**Supplemental Materials**

**Should Job Applicants Be Excited or Calm?: The Role of Culture and Ideal Affect in Employment Settings**

**By L. Z. Bencharit et al., 2018, *Emotion***

**http://dx.doi.org/10.1037/emo0000444**

Contents

A. Studies 1 & 2: Job Ad Stimuli

B. Study 1: Cultural group differences in raw ideal and actual affect

C. Study 2: Cultural group differences in ipsatized and raw ideal and actual affect

D. Study 3: Cultural group differences in raw ideal and actual affect

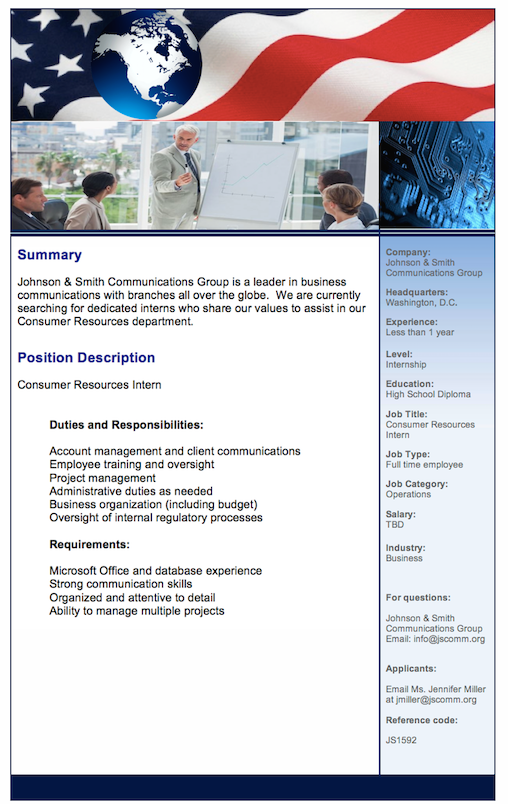
E. Study 4a: Cultural group differences in raw scores of likelihood to hire excited and calm applicants

F. Study 4a: Cultural group differences in raw ideal and actual affect

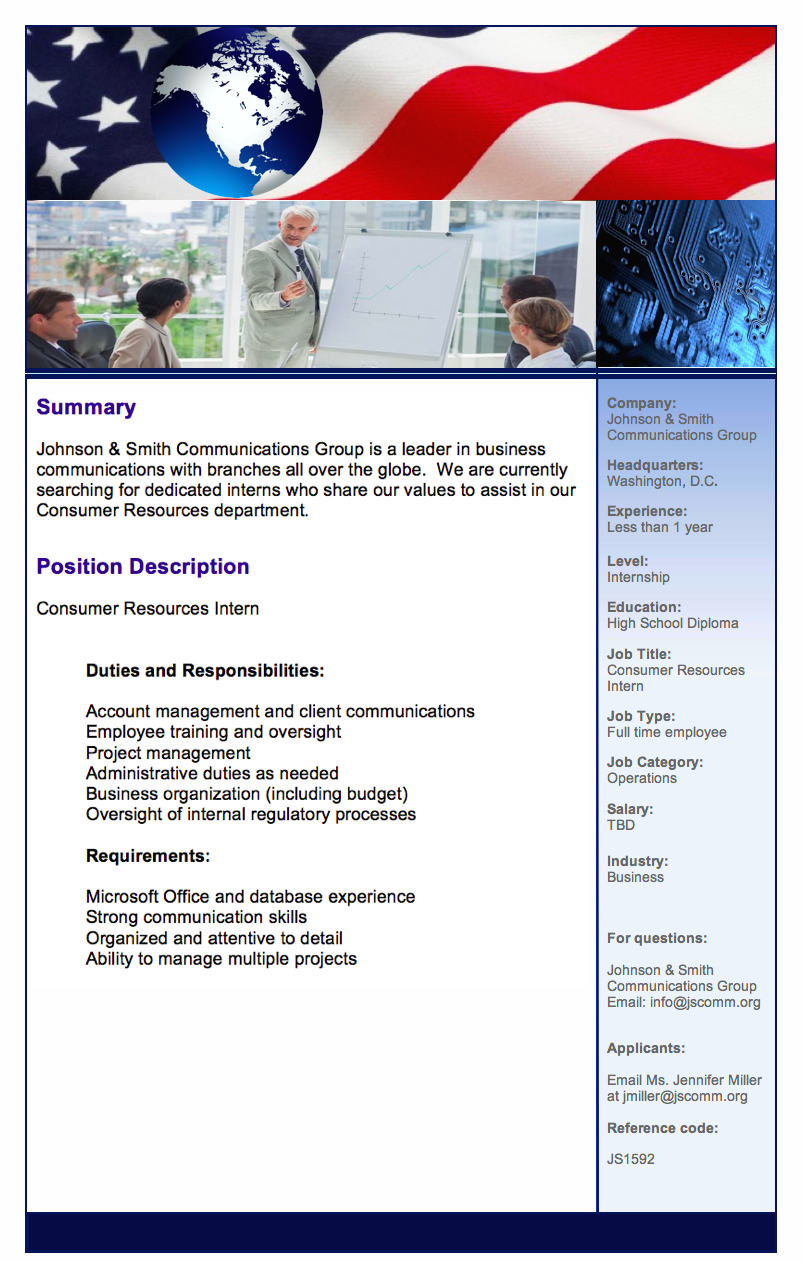
G. Study 4a: Does ideal affect influence hiring choice?

