

NegotiAct: Introducing a comprehensive coding scheme to capture temporal interaction patterns in negotiations

Supplementary File

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## Coding manual

### General rules

In the following, we describe our general approach to coding videotaped negotiations with our coding scheme. This approach comprises the steps (a) unitizing, (b) coding, and, if appropriate, (c) splitting up codes. NegotiAct can be applied not only to the negotiation exchange itself, but also to the whole conversation that the negotiation is embedded in. As soon as negotiation parties first get in touch, for instance, by exchanging e-mails, or when entering the (virtual) room and until they leave again, the interaction can be coded.

### Unitizing

In a first step, everything that is said in a videotaped negotiation must be unitized in thought units (cf. Bales, 1950; Kauffeld & Lehmann-Willenbrock, 2012). One thought unit captures exactly one statement and, thus, represents the smallest meaningful segment of behavior that can stand alone (Bales, 1950). Usually, this is a single sentence that comprises or implies a subject and a predicate (Hatfield & Weider-Hatfield, 1978). However, it can also be one word (e.g., a “No” when rejecting an offer) or even a few sentences (e.g., when substantiating a position; see Table 1 for further examples). Only one statement should be captured with one thought unit, meaning that only one of the 47 codes can be assigned to one thought unit. Thus, a new thought unit must be parsed whenever one of the following situations is given: (i) The speaker changes. (ii) The speaker makes a new statement that contains a new thought within a speaking turn (e.g., first making an offer, then substantiating it). (iii) The speaker remains within the same code but expresses two different complete thoughts (e.g., voicing two different reasons for an offer in a row).

**Table S1***Sample transcript with thought unit segmentation*

Speaker	Transcript
Buyer	“[For us, it’s more important to agree on the price than on the contract duration.] [What is more important to you?]”
Seller	”[The contract duration is also of less importance to us.]”
Buyer	“[Mm hmm.] [So how about we agree on 400.000€ and 2 years?]”
Seller	“[No,] [because...uh... eh....] [The problem is, we need to cover all the costs. We need to cover all the expenses.] [And we’d rather have a longer contract duration.]”
Buyer	“[So you’d be happier with a contract duration of 10 years.]“
Seller	“[Yes, I..]”
Buyer	“[Wait.] [Me too.] [Hahahahaha.]”
Seller	“[Hahahaha.] [So, you also prefer 10 over 2 years?] [Then, let’s agree on 10 ten years.]”
Buyer	“[Yes, we can agree on that!] [Now, let’s talk about the price.]”

*Note.* Words within square brackets indicate one thought unit.

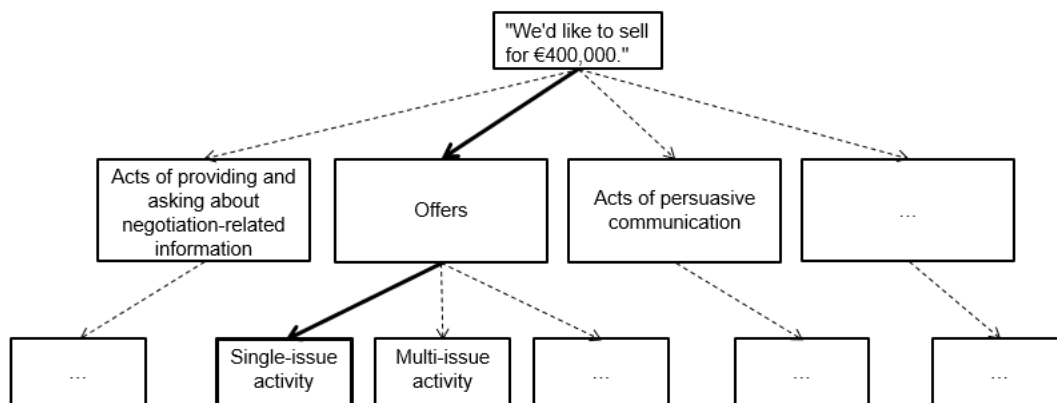
### Coding

In a second step, one of the 47 codes is assigned to every thought unit (act-for-act-coding). Additionally, the role of the person speaking is allocated to every thought unit (in solo-on-solo negotiation that would be A for one party and B for the other; in team-on-team negotiations with three negotiators per team, that would mean different persons for party A: A1, A2, A3,...; and also different persons for party B: B1, B2, B3...). If both/all negotiators are speaking at the same time, the role “all” must be assigned. If none of the negotiators are speaking but, for instance, an assistant or researcher, the code “Other noise” should be

applied. If none of the codes fit, the code “Others” should be applied. When in doubt, first decide which category the statement falls in and then choose the most appropriate code (see Figure S1).

