

Different Order, Different Results? The Effects of Dimension Order in Factorial Survey Experiments

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A. Information on the Vignettes

Figure A1. Sample Vignette for Treatment Group 1, with Underlined Dimensions

Anja was born in Konstanz and has a high school diploma (GPA) of 1.3 (“very good”).
 Her parents have a mid-range income and no other children.
 She's already completed a voluntary social year.
 In her interview with the selection committee, she stated that she wanted to combine family and professional life as well as she could later on.

In your opinion, should this person rightfully receive a scholarship or not?

not at all											by all means
-5	-4	-3	-2	-1	0	1	2	3	4	5	
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Note: The original German vignette was translated by the authors.

Table A2. Vignette Dimensions and Levels

Dimensions	Levels			In total
	1	2	3	
Ethnical background	German	Foreign		2
Gender	Male	Female		2
Place of birth	Konstanz	same province	other German city	3
Average grade at high school graduation (GPA)	very good (1.3)	good (2.3)	satisfactory (3.3)	3
Parents' income	Low	middle	high	3
Siblings	None	One	two	3
Work experience	job training	voluntary social year	no information provided	3
Career orientation	career	family & career	family	3
Vignette universe (2x2x3x3x3x3x3)				2,916

Table A3. Information on Sample Size

	Four Order Groups				In total
	1	2	3	4	
Full sample:					
Number of respondents	188	215	180	204	787
Number of evaluations	749	852	709	809	3,119
Evaluations per subgroup:					
Under 60 yrs	598	668	561	631	2,478
60 yrs and older	151	164	148	178	641
Higher education	559	627	530	630	2,346
Lower education	190	225	179	179	773
Fast responders	358	449	354	404	1,565
Slow responders	391	403	355	405	1,554

B. Is There an Overall Order Effect?

Table B1. Full Sample: OLS-Regression of Vignette Evaluation on Vignette Dimensions by Treatment Splits

	Order 1	Order 2	Order 3	Order 4
<i>Ethn. backgr. (ref: German)</i>				
Foreign	0.255 (0.163)	-0.180 (0.171)	0.147 (0.167)	-0.073 (0.156)
<i>Gender (ref: female)</i>				
Male	0.174 (0.171)	0.199 (0.176)	-0.135 (0.159)	0.026 (0.176)
<i>Place of birth (ref: Konstanz)</i>				
same province	0.091 (0.230)	0.062 (0.213)	0.447* (0.218)	0.179 (0.202)
other German city	-0.053 (0.229)	0.145 (0.224)	0.070 (0.211)	0.236 (0.189)
<i>GPA (ref: very good)</i>				
Good	-1.012*** (0.246)	-0.626*** (0.220)	-0.717*** (0.204)	-0.678*** (0.209)
Satisfactory	-1.767*** (0.234)	-1.526*** (0.236)	-1.442*** (0.234)	-1.528*** (0.222)
<i>Parents' income (ref: low)</i>				
Middle	-1.439*** (0.209)	-1.192*** (0.212)	-1.272*** (0.228)	-1.165*** (0.193)
High	-4.157*** (0.243)	-4.024*** (0.243)	-4.146*** (0.233)	-4.469*** (0.247)
<i>Siblings (ref: none)</i>				
One	0.814*** (0.222)	0.334 (0.229)	1.113*** (0.187)	0.411* (0.201)
Two	0.908*** (0.230)	0.927*** (0.209)	1.084*** (0.216)	0.955*** (0.196)
<i>Work Experience (ref: job training)</i>				
voluntary social year	0.721*** (0.229)	1.172*** (0.222)	0.535* (0.225)	0.849*** (0.191)
no information provided	0.056 (0.227)	0.308 (0.214)	0.076 (0.231)	0.553** (0.195)
<i>Career orient. (ref: career)</i>				
family & career	-0.121 (0.223)	-0.058 (0.224)	0.101 (0.206)	-0.401 (0.216)
Family	-0.871*** (0.231)	-0.788*** (0.222)	-0.268 (0.211)	-0.622** (0.225)
Constant	8.304*** (0.350)	7.775*** (0.379)	7.823*** (0.341)	8.213*** (0.316)
Observations	749	852	709	809
R ²	0.352	0.324	0.367	0.389

Note: Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.005$

Table B2. Subgroups of Age: OLS-Regression of Vignette Evaluation on Vignette Dimensions by Treatment Splits

	Subgroup: Under 60 Years				Subgroup: 60 years and Older			
	Order 1	Order 2	Order 3	Order 4	Order 1	Order 2	Order 3	Order 4
<i>Ethn. backgr. (ref: German)</i>								
foreign	0.260 (0.184)	-0.238 (0.198)	0.209 (0.180)	-0.158 (0.179)	0.176 (0.329)	-0.020 (0.289)	-0.191 (0.455)	0.152 (0.337)
<i>Gender (ref: female)</i>								
male	0.077 (0.197)	0.009 (0.197)	-0.178 (0.174)	-0.011 (0.194)	0.653 (0.373)	1.095*** (0.346)	-0.174 (0.392)	-0.030 (0.452)
<i>Place of birth (ref: Konstanz)</i>								
same	0.040 (0.246)	0.215 (0.243)	0.456 (0.249)	0.228 (0.218)	0.648 (0.595)	-0.455 (0.377)	0.525 (0.410)	0.114 (0.513)
province	-0.022 (0.262)	0.139 (0.236)	-0.090 (0.225)	0.160 (0.217)	0.005 (0.511)	0.554 (0.592)	0.730 (0.556)	0.525 (0.403)
other								
German city								
<i>GPA (ref: very good)</i>								
good	-1.075*** (0.279)	-0.654* (0.256)	-0.665*** (0.231)	-0.638*** (0.215)	-0.764 (0.574)	-0.654 (0.420)	-1.099* (0.439)	-0.648 (0.520)
satisfactory	-1.829*** (0.266)	-1.699*** (0.264)	-1.328*** (0.263)	-1.583*** (0.244)	-1.328* (0.558)	-0.585 (0.448)	-1.895*** (0.490)	-1.259* (0.561)
<i>Parents' income (ref: low)</i>								
middle	-1.517*** (0.239)	-1.046*** (0.243)	-1.167*** (0.258)	-1.000*** (0.214)	-0.976* (0.466)	-2.084*** (0.446)	-1.801*** (0.575)	-1.819*** (0.448)
high	-4.211*** (0.282)	-3.924*** (0.275)	-4.168*** (0.267)	-4.242*** (0.265)	-3.635*** (0.508)	-4.618*** (0.476)	-4.349*** (0.563)	-5.394*** (0.607)
<i>Siblings (ref: none)</i>								
one	0.835*** (0.260)	0.271 (0.263)	1.151*** (0.210)	0.312 (0.232)	0.786 (0.521)	0.841* (0.393)	0.732 (0.474)	0.822* (0.396)
two	0.768*** (0.259)	1.018*** (0.232)	0.924*** (0.247)	1.000*** (0.216)	1.558*** (0.509)	0.552 (0.507)	1.664*** (0.467)	0.761 (0.497)
<i>Work Exp. (ref: job training)</i>								
voluntary	0.856*** (0.248)	1.004*** (0.247)	0.438 (0.269)	0.986*** (0.208)	0.491 (0.641)	2.011*** (0.488)	0.704 (0.474)	0.585 (0.482)
social year	0.157 (0.253)	0.216 (0.233)	-0.059 (0.262)	0.452* (0.221)	-0.458 (0.590)	0.574 (0.488)	0.373 (0.487)	0.716 (0.435)
no information provided								
<i>Career orient. (ref: career)</i>								
family & career	-0.042 (0.255)	0.044 (0.252)	0.111 (0.234)	-0.262 (0.250)	-0.261 (0.507)	-0.024 (0.512)	0.161 (0.487)	-0.706 (0.527)
family	-0.804*** (0.264)	-0.836*** (0.260)	-0.070 (0.244)	-0.523* (0.252)	-0.968 (0.597)	-0.493 (0.509)	-1.032* (0.403)	-0.785 (0.547)
Constant	8.133*** (0.501)	7.497*** (0.507)	8.080*** (0.460)	7.956*** (0.433)	6.834*** (0.905)	7.441*** (0.801)	8.317*** (0.883)	8.370*** (1.044)
Observations	598	688	561	631	151	164	148	178
R ²	0.371	0.322	0.367	0.387	0.327	0.440	0.452	0.449