H. Studies 1-4a: Pearson two-tailed correlation coefficients of relevant variables

1. Study 1 Stimuli in English, shown to European American and Asian American participants



Study 1. Stimuli in English and Chinese, shown to Hong Kong Chinese participants



Study 2. Stimuli in English, shown to European American, Asian American, and Hong Kong Chinese participants



1. Study 1 Cultural group differences in raw ideal and actual affect

We examined whether there were cultural differences in raw values of ideal affect using a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Ideal Affect [HAP, LAP]) repeated measures analysis of covariance (ANCOVA), controlling for actual HAP and actual LAP; Cultural Group was treated as a between-subjects factor, and Ideal Affect was treated as a within-subjects factor. Analyses revealed no significant main effect of Ideal Affect, *F*(1, 231) = .02, *p* = .88, partial η2 < .001, with participants across cultural groups valuing HAP (*M* = 3.79, *SE =* .04) and LAP (*M* = 3.86, *SE =* .04), similarly. The main effect of Cultural Group was significant, *F*(2, 231) = 3.11, *p* = .046, partial η2 = .03, with European Americans (*M* = 3.94, *SE =* .06) valuing positive affect more than Hong Kong Chinese (*M* = 3.73, *SE =* .05), *p* = .01, 95% CI = [.04, .37]. Asian Americans (*M* = 3.82, *SE =* .06) fell in between European Americans and Hong Kong Chinese but were not different from either group, *p* = .15 to .30. Indeed, as predicted, planned pairwise comparisons revealed European Americans valued HAP marginally more (*M* = 3.92, *SE =* .07) than Hong Kong Chinese, (*M* = 3.73, *SE =* .06), *p* = .054, 95% CI = [-.004, .38], and Asian Americans, (*M* = 3.73, *SE* = .07), *p* = .06, 95% CI = [-.005, .39]. However, contrary to predictions, European Americans (*M* = 3.96, *SE =* .07), *p* = .03, 95% CI = [.03, .43] also valued LAP more than Hong Kong Chinese did (*M* = 3.73, *SE =* .07). Asian Americans (*M* = 3.90, *SE =* .07) valued LAP marginally more than Hong Kong Chinese, *p* = .08, 95% CI = [-.02, .37]. Consistent with the results reported in the article, we found the predicted cultural differences in ideal HAP but not in ideal LAP.