### Figure S1

*Example statement and coding decision tree*



### Splitting up codes

If the research question requires a more fine-grained analysis of certain behaviors (e.g., different types of humor), the codes in our coding scheme can be further split into more fine-grained codes (e.g., self-defeating or aggressive humor). A few examples are given in the following overview (e.g., for affective reactions or humor).

**Categories – Overview****Table S2***Categories and respective definitions*

<b>Acts of providing and asking about negotiation-related information</b>	“Negotiators’ queries and provision of information to the other party regarding their preferences, reservation point, best alternative to negotiated agreement (BATNA), general needs, desires and goals” (Weingart et al., 1987, p. 286)
<b>Offers</b>	Statements that capture the parties’ “offer- counteroffer process” (Lewicki et al., 2014, p.236)
<b>Acts of persuasive communication</b>	Forcing behaviors and statements “that individuals deploy to bring out desired attitudinal or behavioral change [...] to adjust the other party’s positions, perceptions, and opinions” (Lewicki et al., 2014, p. 285), and that “aim at convincing the opponent to comply with one’s own proposals” (Giebels et al., 2000, p. 262)
<b>Socio-emotional statements</b>	Statements that capture the relational interaction between parties, such as “lightening the atmosphere, separating opinions from facts, expressing feelings [...] and offering praise” (Kauffeld & Lehmann-Willenbrock, 2012, p. 140)
<b>Unethical behaviors</b>	Behavior that is commonly regarded as ethically unacceptable and inappropriate (Fulmer et al., 2009; Robinson et al., 2000), exceeding “traditional competitive bargaining” behaviors (Lewicki et al., 2014)
<b>Acts of process-related communication</b>	“Statements that refer to the process or rules of the negotiation itself, or how the negotiation is to proceed, or is not proceeding.” (Brett et al., 1998, p. 415 )
<b>Residual category</b>	External or internal issues that disrupt the interaction (e.g., someone entering the room, traffic noise, coughing or sneezing); statements that are aborted without being interrupted by the other party and all statements that do not fit into the above categories.

## Codes – Overview

Table S3

*Behavioral codes and respective definitions*

Acts of providing and asking about negotiation-related information	Offers	Acts of persuasive communication	Socio-emotional statements	Unethical behaviors	Acts of process-related communication	Residual category
<i>Providing priority-related information</i> Providing information that reveals the own priorities among issues	<i>Single-issue activity</i> Making a single-issue offer (proposal that comprises only one of several possible issues)	<i>Substantiation</i> Statements that follow an argumentative structure and statements that connect information with opinions or recommendations	<i>Negative affective reaction</i> Negative emotional reactions to the other party's offer(s), idea(s), and arguments(s) (does not include rejection of offer but focuses on the emotional response)	<i>Omission*</i> Withholding information which was explicitly requested by the other party or concealing indifference/compatibility toward options (misrepresentation by omission)	<i>Procedural suggestion</i> Commenting on the mode, approach or process of the negotiation or suggesting an action or a course of action regarding the process of the interaction	<i>Interruption of the conversation</i> External or internal issues that disrupt the interaction
<i>Asking for priority-related information</i> Asking for the other party's priorities among issues	<i>Multi-issue activity</i> Making a multi-issue offer (proposal that comprises two or more of several possible issues)	<i>Asking for substantiation</i> Requesting the other party to substantiate or questioning the substantiation	<i>Positive affective reaction</i> Positive emotional reactions to the other party's offer(s), idea(s), and argument(s)	<i>Threat</i> Warning of the costs if other party does not comply with made propositions	<i>Procedural discussion</i> Agreeing, disagreeing, clarifying or asking for clarification regarding a procedural suggestion/comment	<i>Inaction</i> Statements that are aborted without being interrupted by the other party
<i>Providing preference-related information</i> Providing information that reveals the own preferences within an issue or time preferences	<i>Requesting action</i> Asking the other party to make an offer, to show a response/reaction to an offer or on an idea or making an open-ended comment that needs a reply	<i>Stressing power</i> Referring to having more power than the other party, to being superior, to the lack of power, competence or experience of the other party	<i>Active listening</i> Paraphrasing the other party's statements and generic paraverbal responses such as “mm hmm” or “yeah”	<i>Lying*</i> Misrepresenting by commission (e.g., misrepresenting one's preferences)	<i>Time management</i> Time checks, remarks about time that is running-out and suggestion to hurry and come to quick solutions	<i>Others</i> All statements that do not fit within any of the categories
<i>Asking for preference-related information</i> Asking for the other party's preferences within an issue or time preferences	<i>Requesting for offer modification</i> Demanding a concession/offer modification without altering the own position/offer (not fostering mutual concession making)	<i>Rejecting substantiation</i> Disagreeing with the other party's arguments, denying their relevance, disagreeing or rejecting the other party's accusations	<i>Humor</i> Use of humor and laughter	<i>Hostility</i> Use of indecent language directed at the other party, teasing and provoking or directly insulting the other party	<i>Change of mode</i> Changing the mode of discussion by using visual aids, by suggesting a break to calculate, think, or consult with the own party or when changing the mode of communication	