Note: Controls: Education level. Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.005$

Table B3. Subgroups of Education: OLS-Regression of Vignette Evaluation on Vignette Dimensions by Treatment Splits

	Subgroup: Higher Education				Subgroup: Lower Education			
	Order 1	Order 2	Order 3	Order 4	Order 1	Order 2	Order 3	Order 4
<i>Ethn. backgr. (ref: German)</i>								
foreign	0.325 (0.189)	-0.229 (0.205)	0.150 (0.186)	0.053 (0.174)	0.081 (0.297)	-0.149 (0.325)	-0.053 (0.394)	-0.486 (0.374)
<i>Gender (ref: female)</i>								
male	0.045 (0.200)	0.074 (0.210)	-0.130 (0.183)	0.061 (0.194)	0.671* (0.332)	0.652 (0.351)	-0.107 (0.311)	-0.094 (0.405)
<i>Place of birth (ref: Konstanz)</i>								
same	0.184 (0.258)	0.381 (0.244)	0.513* (0.241)	0.269 (0.232)	-0.285 (0.507)	-0.883 (0.450)	0.394 (0.489)	-0.182 (0.456)
province								
other	-0.156 (0.271)	0.302 (0.269)	0.084 (0.253)	0.096 (0.206)	0.207 (0.461)	-0.255 (0.446)	0.100 (0.423)	0.709 (0.439)
<i>GPA (ref: very good)</i>								
good	-1.116*** (0.292)	-0.579* (0.254)	-0.729*** (0.237)	-0.726*** (0.223)	-0.973* (0.442)	-0.655 (0.414)	-0.528 (0.471)	-0.615 (0.550)
satisfactory	-1.676*** (0.265)	-1.449*** (0.290)	-1.493*** (0.280)	-1.673*** (0.251)	-2.305*** (0.455)	-1.720*** (0.442)	-1.268** (0.447)	-1.044 (0.567)
<i>Parents' income (ref: low)</i>								
middle	-1.394*** (0.244)	-1.241*** (0.243)	-1.504*** (0.256)	-1.212*** (0.213)	-1.705*** (0.446)	-1.279** (0.450)	-0.684 (0.606)	-1.097** (0.399)
high	-4.288*** (0.283)	-3.998*** (0.284)	-4.224*** (0.259)	-4.420*** (0.278)	-3.869*** (0.467)	-4.258*** (0.482)	-3.981*** (0.517)	-4.521*** (0.561)
<i>Siblings (ref: none)</i>								
one	0.716** (0.255)	0.296 (0.278)	1.103*** (0.218)	0.462* (0.226)	1.164** (0.426)	0.488 (0.438)	1.214** (0.420)	0.250 (0.427)
two	0.861*** (0.249)	0.995*** (0.243)	1.075*** (0.256)	0.992*** (0.216)	0.911 (0.548)	0.743 (0.412)	0.947* (0.427)	1.099* (0.497)
<i>Work exp. (ref: job training)</i>								
voluntary	0.988*** (0.266)	1.400*** (0.263)	0.405 (0.267)	1.012*** (0.201)	-0.027 (0.454)	0.736 (0.408)	0.756 (0.458)	0.510 (0.554)
social year								
no	0.194 (0.256)	0.229 (0.259)	0.068 (0.274)	0.704*** (0.222)	-0.434 (0.478)	0.630 (0.403)	0.091 (0.432)	0.031 (0.463)
<i>Career orient. (ref: career)</i>								
family & career	-0.253 (0.259)	-0.056 (0.260)	-0.003 (0.230)	-0.315 (0.234)	0.566 (0.447)	-0.027 (0.456)	0.450 (0.499)	-0.717 (0.503)
family	-1.072*** (0.263)	-0.826*** (0.268)	-0.279 (0.252)	-0.592* (0.257)	-0.243 (0.495)	-0.739 (0.435)	-0.076 (0.375)	-1.006 (0.512)
Constant	8.481*** (0.427)	7.711*** (0.448)	7.811*** (0.410)	7.937*** (0.343)	8.002*** (0.635)	7.801*** (0.835)	7.557*** (0.723)	8.664*** (0.816)
Observ.	559	627	530	630	190	225	179	179
R ²	0.387	0.331	0.383	0.410	0.310	0.359	0.360	0.382

Note: Controls: Age groups. Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.005$

Table B4. Subgroups of Speed: OLS-Regression of Vignette Evaluation on Vignette Dimensions by Treatment Splits

	Subgroup: Fast Responders				Subgroup: Slow Responders			
	Order 1	Order 2	Order 3	Order 4	Order 1	Order 2	Order 3	Order 4
<i>Ethn. backgr. (ref: German)</i>								
foreign	0.526 (0.270)	-0.164 (0.218)	-0.031 (0.200)	-0.029 (0.212)	0.029 (0.210)	-0.172 (0.268)	0.402 (0.277)	-0.050 (0.230)
<i>Gender (ref: female)</i>								
male	-0.146 (0.253)	0.501 (0.258)	0.150 (0.206)	-0.017 (0.256)	0.462 (0.239)	-0.037 (0.243)	-0.367 (0.232)	0.103 (0.243)
<i>Place of birth (ref: Konstanz)</i>								
same	-0.106 (0.328)	-0.180 (0.301)	0.166 (0.290)	-0.035 (0.254)	0.284 (0.320)	0.273 (0.300)	0.756* (0.318)	0.332 (0.310)
province	-0.023 (0.365)	-0.264 (0.292)	0.004 (0.261)	0.302 (0.273)	-0.082 (0.299)	0.484 (0.348)	0.174 (0.327)	0.128 (0.262)
other								
German city								
<i>GPA (ref: very good)</i>								
good	-0.976* (0.379)	-0.619 (0.317)	-0.779** (0.280)	-0.284 (0.310)	-1.061*** (0.334)	-0.715* (0.319)	-0.617* (0.295)	-1.056*** (0.282)
satisfactory	-1.696*** (0.357)	-1.586*** (0.355)	-1.314*** (0.307)	-1.098*** (0.316)	-1.766*** (0.338)	-1.538*** (0.317)	-1.558*** (0.381)	-1.932*** (0.310)
<i>Parents' income (ref: low)</i>								
middle	-1.585*** (0.289)	-0.991*** (0.273)	-0.980*** (0.311)	-1.011*** (0.260)	-1.270*** (0.292)	-1.368*** (0.324)	-1.529*** (0.322)	-1.314*** (0.294)
high	-4.095*** (0.382)	-4.220*** (0.334)	-4.044*** (0.344)	-4.404*** (0.332)	-4.187*** (0.314)	-3.795*** (0.373)	-4.177*** (0.316)	-4.575*** (0.370)
<i>Siblings (ref: none)</i>								
one	1.230*** (0.324)	0.486 (0.292)	1.327*** (0.235)	0.395 (0.286)	0.373 (0.290)	0.274 (0.355)	0.912*** (0.304)	0.386 (0.283)
two	0.971** (0.350)	1.008*** (0.297)	0.760** (0.274)	0.894*** (0.308)	0.862** (0.305)	0.802** (0.294)	1.439*** (0.334)	1.027*** (0.251)
<i>Work exp. (ref: job training)</i>								
voluntary	1.138*** (0.356)	1.374*** (0.302)	0.394 (0.292)	0.735** (0.275)	0.303 (0.288)	1.022*** (0.323)	0.615 (0.324)	0.950*** (0.269)
social year	0.102 (0.312)	0.277 (0.303)	0.032 (0.309)	0.409 (0.278)	-0.003 (0.327)	0.369 (0.315)	0.119 (0.333)	0.721* (0.276)
no information provided								
<i>Career orient. (ref: career)</i>								
family & career	0.031 (0.326)	0.023 (0.317)	-0.090 (0.239)	-0.452 (0.302)	-0.178 (0.301)	-0.140 (0.331)	0.345 (0.332)	-0.341 (0.314)
family	-0.976** (0.344)	-0.989*** (0.323)	-0.241 (0.277)	-0.612 (0.322)	-0.691* (0.302)	-0.594 (0.309)	-0.223 (0.331)	-0.667* (0.328)
Constant	8.093*** (0.567)	7.857*** (0.527)	7.997*** (0.441)	8.109*** (0.457)	8.434*** (0.456)	7.663*** (0.558)	7.471*** (0.533)	8.321*** (0.452)
Observ. R^2	358 0.365	449 0.349	354 0.375	404 0.380	391 0.364	403 0.311	355 0.383	405 0.410

