

Supplemental Results: Hierarchical Regression

Hierarchical multiple regression analyses in Study 1

Predictors	B	95% CI	β	ΔR^2
Model 5				
<i>Block 1</i>				.14**
Descriptive – Supervisor	.08	.02-.15	.13*	
Descriptive – Coworker	.20	.13-.27	.30**	
<i>Block 2</i>				.01*
Descriptive – Supervisor	.07	.01-.13	.11*	
Descriptive – Coworker	.20	.13-.27	.30**	
Prescriptive – Supervisor	.11	.01-.20	.11*	
<i>Block 1</i>				.09**
Descriptive – Supervisor	.16	.10-.22	.25**	
Prescriptive – Supervisor	.11	.01-.20	.11*	
<i>Block 2</i>				.07**
Descriptive – Supervisor	.07	.01-.13	.11*	
Prescriptive – Supervisor	.11	.01-.20	.11*	
Descriptive – Coworker	.20	.13-.27	.30**	
<i>Block 1</i>				.14**
Descriptive – Coworker	.23	.17-.29	.35**	
Prescriptive – Supervisor	.12	.03-.21	.12**	
<i>Block 2</i>				.01*
Descriptive – Coworker	.20	.13-.27	.30**	
Prescriptive – Supervisor	.11	.01-.20	.11*	
Descriptive – Supervisor	.07	.00-.13	.11*	

Note. CI = confidence interval.

^a $p < .10$. * $p < .05$. ** $p < .01$.

Hierarchical multiple regression analyses in Study 2

Predictors	B	95% CI	β	ΔR^2
Model 5				
<i>Block 1</i>				.48**
Descriptive – Supervisor	.22	.12-.32	.34**	
Descriptive – Coworker	.30	.19-.41	.41**	
<i>Block 2</i>				.03**
Descriptive – Supervisor	.19	.58-1.07	.29**	
Descriptive – Coworker	.27	.00-.65	.37**	
Prescriptive – Supervisor	.17	-.09-.26	.18**	
<i>Block 1</i>				.45**
Descriptive – Supervisor	.35	.27-.43	.54**	
Prescriptive – Supervisor	.21	.10-.33	.23**	
<i>Block 2</i>				.06**
Descriptive – Supervisor	.19	.09-.29	.29**	
Prescriptive – Supervisor	.17	.06-.28	.18**	
Descriptive – Coworker	.27	.16-.38	.37**	
<i>Block 1</i>				.47**
Descriptive – Coworker	.41	.33-.50	.56**	
Prescriptive – Supervisor	.21	.10-.32	.22**	
<i>Block 2</i>				.04**
Descriptive – Coworker	.27	.16-.38	.37**	
Prescriptive – Supervisor	.17	.06-.28	.18**	
Descriptive – Supervisor	.19	.09-.29	.29**	
Model 6				
<i>Block 1</i>				.48**
Descriptive – Supervisor	.22	.12-.32	.34**	
Descriptive – Coworker	.30	.19-.41	.41**	
<i>Block 2</i>				.04**
Descriptive – Supervisor	.21	.12-.31	.32**	
Descriptive – Coworker	.21	.10-.33	.29**	
Prescriptive – Coworker	.23	.12-.34	.24**	
<i>Block 1</i>				.49**
Descriptive – Supervisor	.33	.26-.41	.50**	
Prescriptive – Coworker	.31	.20-.42	.32**	
<i>Block 2</i>				.03**
Descriptive – Supervisor	.21	.12-.31	.32**	
Prescriptive – Coworker	.23	.12-.34	.24**	
Descriptive – Coworker	.21	.10-.33	.29**	
<i>Block 1</i>				.47**
Descriptive – Coworker	.39	.30-.48	.52**	
Prescriptive – Coworker	.24	.13-.36	.25**	
<i>Block 2</i>				.04**
Descriptive – Coworker	.21	.10-.33	.29**	
Prescriptive – Coworker	.23	.12-.34	.24**	
Descriptive – Supervisor	.21	.12-.31	.32**	

Note. CI = confidence interval.

^a $p < .10$. ** $p < .05$. *** $p < .01$.