We also examined whether there were cultural group differences in actual affect using a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Actual Affect [HAP, LAP]) ANCOVA, controlling for ideal HAP and ideal LAP. There was a significant Cultural Group X Actual Affect interaction, *F*(2, 231) = 9.53, *p* < .001, partial η2 = .08, with Hong Kong Chinese experiencing LAP significantly more (*M* = 3.35, *SE =* .06) than European Americans, (*M* = 2.87, *SE =* .07), *p* < .001, 95% CI = [.30, .67], and Asian Americans, (*M* = 2.96, *SE =* .07), *p* < .001, 95% CI = [.21, .57]. There were no significant cultural group differences in actual HAP, *p* = .58 to .82. In summary, the results of actual and ideal affect using raw scores were consistent with those using ipsatized scores.

1. Study 2: Cultural group differences in ipsatized and raw ideal and actual affect

*Ipsatized Values of Ideal and Actual Affect:* We conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Ideal Affect [HAP, LAP]) repeated measures ANCOVA, controlling for actual HAP and actual LAP, to examine whether there were cultural differences in ipsatized ideal affect. Cultural Group was treated as a between-subjects factor, and Ideal Affect was treated as within-subject factor. Although there was no significant main effect of Ideal Affect, *F*(1, 168) < .001, *p* = .99, partial η2< .001, there was a significant main effect of Cultural Group, *F*(2, 168) = 9.02, *p* < .001, partial η2= .10, in which European Americans, (*M* = .86, *SE* = .04), *p* < .001, 95% CI= [.10, .32], and Asian Americans (*M* = .86, *SE* = .04), *p* < .001, 95% CI = [.09, .31], valued HAP and LAP states more than Hong Kong Chinese (*M* = .66, *SE* = .04). Although there was no significant Cultural Group X Ideal Affect interaction, *F*(2, 168) = .11, *p* = .90, partial η2= .001, planned pairwise comparisons show that European Americans, (*M* = .87, *SE* = .06), *p* = .02, 95% CI = [.03, .34], and Asian Americans, (*M* = .86, *SE* = .06), *p* = .03, 95% CI = [.02, .34], valued HAP more than Hong Kong Chinese, (*M* = .68, *SE* = .06). Similar to Study 1, European Americans, (*M* = .86, *SE* = .05), *p* = .003, 95% CI = [.08, .38], and Asian Americans, (*M* = .86, *SE* = .05), *p* = .004, 95% CI= [.07, .38], also valued LAP more than Hong Kong Chinese (*M* = .63, *SE* = .05).

We also conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Actual Affect [HAP, LAP]) repeated measures ANCOVA, controlling for ideal HAP and ideal LAP, to see if there were cultural differences in ipsatized actual affect. Although there was no significant main effect of Cultural Group, *F*(2, 168) = .42, *p* = .66, partial η2= .01, there was a marginal main effect of Actual Affect, *F*(1, 168) = 3.02, *p* = .08, partial η2= .02, and a marginal Cultural Group X Actual Affect interaction, *F*(2, 168) = 2.38, *p* = .096, partial η2= .03. However, we found no significant cultural group differences in experiences of actual HAP, *p* = .09 to .94, or actual LAP, *p* = .22 to .77. These results are consistent with the results described in the following text, which are based on analyses of raw values of ideal and actual affect.

*Raw Values of Ideal and Actual Affect:* Using raw values of ideal and actual affect, we conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Ideal Affect [HAP, LAP]) repeated measures ANCOVA, controlling for actual HAP and actual LAP, to examine whether there were cultural differences in raw ideal affect. Cultural Group was treated as a between-subjects factor, and Ideal Affect was treated as a within-subject factor. There was a significant main effect of Cultural Group, *F*(2, 169) = 7.74, *p* < .001, partial η2= .08, in which European Americans, (*M* = 3.90, *SE* = .07), *p* = .001, 95% CI= [.13, .52], and Asian Americans, (*M* = 3.93, *SE* = .07), *p* = .001, 95% CI = [.16, .55], valued HAP and LAP states more than Hong Kong Chinese (*M* = 3.58, *SE* = .07). There was also a significant main effect of Ideal Affect, *F*(1, 169) = 10.57, *p* = .001, partial η2= .06, in which all groups valued LAP (*M* = 3.89, *SE* = .05) more than HAP (*M* = 3.71, *SE* = .05).