Note: Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.005$

C. Individual Wald Chi² Tests for the Full Sample and All Subgroups

Table C1. Individual Wald Chi² Tests for the Full Sample

Comparison Groups	Dimension	Chi2	Df	p	sig.	Type
order1 vs. order2	<i>Place of birth (ref: Konstanz)</i>					
	Same province	0.265	1	0.606	n.s.	
	Other German city	0.001	1	0.977	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.045	1	0.832	n.s.	
	Satisfactory	0.042	1	0.837	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	1.006	1	0.316	n.s.	
	High	0.400	1	0.527	n.s.	
	<i>Siblings (ref: none)</i>					
	One	2.824	1	0.093	+	no order effect
	Two	0.040	1	0.842	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	1.813	1	0.178	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.137	1	0.711	n.s.	
	Family	0.006	1	0.936	n.s.	
order1 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.259	1	0.611	n.s.	
	Other German city	0.045	1	0.831	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.533	1	0.465	n.s.	
	Satisfactory	0.204	1	0.651	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.788	1	0.375	n.s.	
	High	0.137	1	0.712	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.643	1	0.422	n.s.	
	Two	0.317	1	0.573	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.479	1	0.489	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.000	1	0.987	n.s.	
	Family	0.833	1	0.361	n.s.	
order1 vs. order4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.630	1	0.427	n.s.	
	Other German city	0.393	1	0.531	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.068	1	0.794	n.s.	
	Satisfactory	0.580	1	0.446	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.008	1	0.930	n.s.	
	High	0.125	1	0.724	n.s.	
	<i>Siblings (ref: none)</i>					
	One	1.270	1	0.260	n.s.	
	Two	0.161	1	0.688	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.243	1	0.622	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.438	1	0.508	n.s.	
	Family	0.570	1	0.450	n.s.	
order2 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.000	1	0.997	n.s.	
	Other German city	0.062	1	0.804	n.s.	
	<i>GPA (ref: very good)</i>					

	Good	0.316	1	0.574	n.s.	
	Satisfactory	0.427	1	0.513	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.014	1	0.905	n.s.	
	High	0.083	1	0.773	n.s.	
	<i>Siblings (ref: none)</i>					
	One	6.987	1	0.008	**	Recency
	Two	0.162	1	0.687	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	4.175	1	0.041	*	Recency
	<i>Career orientation (ref: career)</i>					
	Family & career	0.142	1	0.707	n.s.	
	Family	1.048	1	0.306	n.s.	
order2 vs. order4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.086	1	0.770	n.s.	
	Other German city	0.376	1	0.540	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.003	1	0.957	n.s.	
	Satisfactory	0.293	1	0.588	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	1.362	1	0.243	n.s.	
	High	0.959	1	0.328	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.394	1	0.530	n.s.	
	Two	0.048	1	0.826	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.908	1	0.341	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.091	1	0.763	n.s.	
	Family	0.743	1	0.389	n.s.	
order3 vs. order4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.087	1	0.768	n.s.	
	Other German city	0.777	1	0.378	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.258	1	0.611	n.s.	
	Satisfactory	1.526	1	0.217	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	1.089	1	0.297	n.s.	
	High	0.538	1	0.463	n.s.	
	<i>Siblings (ref: none)</i>					
	One	4.349	1	0.037	*	Recency
	Two	0.039	1	0.844	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	1.530	1	0.216	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.472	1	0.492	n.s.	
	Family	0.029	1	0.865	n.s.	

Note: The table compares effect sizes of the same dimension between different treatment groups by using Chi² tests. Each Chi² stands for an individual Wald test that compares the relevant dimension's coefficients between two order groups. *Type* provides information on the type of order effect by comparing the effect sizes of the two coefficients with each other. "No order effects" indicates that the two coefficients are in the same position, so differences cannot be caused by the order of said dimension. We only compare those dimensions whose positions change at least once between the four order groups.

n.s.=not significant; + $p<.1$; * $p<.05$; ** $p<.01$; *** $p<.001$

Table C2. Wald Chi² Tests for Subgroup: 60 Years and Older

Comparison Groups	Dimension	Chi2	df	p	sig.	Type
order 1 vs. order 2	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.805	1	0.370	n.s.	
	Other German city	0.489	1	0.484	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.094	1	0.759	n.s.	
	Satisfactory	0.195	1	0.659	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	1.743	1	0.187	n.s.	
	High	1.466	1	0.226	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.064	1	0.801	n.s.	
	Two	1.25	1	0.264	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	4.658	1	0.031	*	Recency
	<i>Career orientation (ref: career)</i>					
	Family & career	0.512	1	0.474	n.s.	
	Family	0.338	1	0.561	n.s.	
order 1 vs. order 3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.037	1	0.847	n.s.	
	Other German city	1.595	1	0.207	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.003	1	0.960	n.s.	
	Satisfactory	0.491	1	0.483	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.776	1	0.378	n.s.	
	High	0.614	1	0.433	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.12	1	0.729	n.s.	
	Two	0.183	1	0.669	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.251	1	0.616	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.193	1	0.660	n.s.	
	Family	0.139	1	0.710	n.s.	
order 1 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.07	1	0.791	n.s.	
	Other German city	0.066	1	0.797	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.05	1	0.822	n.s.	
	Satisfactory	0.054	1	0.817	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.398	1	0.528	n.s.	
	High	3.503	1	0.061	+	Recency
	<i>Siblings (ref: none)</i>					
	One	0.001	1	0.974	n.s.	
	Two	0.247	1	0.619	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.057	1	0.812	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.075	1	0.784	n.s.	
	Family	0.005	1	0.942	n.s.	
order 2 vs. order 3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	2.349	1	0.125	n.s.	
	Other German city	0.299	1	0.584	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.088	1	0.767	n.s.	
	Satisfactory	1.84	1	0.175	n.s.	

	<i>Parents' income (ref: low)</i>				
	Middle	0.177	1	0.674	n.s.
	High	0.224	1	0.636	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.015	1	0.904	n.s.
	Two	0.706	1	0.401	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	4.169	1	0.041	* Recency
	<i>Career orientation (ref: career)</i>				
	Family & career	0.091	1	0.763	n.s.
	Family	1.276	1	0.259	n.s.
order 2 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.378	1	0.539	n.s.
	Other German city	1.091	1	0.296	n.s.
	<i>GPA (ref: very good)</i>				
	Good	0.379	1	0.538	n.s.
	Satisfactory	0.024	1	0.876	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	0.327	1	0.568	n.s.
	High	0.455	1	0.500	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.067	1	0.795	n.s.
	Two	0.5	1	0.479	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	4.715	1	0.030	* Recency
	<i>Career orientation (ref: career)</i>				
	Family & career	1.033	1	0.309	n.s.
	Family	0.572	1	0.450	n.s.
order 3 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.28	1	0.596	n.s.
	Other German city	2.872	1	0.090	+ Recency
	<i>GPA (ref: very good)</i>				
	Good	0.094	1	0.760	n.s.
	Satisfactory	0.836	1	0.360	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	0.034	1	0.853	n.s.
	High	1.354	1	0.245	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.135	1	0.713	n.s.
	Two	0.01	1	0.921	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.082	1	0.775	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.549	1	0.459	n.s.
	Family	0.111	1	0.739	n.s.

