

Table S11: Difference in Outcomes for Induced and Self-Selected Participants by Encouragement and GPA

| | (1) Submission | (2) Average Ranking | (3) Average Ranking Conditional on Submitting |
|--------------------|---------------------|------------------------|---|
| Induced | 0.028 (0.092) | -0.106 (0.366) | -2.835* (1.494) |
| Encouragement | 0.152 (0.096) | 0.776** (0.382) | 0.083 (1.364) |
| Above Median CGPA | 0.055 (0.085) | 0.101 (0.339) | -1.543 (1.364) |
| Encouragement * | -0.191 (0.129) | -0.742 (0.515) | 2.418 (2.023) |
| Induced | 0.000 (0.121) | 0.314 (0.484) | 3.600* (1.761) |
| Above Median CGPA* | -0.235** (0.118) | -1.140** (0.474) | -2.541 (1.929) |
| Encouragement | 0.177 (0.171) | 0.563 (0.683) | -2.853 (2.818) |
| Above Median CGPA* | 0.059 (0.069) | 0.294 (0.278) | 5.000*** (1.220) |
| *Induced | | | |
| Constant | | | |
| Observations | 190 | 190 | 17 |
| R-squared | 0.036 | 0.068 | 0.684 |
| Mean dep var | 0.0895 | 0.332 | 3.715 |

Notes: Standard errors are in parentheses. * significant at 10%; ** significant at 5%; *** significant at 1%