Appendix figures 1a and 1b present average effort in the first round by treatment. The results mirror those of effort in the second round, though the effects are muted. This is likely due to the fact that while participants were told about the tangibility manipulation before the beginning of the first round, they did not experience them until before the second round.

Appendix Figure 1a: For Self Incentives

![Bar chart showing average effort for self incentives with error bars for low and high incentive conditions, with separate bars for low and high tangibility.]

Appendix Figure 1b: For Others Incentives

![Bar chart showing average effort for others incentives with error bars for low and high incentive conditions, with separate bars for low and high tangibility.]