Note: The table compares effect sizes of the same dimension between different treatment groups by using Chi² tests. Each Chi² stands for an individual Wald test that compares the relevant dimension's coefficients between two order groups. *Type* provides information on the type of order effect by comparing the effect sizes of the two coefficients with each other. "No order effects" indicates that the two coefficients are in the same position, so differences cannot be caused by the order of said dimension. We only compare those dimensions whose positions change at least once between the four order groups.

n.s.=not significant; + $p<.1$; * $p<.05$; ** $p<.01$; *** $p<.001$

Table C3. Wald Chi² Tests for Subgroup: Under 60 Years

Comparison Groups	Dimension	Chi2	df	p	sig.	Type
order 1 vs. order 2	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.977	1	0.323	n.s.	
	Other German city	0.002	1	0.966	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.011	1	0.916	n.s.	
	Satisfactory	0.122	1	0.727	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	2.208	1	0.137	n.s.	
	High	1.27	1	0.260	n.s.	
	<i>Siblings (ref: none)</i>					
	One	3.076	1	0.079	+	no order effect
	Two	0.424	1	0.515	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.059	1	0.808	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.262	1	0.609	n.s.	
	Family	0.123	1	0.726	n.s.	
order 1 vs. order 3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.25	1	0.617	n.s.	
	Other German city	0.699	1	0.403	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.819	1	0.366	n.s.	
	Satisfactory	0.71	1	0.400	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	2.177	1	0.140	n.s.	
	High	0.456	1	0.499	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.439	1	0.507	n.s.	
	Two	0.572	1	0.449	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	1.807	1	0.179	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.039	1	0.843	n.s.	
	Family	1.552	1	0.213	n.s.	
order 1 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.858	1	0.354	n.s.	
	Other German city	0.431	1	0.512	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.186	1	0.666	n.s.	
	Satisfactory	1.625	1	0.202	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.044	1	0.834	n.s.	
	High	0.241	1	0.623	n.s.	
	<i>Siblings (ref: none)</i>					
	One	1.657	1	0.198	n.s.	
	Two	0.642	1	0.423	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.099	1	0.753	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.393	1	0.531	n.s.	
	Family	0.637	1	0.425	n.s.	
order 2 vs. order 3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.243	1	0.622	n.s.	
	Other German city	0.694	1	0.405	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.733	1	0.392	n.s.	
	Satisfactory	1.336	1	0.248	n.s.	

	<i>Parents' income (ref: low)</i>				
	Middle	0	1	0.996	n.s.
	High	0.229	1	0.632	n.s.
	<i>Siblings (ref: none)</i>				
	One	6.575	1	0.010	* Recency
	Two	0.022	1	0.881	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	2.461	1	0.117	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.109	1	0.742	n.s.
	Family	2.634	1	0.105	n.s.
order 2 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.009	1	0.926	n.s.
	Other German city	0.551	1	0.458	n.s.
	<i>GPA (ref: very good)</i>				
	Good	0.12	1	0.729	n.s.
	Satisfactory	0.743	1	0.389	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	2.004	1	0.157	n.s.
	High	0.487	1	0.485	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.314	1	0.575	n.s.
	Two	0.022	1	0.883	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.003	1	0.959	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.013	1	0.910	n.s.
	Family	1.369	1	0.242	n.s.
order 3 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.173	1	0.678	n.s.
	Other German city	2.668	1	0.102	n.s.
	<i>GPA (ref: very good)</i>				
	Good	0.288	1	0.592	n.s.
	Satisfactory	4.58	1	0.032	* Recency
	<i>Parents' income (ref: low)</i>				
	Middle	1.97	1	0.160	n.s.
	High	0.044	1	0.834	n.s.
	<i>Siblings (ref: none)</i>				
	One	4.46	1	0.035	* Recency
	Two	0	1	0.988	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	2.995	1	0.084	+ no order effect
	<i>Career orientation (ref: career)</i>				
	Family & career	0.201	1	0.654	n.s.
	Family	0.216	1	0.642	n.s.

Note: The table compares effect sizes of the same dimension between different treatment groups by using Chi² tests. Each Chi² stands for an individual Wald test that compares the relevant dimension's coefficients between two order groups. *Type* provides information on the type of order effect by comparing the effect sizes of the two coefficients with each other. "No order effects" indicates that the two coefficients are in the same position, so differences cannot be caused by the order of said dimension. We only compare those dimensions whose positions change at least once between the four order groups.

n.s.=not significant; + $p<.1$; * $p<.05$; ** $p<.01$; *** $p<.001$

Table C4. Wald Chi² Tests for Subgroup: Higher Education Level

Comparison Groups	Dimension	Chi2	df	p	sig.	Type
order 1 vs. order 2	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	1.87	1	0.172	n.s.	
	Other German city	0.789	1	0.374	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.93	1	0.335	n.s.	
	Satisfactory	0.162	1	0.687	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.251	1	0.616	n.s.	
	High	1.304	1	0.254	n.s.	
	<i>Siblings (ref: none)</i>					
	One	1.693	1	0.193	n.s.	
	Two	0.415	1	0.519	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.962	1	0.327	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.151	1	0.697	n.s.	
	Family	0.343	1	0.558	n.s.	
order 1 vs. order 3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.536	1	0.464	n.s.	
	Other German city	0.01	1	0.921	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	1.203	1	0.273	n.s.	
	Satisfactory	0.002	1	0.969	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.067	1	0.796	n.s.	
	High	0.204	1	0.651	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.92	1	0.338	n.s.	
	Two	0.278	1	0.598	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	2.686	1	0.101	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.194	1	0.660	n.s.	
	Family	1.699	1	0.192	n.s.	
order 1 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	1.418	1	0.234	n.s.	
	Other German city	0.126	1	0.722	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.374	1	0.541	n.s.	
	Satisfactory	1.861	1	0.172	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.437	1	0.509	n.s.	
	High	0.018	1	0.892	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.374	1	0.541	n.s.	
	Two	0.421	1	0.516	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.005	1	0.941	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.061	1	0.804	n.s.	
	Family	1.15	1	0.284	n.s.	
order 2 vs. order 3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.446	1	0.504	n.s.	
	Other German city	0.631	1	0.427	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.024	1	0.878	n.s.	
	Satisfactory	0.134	1	0.714	n.s.	

	<i>Parents' income (ref: low)</i>				
	Middle	0.064	1	0.800	n.s.
	High	0.524	1	0.469	n.s.
	<i>Siblings (ref: none)</i>				
	One	5.626	1	0.018	* Recency
	Two	0.008	1	0.929	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	6.741	1	0.009	** Recency
	<i>Career orientation (ref: career)</i>				
	Family & career	0.003	1	0.955	n.s.
	Family	0.478	1	0.489	n.s.
order 2 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.046	1	0.830	n.s.
	Other German city	0.441	1	0.507	n.s.
	<i>GPA (ref: very good)</i>				
	Good	0.175	1	0.676	n.s.
	Satisfactory	0.78	1	0.377	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	1.6	1	0.206	n.s.
	High	1.624	1	0.203	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.592	1	0.442	n.s.
	Two	0	1	0.984	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	1.034	1	0.309	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.028	1	0.866	n.s.
	Family	0.202	1	0.653	n.s.
order 3 vs. order 4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.219	1	0.640	n.s.
	Other German city	0.06	1	0.807	n.s.
	<i>GPA (ref: very good)</i>				
	Good	0.328	1	0.567	n.s.
	Satisfactory	1.767	1	0.184	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	0.979	1	0.322	n.s.
	High	0.349	1	0.555	n.s.
	<i>Siblings (ref: none)</i>				
	One	2.875	1	0.090	+ Recency
	Two	0.005	1	0.942	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	3.596	1	0.058	+ no order effect
	<i>Career orientation (ref: career)</i>				
	Family & career	0.051	1	0.821	n.s.
	Family	0.071	1	0.791	n.s.

Note: The table compares effect sizes of the same dimension between different treatment groups by using Chi² tests. Each Chi² stands for an individual Wald test that compares the relevant dimension's coefficients between two order groups. *Type* provides information on the type of order effect by comparing the effect sizes of the two coefficients with each other. "No order effects" indicates that the two coefficients are in the same position, so differences cannot be caused by the order of said dimension. We only compare those dimensions whose positions change at least once between the four order groups. n.s.=not significant; +*p*<.1; **p*<.05; ***p*<.01; ****p*<.001

Table C5. Wald Chi² Tests for Subgroup: Lower Education Level

Comparison Groups	Dimension	Chi2	df	p	sig.	Type
order1 vs. order2	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.478	1	0.490	n.s.	
	Other German city	0.961	1	0.327	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.147	1	0.701	n.s.	
	Satisfactory	0.7	1	0.403	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.865	1	0.352	n.s.	
	High	0.516	1	0.472	n.s.	
	<i>Siblings (ref: none)</i>					
	One	1.226	1	0.268	n.s.	
	Two	0.042	1	0.837	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	1.521	1	0.218	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	1.97	1	0.160	n.s.	
	Family	1.025	1	0.311	n.s.	
order1 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.172	1	0.678	n.s.	
	Other German city	0.029	1	0.865	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.143	1	0.705	n.s.	
	Satisfactory	2.406	1	0.121	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	1.675	1	0.196	n.s.	
	High	0.011	1	0.916	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.001	1	0.981	n.s.	
	Two	0.12	1	0.729	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	1.169	1	0.280	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	1.171	1	0.279	n.s.	
	Family	0.037	1	0.847	n.s.	
order1 vs. order4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.002	1	0.962	n.s.	
	Other German city	0.333	1	0.564	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.005	1	0.945	n.s.	
	Satisfactory	1.284	1	0.257	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.205	1	0.650	n.s.	
	High	0.403	1	0.525	n.s.	
	<i>Siblings (ref: none)</i>					
	One	1.464	1	0.226	n.s.	
	Two	0.647	1	0.421	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.222	1	0.638	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	4.421	1	0.036	*	no order effect
	Family	0.709	1	0.400	n.s.	
order2 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	1.343	1	0.247	n.s.	
	Other German city	0.798	1	0.37	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.549	1	0.459	n.s.	
	Satisfactory	0.506	1	0.477	n.s.	