Although there was no significant Cultural Group X Ideal Affect interaction, *F*(2, 169) = .55, *p* = .58, partial η2= .01, planned pairwise comparisons show that European Americans, (*M* = 3.81, *SE* = .08), *p* = .01, 95% CI = [.07, .51], and Asian Americans, (*M* = 3.80, *SE* = .08), *p* = .01, 95% CI = [.06, .50], valued HAP more than Hong Kong Chinese (*M* = 3.53, *SE* = .08). Similar to Study 1, European Americans, (*M* = 3.99, *SE* = .09), *p* = .006, 95% CI = [.11, .61], and Asian Americans, (*M* = 4.05, *SE* = .09), *p* = .001, 95% CI= [.17, .67], also valued LAP more than Hong Kong Chinese (*M* = 3.63, *SE* = .09). Thus, we again found predicted group differences in ideal HAP, but not ideal LAP.

We also conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Actual Affect [HAP, LAP]) repeated measures ANCOVA, controlling for ideal HAP and ideal LAP, to examine whether there were cultural differences in raw actual affect. Although there was no significant main effect of Actual Affect, *F*(1, 169) = 2.78, *p* = .10, partial η2= .02, there was a significant main effect of Cultural Group, *F*(2, 169) = 4.07, *p* = .02, partial η2= .05, in which Hong Kong Chinese (*M* = 3.09, *SE* = .07) actually experienced more positive states than European Americans, (*M* = 2.80, *SE* = .07), *p* = .01, 95% CI = [.09, .48]. Asian Americans (*M* = 2.94, *SE* = .07) fell in between the two groups and were not significantly different from either group, *p* = .16 to .17. These main effects were qualified by a significant Cultural Group X Actual Affect interaction, *F*(2, 169) = 3.32, *p* = .04, partial η2= .04, in which Hong Kong Chinese (*M* = 3.21, *SE* = .09) experienced more LAP than European Americans, (*M* = 2.76, *SE* = .09), *p* = .001, 95% CI = [.20, .71]. There were no cultural group differences in experience of HAP, *p*s = .29 to .68.

1. Study 3. Cultural group differences in raw ideal and actual affect

We conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Ideal Affect [HAP, LAP]) repeated measures ANCOVA, controlling for actual HAP and actual LAP, using raw values of actual and ideal affect. There was a significant main effect of Ideal Affect, *F*(1, 180) = 25.37, *p* < .001, partial η*2* = .12; participants valued LAP (*M* = 4.06, *SE =* .05) more than HAP (*M* = 3.65, *SE =* .05). Analyses also revealed a significant main effect of Cultural Group, *F*(2, 180) = 7.76, *p* = .001, partial η*2* = .08, in which European Americans (*M* = 4.06, *SE =* .07), *p* < .001, 95% CI = [.20, .60], valued HAP and LAP more than Hong Kong Chinese (*M* = 3.66, *SE =* .07). Asian Americans (*M* = 3.86, *SE =* .09) fell in between the two groups and were not significantly different from either group, *p*s = .08

These effects, however, were qualified by a significant Cultural Group X Ideal Affect interaction, *F*(2, 180) = 3.13, *p* = .046, partial η*2* = .03. As predicted, European Americans, (*M* = 3.90, *SE =* .08), *p* < .001, 95% CI = [.31, .77], and Asian Americans, (*M* = 3.70, *SE =* .10), *p* = .01, 95% CI = [.08, .59], valued HAP more than did Hong Kong Chinese (*M* = 3.36, *SE =* .08). European Americans (*M* = 4.21, *SE =* .09) also valued LAP more than Hong Kong Chinese did, (*M* = 3.95, *SE =* .09), *p* = .03, 95% CI = [.02, .50]. Asian Americans, however, fell in between the two groups *(M* = 4.02, *SE =* .10) and were not significantly different from either group, *p* = .15 to .61.

