

Reporting Summary

Nature Research wishes to improve the reproducibility of the work that we publish. This form provides structure for consistency and transparency in reporting. For further information on Nature Research policies, see [Authors & Referees](#) and the [Editorial Policy Checklist](#).

Statistics

For all statistical analyses, confirm that the following items are present in the figure legend, table legend, main text, or Methods section.

- | n/a | Confirmed |
|-------------------------------------|--|
| ☐ | ☒ The exact sample size (n) for each experimental group/condition, given as a discrete number and unit of measurement |
| ☐ | ☒ A statement on whether measurements were taken from distinct samples or whether the same sample was measured repeatedly |
| ☐ | ☒ The statistical test(s) used AND whether they are one- or two-sided
<i>Only common tests should be described solely by name; describe more complex techniques in the Methods section.</i> |
| ☐ | ☒ A description of all covariates tested |
| ☐ | ☒ A description of any assumptions or corrections, such as tests of normality and adjustment for multiple comparisons |
| ☐ | ☒ A full description of the statistical parameters including central tendency (e.g. means) or other basic estimates (e.g. regression coefficient) AND variation (e.g. standard deviation) or associated estimates of uncertainty (e.g. confidence intervals) |
| ☐ | ☒ For null hypothesis testing, the test statistic (e.g. F , t , r) with confidence intervals, effect sizes, degrees of freedom and P value noted
<i>Give P values as exact values whenever suitable.</i> |
| ☒ | ☐ For Bayesian analysis, information on the choice of priors and Markov chain Monte Carlo settings |
| ☒ | ☐ For hierarchical and complex designs, identification of the appropriate level for tests and full reporting of outcomes |
| ☐ | ☒ Estimates of effect sizes (e.g. Cohen's d , Pearson's r), indicating how they were calculated |

Our web collection on [statistics for biologists](#) contains articles on many of the points above.

Software and code

Policy information about [availability of computer code](#)

Data collection

Qualtrics was used to execute the all surveys (i.e. for bankers, non-bankers and MTurkers).

Data analysis

Data analysis was conducted using R (Version 1.0.153)

For manuscripts utilizing custom algorithms or software that are central to the research but not yet described in published literature, software must be made available to editors/reviewers. We strongly encourage code deposition in a community repository (e.g. GitHub). See the Nature Research [guidelines for submitting code & software](#) for further information.

Data

Policy information about [availability of data](#)

All manuscripts must include a [data availability statement](#). This statement should provide the following information, where applicable:

- Accession codes, unique identifiers, or web links for publicly available datasets
- A list of figures that have associated raw data
- A description of any restrictions on data availability

The data and code for all statistical tests and analyses will be publicly available either through OSF and/or the Nature website. A separate file has been generated for the raw data presented in the figures in the main article, to be made available on the Nature website.

Field-specific reporting

Please select the one below that is the best fit for your research. If you are not sure, read the appropriate sections before making your selection.

- ☐ Life sciences ☒ Behavioural & social sciences ☐ Ecological, evolutionary & environmental sciences

Behavioural & social sciences study design

All studies must disclose on these points even when the disclosure is negative.

Study description	Data are quantitative, gathered in 5 field studies and one on-line (MTurk) study.
Research sample	1) Bankers in the Asia Pacific, recruited from the one institution 2) Bankers in the Middle East, recruited from the one institution, 3) Non-bankers in the Asia Pacific were sought via a panel provider and to be representative on age and gender, 4) Non-bankers in the Middle East, recruited from the one institution, 5) Non-bankers in Europe, recruitment from the one institution, and 6) MTurkers, recruited in the US.
Sampling strategy	Being field studies requiring organizational permission, strictly speaking studies 1,2,4,5 are convenience samples, and as such the sample size could not be pre-determined. Our power analysis calculations however provided an estimate of the needed sample size to achieve the effect of the original study we were attempting to replicate. In study 3, we strove to recruit a nationally representative sample on gender and age attributes, around double the size of the original sample and well above the size needed to identify the treatment effect found in the original banker study. In Study 6, based on previous studies, we sought a sample size to detect a difference of an average 0.5 winning coin tosses out of 10 rounds between conditions, with 90% power and a significance level of 5%.
Data collection	The data was collected via the Qualtrics survey. As such, the randomization process could not be influenced by the researchers and the researchers were blind to the data collection.
Timing	Study 1: February 2016, Study 2: August 2015, Study 3: August 2018, Study 4: September 2015, Study 5: January 2016, Study 6: July 2017
Data exclusions	For Study 3 - a non-banker study - participants who reported being bankers were excluded from the final data set. Robustness checks were conducted for those who reported previously having worked in the banking sector.
Non-participation	Incomplete surveys as a % of all surveys: 1) 42, 2) 31, 3) 70, 4), 26, 5) 56, 6) 0. Approximated participation rates (completed surveys as a % of total staff): 1) 16, 2) 6, 3) n/a, 4) 50, 5) 6, 6) n/a (Mturk)
Randomization	Randomization was undertaken in all studies by Qualtrics.

Reporting for specific materials, systems and methods

We require information from authors about some types of materials, experimental systems and methods used in many studies. Here, indicate whether each material, system or method listed is relevant to your study. If you are not sure if a list item applies to your research, read the appropriate section before selecting a response.

Materials & experimental systems

n/a	Involved in the study
☒	☐ Antibodies
☒	☐ Eukaryotic cell lines
☒	☐ Palaeontology
☒	☐ Animals and other organisms
☐	☒ Human research participants
☒	☐ Clinical data

Methods

n/a	Involved in the study
☒	☐ ChIP-seq
☒	☐ Flow cytometry
☒	☐ MRI-based neuroimaging

Human research participants

Policy information about [studies involving human research participants](#)

Population characteristics	See above and SI for descriptive statistics for Studies 1, 2, 3, 4 & 5.
Recruitment	Participants for studies #1,2,4,5 were recruited through contacts in the financial services industry around the world. Our experience informs us that institutional selection bias is a nearly insurmountable challenge in field replications of high profile work, as discussed in the manuscript. We don't identify issues with (self-reported) familiarity with the previous study and survey technique. As for Study #3, we recruited panel participants through a professional panel services provider, Qualtrics. For Study #6, we recruited participants through Amazon Mechanical Turk.
Ethics oversight	LSE Research Ethics Committee. Reference Number 000582 (now fully referenced in the SI)

Note that full information on the approval of the study protocol must also be provided in the manuscript.