	<i>Parents' income (ref: low)</i>				
	Middle	0.184	1	0.668	n.s.
	High	0.418	1	0.518	n.s.
	<i>Siblings (ref: none)</i>				
	One	1.536	1	0.215	n.s.
	Two	0.43	1	0.512	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.004	1	0.950	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.171	1	0.679	n.s.
	Family	0.95	1	0.330	n.s.
order2 vs. order4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.384	1	0.535	n.s.
	Other German city	2.814	1	0.093	+ Primacy
	<i>GPA (ref: very good)</i>				
	Good	0.171	1	0.680	n.s.
	Satisfactory	0.236	1	0.627	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	0.288	1	0.592	n.s.
	High	0.002	1	0.962	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.017	1	0.896	n.s.
	Two	1.277	1	0.259	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.336	1	0.562	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.553	1	0.457	n.s.
	Family	0.008	1	0.929	n.s.
order3 vs. order4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.205	1	0.651	n.s.
	Other German city	0.677	1	0.410	n.s.
	<i>GPA (ref: very good)</i>				
	Good	0.075	1	0.784	n.s.
	Satisfactory	0.002	1	0.965	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	0.897	1	0.344	n.s.
	High	0.315	1	0.575	n.s.
	<i>Siblings (ref: none)</i>				
	One	1.813	1	0.178	n.s.
	Two	0.307	1	0.580	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.244	1	0.622	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	1.404	1	0.236	n.s.
	Family	0.587	1	0.444	n.s.

Note: The table compares effect sizes of the same dimension between different treatment groups by using Chi² tests. Each Chi² stands for an individual Wald test that compares the relevant dimension's coefficients between two order groups. *Type* provides information on the type of order effect by comparing the effect sizes of the two coefficients with each other. "No order effects" indicates that the two coefficients are in the same position, so differences cannot be caused by the order of said dimension. We only compare those dimensions whose positions change at least once between the four order groups.
n.s.=not significant; + $p<.1$; * $p<.05$; ** $p<.01$; *** $p<.001$

Table C6. Wald Chi² Tests for Subgroup: Fast Responders

Comparison Groups	Dimension	Chi2	df	p	sig.	Type
order1 vs. order2	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0,052	1	0,820	n.s.	
	Other German city	0,38	1	0,538	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0	1	0,999	n.s.	
	Satisfactory	1,098	1	0,295	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	3,124	1	0,077	+	no order effect
	High	0,016	1	0,901	n.s.	
	<i>Siblings (ref: none)</i>					
	One	6,015	1	0,014	*	no order effect
	Two	0,024	1	0,876	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0,128	1	0,720	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0,024	1	0,876	n.s.	
	Family	0,001	1	0,974	n.s.	
order1 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0,12	1	0,729	n.s.	
	Other German city	0,021	1	0,884	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0,525	1	0,469	n.s.	
	Satisfactory	0,014	1	0,907	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	2,571	1	0,109	n.s.	
	High	0,038	1	0,846	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0,003	1	0,957	n.s.	
	Two	0,01	1	0,919	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	3,422	1	0,064	+	Recency
	<i>Career orientation (ref: career)</i>					
	Family & career	0,561	1	0,454	n.s.	
	Family	0,563	1	0,453	n.s.	
order1 vs. order4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0,353	1	0,553	n.s.	
	Other German city	0,106	1	0,745	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	1,802	1	0,179	n.s.	
	Satisfactory	0,066	1	0,797	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0,574	1	0,449	n.s.	
	High	0,537	1	0,464	n.s.	
	<i>Siblings (ref: none)</i>					
	One	4,433	1	0,035	*	Primacy
	Two	0,004	1	0,947	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	1,133	1	0,287	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0,434	1	0,510	n.s.	
	Family	0,495	1	0,482	n.s.	
order2 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0,015	1	0,904	n.s.	
	Other German city	0,348	1	0,555	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0,722	1	0,396	n.s.	
	Satisfactory	1,047	1	0,306	n.s.	

	<i>Parents' income (ref: low)</i>				
	Middle	0,028	1	0,867	n.s.
	High	0,104	1	0,747	n.s.
	<i>Siblings (ref: none)</i>				
	One	8,018	1	0,005	** Recency
	Two	0,005	1	0,946	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	5,861	1	0,015	* Recency
	<i>Career orientation (ref: career)</i>				
	Family & career	0,394	1	0,530	n.s.
	Family	0,679	1	0,410	n.s.
order2 vs. order4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0,157	1	0,692	n.s.
	Other German city	1,314	1	0,252	n.s.
	<i>GPA (ref: very good)</i>				
	Good	2,385	1	0,123	n.s.
	Satisfactory	1,817	1	0,178	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	1,274	1	0,259	n.s.
	High	0,34	1	0,560	n.s.
	<i>Siblings (ref: none)</i>				
	One	0,162	1	0,687	n.s.
	Two	0,01	1	0,921	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	2,475	1	0,116	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0,283	1	0,595	n.s.
	Family	0,595	1	0,440	n.s.
order3 vs. order4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0,086	1	0,770	n.s.
	Other German city	0,361	1	0,548	n.s.
	<i>GPA (ref: very good)</i>				
	Good	0,626	1	0,429	n.s.
	Satisfactory	0,163	1	0,687	n.s.
	<i>Parents' income (ref: low)</i>				
	Middle	0,905	1	0,341	n.s.
	High	1,003	1	0,317	n.s.
	<i>Siblings (ref: none)</i>				
	One	5,917	1	0,015	* Recency
	Two	0,001	1	0,971	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0,833	1	0,361	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0,011	1	0,917	n.s.
	Family	0,001	1	0,979	n.s.

Note: The table compares effect sizes of the same dimension between different treatment groups by using Chi² tests. Each Chi² stands for an individual Wald test that compares the relevant dimension's coefficients between two order groups. *Type* provides information on the type of order effect by comparing the effect sizes of the two coefficients with each other. "No order effects" indicates that the two coefficients are in the same position, so differences cannot be caused by the order of said dimension. We only compare those dimensions whose positions change at least once between the four order groups.
n.s.=not significant; + $p<.1$; * $p<.05$; ** $p<.01$; *** $p<.001$

Table C7. Wald Chi² Tests for Subgroup: Slow Responders

Comparison Groups	Dimension	Chi2	df	p	sig.	Type
order1 vs. order2	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.441	1	0.506	n.s.	
	Other German city	0.74	1	0.390	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.046	1	0.831	n.s.	
	Satisfactory	0.274	1	0.601	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.037	1	0.848	n.s.	
	High	1.232	1	0.267	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.324	1	0.569	n.s.	
	Two	0.411	1	0.521	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	3.054	1	0.081	+	Recency
	<i>Career orientation (ref: career)</i>					
	Family & career	0.155	1	0.693	n.s.	
	Family	0	1	0.998	n.s.	
order1 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.094	1	0.759	n.s.	
	Other German city	0	1	1.000	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.058	1	0.809	n.s.	
	Satisfactory	0.249	1	0.618	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.06	1	0.806	n.s.	
	High	0.101	1	0.751	n.s.	
	<i>Siblings (ref: none)</i>					
	One	2.599	1	0.107	n.s.	
	Two	1.152	1	0.283	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	0.675	1	0.411	n.s.	
	<i>Career orientation (ref: career)</i>					
	Family & career	0.385	1	0.535	n.s.	
	Family	0.276	1	0.599	n.s.	
order1 vs. order4	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.114	1	0.736	n.s.	
	Other German city	0.289	1	0.591	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	1.269	1	0.260	n.s.	
	Satisfactory	2.564	1	0.109	n.s.	
	<i>Parents' income (ref: low)</i>					
	Middle	0.714	1	0.398	n.s.	
	High	0.015	1	0.903	n.s.	
	<i>Siblings (ref: none)</i>					
	One	0.407	1	0.523	n.s.	
	Two	0.587	1	0.444	n.s.	
	<i>Work experience (ref: job training)</i>					
	Vol. social year	3.216	1	0.073	+	Primacy
	<i>Career orientation (ref: career)</i>					
	Family & career	0.158	1	0.691	n.s.	
	Family	0.013	1	0.909	n.s.	
order2 vs. order3	<i>Place of birth (ref.: Konstanz)</i>					
	Same province	0.098	1	0.754	n.s.	
	Other German city	0.567	1	0.452	n.s.	
	<i>GPA (ref: very good)</i>					
	Good	0.001	1	0.978	n.s.	
	Satisfactory	0	1	0.995	n.s.	