We also examined whether there were cultural group differences in actual affect using a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Actual Affect [HAP, LAP]) ANCOVA, controlling for ideal HAP and LAP. There was a main effect of Cultural Group, *F*(2, 180) = 4.33, *p* = .02, partial η*2* = .05, with Hong Kong Chinese *(M* = 3.31, *SE =* .07) reporting marginally more positive experiences than European Americans *(M* = 3.11, *SE =* .07), *p* = .06, 95% CI = [-.01, .40], and significantly more positive experiences than Asian Americans, *(M* = 3.00, *SE =* .08), *p* = .01, 95% CI = [.10, .53]. There were no significant main effects of Actual Affect, *F*(1, 180) = .74, *p* = .39, partial η*2* = .004, or Cultural Group X Actual Affect interaction, *F*(2, 180) = 2.82, *p* = .06, partial η*2* = .03.

1. Study 4a. Cultural group differences in raw scores of likelihood to hire excited and calm applicants

We conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Job Applicant [excited, calm]) repeated measures analysis of variance (ANOVA) on raw scores of likelihood to hire each applicant. Cultural Group was treated as a between-subjects factor, and Job Applicant was treated as a within-subjects factor. There was no significant main effect of Cultural Group, *F*(2, 122) = .34, *p* = .72, partial η2 = .01, and no significant main effect of Job Applicant, *F*(1, 122) = .16, *p* = .69, partial η2 = .001; across cultures, participants were equally likely to hire HAP (*M* = 5.04, *SE* = .13) and LAP (*M* = 5.09, *SE* = .12) applicants.

Contrary to predictions, the Cultural Group X Job Applicant interaction was not significant, *F*(2, 122) = 1.82, *p* = .17, partial η2 = .03, although the means followed the predicted patterns (Excited applicant: European American *M* = 5.16, *SE =* .17, Asian American *M* = 5.24, *SE =* .27, Hong Kong Chinese *M* = 4.74, *SE =* .20; Calm applicant: European American *M* = 5.05, *SE =* .17, Asian American *M* = 5.04, *SE =* .26; Hong Kong Chinese *M* = 5.17, *SE =* .20), all *p*s = .12 to .97.

*Are cultural differences in likelihood to hire excited applicant mediated by ideal HAP?*

We then tested a mediation model (Model 4, Process) that defined Cultural Group (-1 = Hong Kong, 0 = Asian American, 1 = European American) as the independent variable, raw values of the likelihood to hire the excited applicant as the dependent variable, and ideal HAP as the mediator. The following results use raw values of ideal HAP and are based on 5000 bias corrected bootstrapped resamples. Cultural Group predicted ideal HAP, (Model Fit: *F* (1, 123) = 57.79, *p* < .001, *R*2 = .32), *b* = .48, *SE =* .06, *t* = 7.60, *p* < .001, 95% CI = [.36, .61], indicating that European American and Asian American MBAs valued HAP more than Hong Kong Chinese MBAs. Next, ideal HAP predicted the likelihood of hiring the excited applicant (Model fit: *F* (2, 122) = 3.94, *p* = .02, *R*2 = .06): the more MBAs valued HAP, the more likely they were to hire excited applicants, *b* = .44, *SE =* .19, *t* = 2.37, *p* = .02, 95% CI = [.07, .82]. However, although there was a significant indirect effect through ideal HAP, Effect = .21, *SE =* .09, 95% CI = [.05, .42], the total effect of cultural group on likelihood to hire the excited applicant was not significant before entering ideal HAP into the model, *b* = .20, *SE =* .13, *t* = 1.49, *p* = .14, 95% CI = [-.07, .46], or after entering ideal HAP into the model, *b* = -.01, *SE =* .16, *t* = -.09, *p* = .93, 95% CI = [-.33, .30]. Thus, although there were no direct cultural group differences in likelihood to hire the excited applicant, European American and Asian American MBA’s wanted to feel more HAP and were therefore were more likely to hire the excited applicant.

