>	1	2	3	4	5	6
1. Liking	4.91	1.08						
2. Trust	4.80	0.87	.61** [.43, .75]					
3. Similarity	3.90	1.36	.10 [-.15, .34]	.11 [-.14, .35]				
4. Smoothness	4.14	1.52	.47** [.25, .65]	.28* [.03, .49]	.15 [-.11, .38]			
5. Adjusted Counteroffer	8.85	10.37	-.01 [-.26, .24]	-.23 [-.45, .02]	-.11 [-.35, .14]	-.05 [-.30, .20]		
6. Awareness	5.06	1.38	-.46** [-.64, -.24]	-.28* [-.49, -.03]	-.01 [-.26, .24]	-.28* [-.49, -.03]	-.09 [-.33, .16]	
7. Feeling of manipulation	3.61	1.68	-.29* [-.51, -.05]	-.37** [-.57, -.13]	-.21 [-.43, .05]	-.30* [-.51, -.06]	-.02 [-.27, .23]	.59** [.40, .73]

Note. *M* and *SD* are used to represent mean and standard deviation, respectively. Values in square brackets indicate the 95% confidence interval for each correlation. The confidence interval is a plausible range of population correlations that could have caused the sample correlation (Cumming, 2014).

* indicates $p < .05$. ** indicates $p < .01$.

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