	<i>Parents' income (ref: low)</i>				
	Middle	0.002	1	0.960	n.s.
	High	0.585	1	0.444	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.959	1	0.327	n.s.
	Two	0.28	1	0.597	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.739	1	0.390	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.958	1	0.328	n.s.
	Family	0.275	1	0.600	n.s.
order2 vs. order4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0.115	1	0.735	n.s.
	Other German city	0.149	1	0.699	n.s.
	<i>GPA (ref: very good)</i>				
	Good	1.943	1	0.163	n.s.
	Satisfactory	4.453	1	0.035	* Recency
	<i>Parents' income (ref: low)</i>				
	Middle	0.415	1	0.519	n.s.
	High	0.764	1	0.382	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.002	1	0.969	n.s.
	Two	0.017	1	0.896	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.008	1	0.927	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0	1	0.994	n.s.
	Family	0.013	1	0.908	n.s.
order3 vs. order4	<i>Place of birth (ref.: Konstanz)</i>				
	Same province	0	1	0.998	n.s.
	Other German city	0.208	1	0.648	n.s.
	<i>GPA (ref: very good)</i>				
	Good	2.044	1	0.153	n.s.
	Satisfactory	4.124	1	0.042	* Recency
	<i>Parents' income (ref: low)</i>				
	Middle	0.369	1	0.543	n.s.
	High	0.027	1	0.870	n.s.
	<i>Siblings (ref: none)</i>				
	One	0.964	1	0.326	n.s.
	Two	0.173	1	0.677	n.s.
	<i>Work experience (ref: job training)</i>				
	Vol. social year	0.687	1	0.407	n.s.
	<i>Career orientation (ref: career)</i>				
	Family & career	0.952	1	0.329	n.s.
	Family	0.167	1	0.683	n.s.

Note: The table compares effect sizes of the same dimension between different treatment groups by using Chi² tests. Each Chi² stands for an individual Wald test that compares the relevant dimension's coefficients between two order groups. *Type* provides information on the type of order effect by comparing the effect sizes of the two coefficients with each other. "No order effects" indicates that the two coefficients are in the same position, so differences cannot be caused by the order of said dimension. We only compare those dimensions whose positions change at least once between the four order groups.

n.s.=not significant; + $p<.1$; * $p<.05$; ** $p<.01$; *** $p<.001$

D. Is There a Recency Effect?

Table D1. Wald Tests for Recency Effects

	Full Sample			Under 60 Years			60 Years and Older		
	n	F	p	n	F	p	n	F	p
Career orient.	2,030	0.07	.934	1,615	0.01	.992	415	0.50	.609
Work experience	2,030	3.31	.069	1,615	0.69	.408	415	5.43*	.021
Siblings	2,030	3.32*	.037	1,615	3.59*	.028	415	0.03	.975

	Higher Education			Lower Education			Fast Responders			Slow Responders		
	n	F	p	n	F	p	n	F	p	n	F	p
Career orient.	1,515	0.10	.909	515	0.25	.782	1,014	0.08	.925	1,016	0.06	.938
Work experience	1,515	4.31*	.038	515	0.03	.866	1,014	2.28	.132	1,016	1.30	.255
Siblings	1,515	2.74	.065	515	0.97	.382	1,014	2.50	.084	1,016	1.10	.334

Note: * $p < .05$; ** $p < .01$; *** $p < .001$

Table D2. Full Sample: OLS-Regression of Vignette Evaluation on Vignette Dimensions by the Relevant Recency Dimension (Siblings, Work Experience, or Career Orientation)

	Siblings	Work Experience	Career Orient.
<i>Ethn. backgr. (ref: German)</i>			
foreign	0.039 (0.104)	0.043 (0.104)	0.039 (0.104)
<i>Gender (ref: female)</i>			
male	-0.010 (0.111)	0.000 (0.111)	-0.002 (0.111)
<i>Place of birth (ref: Konstanz)</i>			
same province	0.196 (0.138)	0.196 (0.137)	0.196 (0.138)
other German city	0.082 (0.133)	0.096 (0.133)	0.097 (0.133)
<i>GPA (ref: very good)</i>			
good	-0.688*** (0.135)	-0.679*** (0.136)	-0.685*** (0.136)
satisfactory	-1.439*** (0.145)	-1.419*** (0.144)	-1.424*** (0.145)
<i>Parents' income (ref: low)</i>			
middle	-1.076*** (0.138)	-1.070*** (0.139)	-1.069*** (0.139)
high	-3.968*** (0.148)	-3.985*** (0.147)	-3.973*** (0.148)
<i>Siblings (ref: none)</i>			
one sibling	0.506*** (0.149)	0.676*** (0.126)	0.674*** (0.126)
two siblings	0.867*** (0.154)	0.914*** (0.136)	0.911*** (0.136)
<i>Siblings on last position (ref: no)</i>			
last position (yes)	-0.092 (0.241)		
one sibling x last position (yes)	0.682* (0.271)		
two siblings x last position (yes)	0.191 (0.324)		
<i>Work experience (ref: job training)</i>			
voluntary social year	0.834*** (0.109)	0.703*** (0.123)	0.829*** (0.109)
<i>Work exp. on last position (ref: no)</i>			
last position (yes)		-0.443* (0.199)	
voluntary social year x last position (yes)		0.464 (0.255)	
<i>Career orient. (ref: career)</i>			
family & career	-0.190 (0.132)	-0.176 (0.133)	-0.143 (0.185)
family	-0.627*** (0.139)	-0.622*** (0.139)	-0.626** (0.194)
<i>Career orient. on last position (ref: no)</i>			
last position (yes)			0.059 (0.210)
family & career x last position (yes)			-0.078 (0.265)
family x last position (yes)			0.008 (0.279)
Constant	7.914***	7.990***	7.846***

	(0.208)	(0.209)	(0.232)
Observations	2030	2030	2030
R^2	0.333	0.333	0.331

Note: The table shows the results of OLS regressions of vignette evaluation on vignette dimensions by the relevant recency dimension (*career orientation*, *work experience* or *siblings*) for the full sample. In each regression, there is an added two-way interaction term of the relevant recency dimension with an indicator variable that stated if the dimension was on the last position.

Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table D3. Subgroups of Age: OLS-Regression of Vignette Evaluation on Vignette Dimensions by the Relevant Dimension (Siblings, Work Experience, or Career Orientation)