1. Study 4a. Cultural group differences in raw ideal and actual affect

We conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese]) X 2 (Ideal Affect [HAP, LAP]) repeated measures ANCOVA, controlling for actual HAP and actual LAP, to examine cultural differences in raw ideal affect. Cultural Group was treated as a between-subjects factor, and Ideal Affect was treated as a within-subjects factor. There was no significant main effect of Ideal Affect, *F*(1, 120) = 1.16, *p* = .29, partial η2 = .01. Analyses revealed a significant main effect of Cultural Group, *F*(2, 120) = 5.71, *p* = .004, partial η*2* = .09, in which European Americans (*M* = 4.07, *SE =* .06), *p* = .002, 95% CI = [.11, .49], and Asian Americans, (*M* = 4.08, *SE =* .09), *p* = .01, 95% CI = [.07, .54], valued HAP and LAP more than Hong Kong Chinese (*M* = 3.77, *SE =* .07). Although the predicted Cultural Group by Ideal Affect interaction was not significant, *F*(2, 120) = 2.13, *p* = .12, partial η*2* = .03, planned pairwise comparisons revealed that European Americans, (*M* = 4.03, *SE =* .08), *p* = .02, 95% CI = [.05, .52], and Asian Americans, (*M* = 4.21, *SE =* .11), *p* = .002, 95% CI = [.18, .75], valued HAP more than did Hong Kong Chinese (*M* = 3.75, *SE =* .09). As in the previous studies, European Americans (*M* = 4.12, *SE =* .08) also valued LAP more than Hong Kong Chinese, (*M* = 3.79, *SE =* .10), *p* = .01, 95% CI = [.07, .58]; however, Asian Americans (*M* = 3.94, *SE =* .13) were no different from European Americans or Hong Kong Chinese in their ideal LAP, *p*s = .25 to .36.

We also conducted a 3 (Cultural Group [European American, Asian American, Hong Kong Chinese] ) X 2 (Actual Affect [HAP, LAP]) ANCOVA, controlling for ideal HAP and LAP, to examine whether there were cultural differences in actual affect. There were no significant main effects or interactions involving Cultural Group or Actual Affect, *p*s = .09 to .45.

1. Study 4a. Does ideal affect influence hiring choice?

To test whether ideal HAP influenced choice of the HAP applicant (1 = hire HAP applicant, 0 = hire LAP or neutral applicant), we fitted a stepwise multiple logistic regression model that defined cultural group (-1 = Hong Kong, 0 = Asian American, 1 = European American) as the independent variable in the first model, then added ideal HAP, controlling for actual HAP, as independent variables in the second model. The first, -2 Log Likelihood = 166.81, χ2 (1) = .60, *p* = .44, Nagelkerke Pseudo *R*2 = .01, and second, -2 Log Likelihood = 162.05, χ2 (3) = 5.35, *p* = .15, Nagelkerke Pseudo *R*2 = .06, models both fit the data adequately (*p* > .05 indicates acceptable model fit). The second model performed better that the first: First model = 60.8% correctly classified, Second model = 69.6% correctly classified, and indicated that ideal HAP, *b* = .69, *SE* = .33, Wald = 4.44, *df* = 1, *p* = .04, Odds Ratio = 1.99, 95% CI = [1.05, 3.77], significantly predicted choice of the HAP applicant, whereas actual HAP, *p* = .32, and cultural group, *p* = .47, did not. The higher one’s ideal HAP, the more likely they were to choose the excited over the calm and neutral applicants.

Using a similar stepwise multiple regression model as mentioned above (Model Fit of the second model: -2 Log Likelihood = 166.87, χ2 (3) = 2.17, *p* = .54, Nagelkerke Pseudo *R*2 = .02, 60.8% correctly classified), we found that cultural group, *p* = .21, ideal LAP, *p* = .86, and actual LAP, *p* = .62, did not predict choice of the LAP applicant. Thus, although ideal HAP predicted choice of the HAP applicant above and beyond the influence of cultural group, ideal LAP did not have the same predicted effect on choice of the LAP applicant.

1. Studies 1-4a. Pearson two-tailed correlation coefficients of relevant variables. All correlations are based on raw values of ideal and actual affect. \**p* < .05, \*\**p* < .01, *\*\*\* p < .001*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Study 1 (*N* = 236) | | | | | | | |
|  | Desire to convey HAP | Desire to convey LAP | HAP word use | LAP word use | Ideal HAP | Ideal LAP | Actual HAP | Actual LAP |
| Desire to convey HAP | 1 |  |  |  |  |  |  |  |
| Desire to convey LAP | 0.02 | 1 |  |  |  |  |  |  |
| HAP word use | 0.10 | -0.09 | 1 |  |  |  |  |  |
| LAP word use | 0.12 | 0.04 | -0.05 | 1 |  |  |  |  |
| Ideal HAP | 0.33\*\*\* | 0.05 | 0.05 | 0.07 | 1 |  |  |  |
| Ideal LAP | 0.10 | 0.27\*\*\* | -0.08 | 0.03 | 0.42\*\*\* | 1 |  |  |
| Actual HAP | 0.29\*\*\* | 0.13\* | 0.07 | 0.08 | 0.58\*\*\* | 0.26\*\*\* | 1 |  |
| Actual LAP | 0.02 | 0.42\*\*\* | -0.09 | 0.02 | 0.12 | 0.41\*\*\* | 0.34\*\*\* | 1 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Study 2 (*N* = 174) | | | | | | | | | |
|  | Desire to convey HAP | Desire to convey LAP | HAP word use | LAP word use | HAP Smiles | LAP Smiles | Ideal HAP | Ideal LAP | Actual HAP | Actual LAP |
| Desire to convey HAP | 1 |  |  |  |  |  |  |  |  |  |
| Desire to convey LAP | 0.18\* | 1 |  |  |  |  |  |  |  |  |
| HAP word use | 0.11 | -0.07 | 1 |  |  |  |  |  |  |  |
| LAP word use | 0.09 | 0.03 | 0.07 | 1 |  |  |  |  |  |  |
| HAP Smiles | 0.18\* | 0.02 | 0.06 | 0.01 | 1 |  |  |  |  |  |
| LAP Smiles | 0.11 | -0.002 | -0.10 | -0.10 | -0.05 | 1 |  |  |  |  |
| Ideal HAP | 0.41\*\*\* | 0.15\* | 0.04 | 0.04 | 0.13 | -0.02 | 1 |  |  |  |
| Ideal LAP | 0.15 | 0.22\*\* | 0.04 | 0.01 | 0.04 | 0.08 | 0.36\*\*\* | 1 |  |  |
| Actual HAP | 0.32\*\*\* | 0.34\*\*\* | -0.07 | -0.06 | 0.26\*\* | -0.01 | 0.51\*\*\* | 0.09 | 1 |  |
| Actual LAP | 0.10 | 0.28\*\*\* | -0.03 | 0.07 | -0.17 | 0.01 | 0.08 | 0.19\* | 0.36\*\*\* | 1 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Study 3 (*N* = 185) | | | | | |
|  | Ideal applicant HAP | Ideal applicant LAP | Ideal HAP | Ideal LAP | Actual HAP | Actual LAP |
| Ideal applicant HAP | 1 |  |  |  |  |  |
| Ideal applicant LAP | 0.28\*\*\* | 1 |  |  |  |  |
| Ideal HAP | 0.59\*\*\* | 0.30\*\*\* | 1 |  |  |  |
| Ideal LAP | 0.26\*\*\* | 0.43\*\*\* | 0.49\*\*\* | 1 |  |  |
| Actual HAP | 0.50\*\*\* | 0.32\*\*\* | 0.61\*\*\* | 0.19\* | 1 |  |
| Actual LAP | 0.35\*\*\* | 0.44\*\*\* | 0.37\*\*\* | 0.38\*\*\* | 0.56\*\*\* | 1 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Study 4a (*N* = 125) | | | | | |
|  | Likelihood to hire HAP | Likelihood to hire LAP | Ideal HAP | Ideal LAP | Actual HAP | Actual LAP |
| Likelihood to hire HAP | 1 |  |  |  |  |  |
| Likelihood to hire LAP | 0.28\*\* | 1 |  |  |  |  |
| Ideal HAP | 0.25\*\* | 0.03 | 1 |  |  |  |
| Ideal LAP | 0.08 | -0.002 | 0.28\*\* | 1 |  |  |
| Actual HAP | -0.01 | 0.11 | 0.18\* | 0.11 | 1 |  |
| Actual LAP | -0.01 | 0.08 | -0.01 | 0.29\*\* | 0.28\*\* | 1 |