	Subgroup: Under 60 years			Subgroup: 60 years and older		
	Siblings	Work Exp.	Career Orient.	Siblings	Work Exp.	Career Orient.
<i>Ethn. backgr. (ref: German)</i>						
foreign	0.073 (0.118)	0.076 (0.118)	0.073 (0.118)	-0.092 (0.242)	-0.121 (0.241)	-0.104 (0.242)
<i>Gender (ref: female)</i>						
male	-0.091 (0.124)	-0.079 (0.124)	-0.081 (0.125)	0.308 (0.248)	0.287 (0.249)	0.315 (0.250)
<i>Place of birth (ref: Konstanz)</i>						
same province	0.232 (0.157)	0.230 (0.156)	0.227 (0.157)	0.055 (0.294)	0.070 (0.291)	0.067 (0.290)
other German city	-0.024 (0.151)	-0.009 (0.151)	-0.012 (0.152)	0.534 (0.285)	0.515 (0.277)	0.574* (0.288)
<i>GPA (ref: very good)</i>						
good	-0.663*** (0.151)	-0.647*** (0.152)	-0.652*** (0.152)	-0.816* (0.318)	-0.793* (0.320)	-0.804* (0.315)
satisfactory	-1.507*** (0.166)	-1.478*** (0.165)	-1.480*** (0.166)	-1.120*** (0.306)	-1.112*** (0.301)	-1.107*** (0.309)
<i>Parents' income (ref: low)</i>						
middle	-0.994*** (0.157)	-0.992*** (0.157)	-0.990*** (0.157)	-1.374*** (0.302)	-1.320*** (0.304)	-1.369*** (0.301)
high	-3.902*** (0.165)	-3.918*** (0.165)	-3.913*** (0.165)	-4.228*** (0.334)	-4.281*** (0.331)	-4.238*** (0.336)
<i>Siblings (ref: none)</i>						
one sibling	0.483** (0.168)	0.685*** (0.143)	0.682*** (0.143)	0.688* (0.312)	0.720** (0.269)	0.719** (0.264)
two siblings	0.893*** (0.170)	0.963*** (0.153)	0.957*** (0.152)	0.778* (0.372)	0.730* (0.314)	0.760* (0.321)
<i>Siblings on last position (ref: no)</i>						
last position (yes)	-0.188 (0.274)			0.345 (0.486)		
one sibling x last position (yes)	0.809** (0.308)			0.123 (0.581)		
two siblings x last position (yes)	0.269 (0.372)			-0.003 (0.650)		
<i>Work experience (job training)</i>						
voluntary social year	0.829*** (0.122)	0.762*** (0.137)	0.824*** (0.122)	0.945*** (0.254)	0.578 (0.295)	0.983*** (0.260)
<i>Work experience on last position (ref: no)</i>						
last position (yes)		-0.322 (0.226)			-0.833 (0.428)	
voluntary social year x last position (yes)		0.235 (0.283)			1.344* (0.577)	
<i>Career orient. (ref: career)</i>						
family & career	-0.119 (0.148)	-0.111 (0.148)	-0.102 (0.208)	-0.558 (0.312)	-0.480 (0.313)	-0.252 (0.415)
family	-0.551*** (0.158)	-0.543*** (0.158)	-0.549* (0.223)	-1.078*** (0.308)	-1.025** (0.314)	-0.967* (0.384)
<i>Career orient. on last position (ref: no)</i>						

last position (yes)			0.047 (0.233)			0.184 (0.509)
family & career x last position (yes)			-0.019 (0.296)			-0.608 (0.624)
family x last position (yes)			0.018 (0.316)			-0.225 (0.618)
Constant	7.729*** (0.284)	7.739*** (0.284)	7.633*** (0.306)	7.866*** (0.560)	8.200*** (0.559)	7.836*** (0.594)
Observations	1615	1615	1615	415	415	415
R ²	0.336	0.334	0.333	0.348	0.354	0.347

Note: The table shows the results of OLS regressions of vignette evaluation on vignette dimensions by the relevant recency dimension (*career orientation*, *work experience* or *siblings*) for the subgroups of age. In each regression, there is an added two-way interaction term of the relevant recency dimension with an indicator variable that stated if the dimension was on the last position.

Controlled for education level.

Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table D4. Subgroups of Education: OLS-Regression of Vignette Evaluation on Vignette Dimensions by the Relevant Dimension (Siblings, Work Experience, or Career Orientation)

	Higher Education Subgroup			Lower Education Subgroup		
	Siblings	Work Exp.	Career Orient.	Siblings	Work Exp.	Career Orient.
<i>Ethn. backgr.</i> (ref: German)						
foreign	0.242* (0.117)	0.237* (0.117)	0.235* (0.117)	-0.511* (0.227)	-0.493* (0.225)	-0.489* (0.225)
<i>Gender (ref: female)</i>						
male	-0.032 (0.127)	-0.018 (0.127)	-0.018 (0.127)	0.095 (0.232)	0.107 (0.234)	0.082 (0.236)
<i>Place of birth</i> (ref: Konstanz)						
same province	0.334* (0.156)	0.338* (0.155)	0.345* (0.156)	-0.285 (0.289)	-0.269 (0.287)	-0.323 (0.291)
other German city	0.119 (0.153)	0.127 (0.153)	0.131 (0.154)	-0.010 (0.268)	0.044 (0.263)	-0.005 (0.265)
<i>GPA (ref: very good)</i>						
good	-0.742*** (0.151)	-0.719*** (0.151)	-0.728*** (0.152)	-0.527 (0.301)	-0.545 (0.303)	-0.595* (0.298)
satisfactory	-1.552*** (0.171)	-1.518*** (0.170)	-1.527*** (0.171)	-1.208*** (0.274)	-1.181*** (0.279)	-1.227*** (0.283)
<i>Parents' income</i> (ref: low)						
middle	-1.126*** (0.152)	-1.110*** (0.153)	-1.118*** (0.153)	-1.047** (0.318)	-1.060*** (0.315)	-1.031** (0.317)
high	-3.965*** (0.163)	-3.978*** (0.163)	-3.970*** (0.163)	-4.048*** (0.332)	-4.045*** (0.330)	-4.014*** (0.336)
<i>Siblings (ref: none)</i>						
one sibling	0.440* (0.170)	0.611*** (0.146)	0.615*** (0.145)	0.672* (0.301)	0.858** (0.258)	0.847** (0.260)
two siblings	0.857*** (0.171)	0.894*** (0.153)	0.891*** (0.153)	0.935** (0.334)	1.003*** (0.295)	0.994*** (0.293)
<i>Siblings on last position (ref: no)</i>						
last position (yes)	-0.240 (0.283)			0.366 (0.455)		
one sibling x last position (yes)	0.713* (0.316)			0.761 (0.559)		
two siblings x last position (yes)	0.143 (0.374)			0.237 (0.637)		
<i>Work exp. (ref: job training)</i>						
voluntary social year	0.956*** (0.124)	0.783*** (0.138)	0.951*** (0.125)	0.541* (0.220)	0.513 (0.263)	0.537* (0.220)
<i>Work exp. on last position (ref: no)</i>						
last position (yes)		-0.384 (0.231)			-0.666 (0.400)	
voluntary social year x last position (yes)		0.619* (0.298)			0.081 (0.482)	
<i>Career orient.</i> (ref: career)						
family & career	-0.259 (0.150)	-0.252 (0.149)	-0.199 (0.207)	0.045 (0.288)	0.061 (0.291)	-0.021 (0.393)

family	-0.781*** (0.161)	-0.781*** (0.161)	-0.721** (0.231)	-0.184 (0.276)	-0.180 (0.276)	-0.385 (0.356)
<i>Career orient. on last position (ref: no)</i>						
last position (yes)			0.113 (0.236)			-0.166 (0.452)
family & career x last position (yes)			-0.119 (0.298)			0.146 (0.573)
family x last position (yes)			-0.117 (0.323)			0.390 (0.567)
Constant	7.921*** (0.243)	7.939*** (0.246)	7.784*** (0.272)	7.797*** (0.437)	8.028*** (0.429)	7.986*** (0.485)
Observations	1515	1515	1515	515	515	515
R ²	0.356	0.356	0.354	0.305	0.303	0.297

Note: The table shows the results of OLS regressions of vignette evaluation on vignette dimensions by the relevant recency dimension (*career orientation, work experience or siblings*) for the subgroups of education. In each regression, there is an added two-way interaction term of the relevant recency dimension with an indicator variable that stated if the dimension was on the last position. Controlled for education level.

Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table D5. Subgroups of Speed: OLS-Regression of Vignette Evaluation on Vignette Dimensions by the Relevant Dimension (Siblings, Work Experience, or Career Orientation)

	Subgroup: Fast Responders			Subgroup: Slow Responders		
	Siblings	Work Exp.	Career Orient.	Siblings	Work Exp.	Career Orient.
<i>Ethn. backgr. (ref: German)</i>						
foreign	0.075 (0.147)	0.078 (0.147)	0.070 (0.147)	-0.001 (0.151)	0.002 (0.149)	-0.000 (0.150)
<i>Gender (ref: female)</i>						
male	0.007 (0.159)	0.017 (0.159)	0.009 (0.159)	-0.013 (0.158)	-0.000 (0.158)	-0.002 (0.158)
<i>Place of birth (ref: Konstanz)</i>						
same province	-0.013 (0.200)	-0.025 (0.199)	-0.021 (0.200)	0.427* (0.190)	0.443* (0.187)	0.440* (0.189)
other German city	-0.037 (0.183)	-0.032 (0.184)	-0.026 (0.184)	0.205 (0.195)	0.227 (0.194)	0.229 (0.196)
<i>GPA (ref: very good)</i>						
good	-0.580** (0.194)	-0.573** (0.195)	-0.585** (0.195)	-0.802*** (0.191)	-0.798*** (0.191)	-0.802*** (0.192)
satisfactory	-1.392*** (0.213)	-1.378*** (0.210)	-1.372*** (0.213)	-1.484*** (0.203)	-1.461*** (0.203)	-1.479*** (0.204)
<i>Parents' income (ref: low)</i>						
middle	-0.974*** (0.187)	-0.955*** (0.187)	-0.966*** (0.187)	-1.165*** (0.204)	-1.171*** (0.204)	-1.162*** (0.205)
high	-3.876*** (0.218)	-3.897*** (0.218)	-3.885*** (0.219)	-4.040*** (0.202)	-4.059*** (0.200)	-4.050*** (0.200)
<i>Siblings (ref: none)</i>						
one sibling	0.621** (0.219)	0.825*** (0.182)	0.818*** (0.181)	0.384 (0.204)	0.525** (0.179)	0.526** (0.178)
two siblings	0.857*** (0.228)	0.872*** (0.193)	0.866*** (0.193)	0.875*** (0.208)	0.951*** (0.193)	0.948*** (0.193)
<i>Siblings on last position (ref: no)</i>						
last position (yes)	-0.089 (0.322)			-0.109 (0.360)		
one sibling x last position (yes)	0.774* (0.367)			0.596 (0.402)		
two siblings x last position (yes)	0.019 (0.411)			0.349 (0.498)		
<i>Work exp. (ref: job training)</i>						
voluntary social year	0.899*** (0.160)	0.750*** (0.181)	0.906*** (0.160)	0.746*** (0.149)	0.621*** (0.169)	0.730*** (0.151)
<i>Work exp. on last position (ref: no)</i>						
last position (yes)		-0.423 (0.285)			-0.495 (0.281)	
voluntary social year x last position (yes)		0.543 (0.359)			0.408 (0.358)	
<i>Career orient. (ref: career)</i>						
family & career	-0.202 (0.186)	-0.183 (0.186)	-0.178 (0.248)	-0.187 (0.192)	-0.179 (0.193)	-0.114 (0.278)
family	-0.652** (0.206)	-0.645** (0.205)	-0.701* (0.275)	-0.581** (0.191)	-0.583** (0.191)	-0.547* (0.275)
<i>Career orient. on last position (ref: no)</i>						

last position (yes)			-0.024 (0.299)			0.158 (0.293)
family & career x last position (yes)			-0.028 (0.366)			-0.136 (0.382)
family x last position (yes)			0.115 (0.404)			-0.062 (0.385)
Constant	7.948*** (0.307)	8.014*** (0.307)	7.921*** (0.331)	7.869*** (0.287)	7.962*** (0.288)	7.754*** (0.326)
Observations	1014	1014	1014	1016	1016	1016
R ²	0.330	0.329	0.327	0.343	0.343	0.341

Note: The table shows the results of OLS regressions of vignette evaluation on vignette dimensions by the relevant recency dimension (*career orientation*, *work experience* or *siblings*) for the subgroups of speed. In each regression, there is an added two-way interaction term of the relevant recency dimension with an indicator variable that stated if the dimension was on the last position.

Standard errors in parentheses. * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

E. Detailed Interpretation

Interpretation E1. Information on D-Efficiency

D-efficiency minimizes the correlations between dimensions (i.e. orthogonality) and maximizes the variance of each of the dimensions within the questionnaire versions (i.e., ensuring that each category occurs with about equal frequency, i.e., level balance). The optimization of both criteria (orthogonality and level balance) helps enhance the precision with which one can estimate the parameters in statistical analyses (Auspurg and Hinz 2015:28; Kuhfeld et al. 1994). D-efficiency is equivalent to obtaining the most precise parameter estimates within OLS regressions, provided that the respondents produce valid judgments (Auspurg and Hinz 2015:29). D-efficiency has a range of [0; 100], with 100 indicating the most efficient designs (Kuhfeld et al. 1994). According to Auspurg and Hinz (2015:29) designs with D-efficiency values over 90 offer sufficient statistical power to fulfill most research aims in the social sciences. For more information on D-efficiency, see Auspurg and Hinz (2015) and Kuhfeld et al. (1994).

Interpretation E2. Further Information on the Analysis Sample

The dimension *work experience* has three levels, with one of the levels being no information provided (see Appendix A2), which means that for a third of the vignettes, the dimension was blank (i.e., left out of the description). This was done to study a possible statistical discrimination by gender. When this dimension is blank, the positions of some other dimensions change (e.g., in split 2 *career orientation* moves to the last position [and is no longer the penultimate]). To allow for reliable estimates based on stable positions, we exclude all vignettes with blank information on work experience, starting with the test for overall order effects (second step). This reduces the number of vignettes to 2,030.

Interpretation E3. Interpretation of the Individual Wald Tests for the Subgroups of Age, Education, and Response Time

In both age subgroups, three out of 66 possible dimensions (4.5%) show significant order effects. Likewise, in subgroup lower education level it is 1.5%, which is comparable to 3% in subgroup high education level. While for slow responders two dimensions show significant order effects (3%), for

fast responders it is five (7.6%) and therefore slightly more than could be expected to occur by chance. For tables, see Appendix C2-C7.

Interpretation E4. Recency: Interpretation of the Estimations for the Subgroups of Age, Education, and Response Time

While, as one might expect, older people show significant recency effects in the dimension *work experience* ($p=.021$; Figure 2b, in article), they do not show them in the dimensions *siblings* (Figure 2a, in article) or *career orientation* (Figure 2c, in article). At the same time, younger people show significant recency effects in one level of the dimension *siblings* (“one sibling,” $p=.009$), but no recency effects in the dimensions *previous work experience* and *career orientation*. In addition, respondents with higher education level are affected by recency effects in one level of the dimension *siblings* (“one sibling,” $p=.025$) and in the dimension *previous work experience* ($p=.038$), while respondents with *lower education level* did not show any recency effects (for regression tables, see Appendix D2-D5). The results are supported by joint Wald tests (see Appendix D1).

Interpretation E5. Robustness Tests and Additional Analyses

In a first robustness test, we re-estimated our analysis, but this time by using random intercept models. This leads to similar conclusions. A notable difference is that by using a random intercept model, we find a significant joint Wald Test ($\text{Chi}^2(33)=49.64$, $p=.036$) within the subgroup of fast responders. This supports our finding that fast responders are more prone to order effects. The moderator test still reveals no differences between fast and slow responders ($\text{Chi}^2(33)=33.16$, $p=.460$).

To consider Cohen’s argument (1969:367–69), that the power of tests of interactions in a factorial design is distinctly lower than that of the main effects, we additionally considered $\alpha = .10$ as the significance threshold. This leads to similar conclusions.

We also did not find any recency effects for the small group of respondents with a lower education level who were over the age of 60. Furthermore, we tested a stricter classification for education level (i.e., academic degree as criteria for higher education) and age (i.e., respondents over the age of 70). The only additional result gained is that respondents 70 years and older are more prone to order effects.

So far, we have left out all vignettes with blank information on the dimension *work experience*. As stated above, omitting to do this leads to position changes for some vignette dimensions (e.g., in split 2 for a third of the vignettes *career orientation* is in the last position [and not the penultimate]). This allows us to conduct further tests for possible order effects, holding most other factors (i.e., the experimental split) constant. When recency effects arise, *career orientation* should impact the vignette evaluation more when it is in the last position. We run OLS regression using only the vignettes of split 2 and interacting *career orientation* with an indicator variable of whether it was in the penultimate or last position of the vignette. Consistent with prior results, joint Wald tests did not show any indications for recency effects, either for the full sample or for any subgroup.

F. Literature (Appendix)

- Auspurg, K., and T. Hinz. 2015. *Factorial survey experiments*. Thousand Oaks, CA: Sage.
- Cohen, J. 1969. *Statistical power analysis for the behavioral sciences*. New York: Academic Press.
- Kuhfeld, W. F., R. D. Tobias, and M. Garratt. 1994. Efficient experimental design with marketing research applications. *Journal of Marketing Research* 31:545–57.