\*can only be coded with data from experimental settings where role instructions and information given to the negotiators are disclosed to coders.



Acts of providing and asking about negotiation-related information	Offers	Acts of persuasive communication	Socio-emotional statements	Unethical behaviors	Acts of process-related communication	Residual category
<i>Asking for positional information</i> Asking the other party for their reservation point, BATNA, minimum terms or information about competitors (i.e., every question that is aiming for positional information)	<i>Rejecting offer</i> Rejecting the other party's offer or part of it, disagreeing with an agreement proposal	<i>Interrupting</i> Disrupting the other party's speaking turn (when it is clear that the other party is not yet done articulating an idea/statement)	<i>Positive relationship remark</i> Statements that reflect a (positive) relationship between the parties	<i>Use of extreme anchors*</i> Making an offer that is far greater than the other party's reservation point		
<i>Providing positional information</i> Statements that reveal information about the own party's reservation point, BATNA, minimum terms, competitors or statements of an exact value of one party's profits or profit table	<i>Accepting offer</i> Agreeing with or accepting the other party's offer/concession or part of it	<i>Criticism</i> Criticizing the other party's behavior or accusing them of performing (or not performing) a particular action (not rejecting the other party's accusations, not questioning the other party's ability or referring to a lack of power)	<i>Negative relationship remark</i> Statements that reflect a negative relationship between the parties			
<i>Facts/Additional information</i> Any information that is not related to preferences, priorities, positional information and does not follow an argumentative structure but consists of purely providing information.		<i>Encouragement</i> Encouraging the other party to perform a particular action	<i>Personal communication</i> Asking the other party for personal information that is not related to the negotiation or providing the other party with personal information not related to the negotiation			
<i>Extension questions</i> Asking for additional information or clarification (not substantiation), that are not related to preferences, priorities, positional information		<i>Positional commitments</i> Communicating positional commitments to the other party	<i>Nonpersonal chit-chat</i> Miscellaneous statements unrelated to negotiation (e.g. remarks about the weather)			

\*can only be coded with data from experimental settings where role instructions and information given to the negotiators are disclosed to coders.

Acts of providing and asking about negotiation-related information	Offers	Acts of persuasive communication	Socio-emotional statements	Unethical behaviors	Acts of process-related communication	Residual category
<p><i>Additional issues</i> Mentioning or asking for potential additional issues that are not yet part of the agenda</p>		<p><i>Avoiding</i> Changing subject or shift discussion to new issue without terminating/agreeing on a previous issue, refusing to answer and/or replying vaguely</p>	<p><i>Future-related communication</i> Stating expectations about negotiations in the future,</p>			
<p><i>Clarification</i> Paraphrasing the own party's previous statements, asking for clarification of the other's previous statements, summarizing previous agreements</p>			<p><i>Apologizing</i> Expressing regret and apologizing for a previous action, stating to be wrong</p>			

## Codes – Definitions and Examples

Table S4

*Acts of providing and asking about negotiation-related information*

Code	Definition/content	Example	Delimit	Additional information
<i>Providing priority-related information</i>	Providing information that reveals the own priorities among issues (must reflect a hierarchy between issues)	<ul style="list-style-type: none"> <li>• "For us, it's more important to agree on the price than on the construction of the cooling system."</li> <li>• "We care about all issues equally."</li> <li>• "The contract duration is also of less importance to us."</li> </ul>	<p><b>Not:</b> "Because the price is very important to us." (Substantiation)</p> <p><b>And also not:</b> if the provided information is false (Lying)</p>	<p>If the research focus is on priority-related information provision, this code can be split up in different kinds of priority-related information, e.g.,</p> <ul style="list-style-type: none"> <li>• Stating priorities without relating to others' priorities</li> <li>• Noting similar priorities</li> <li>• Noting different priorities</li> </ul>
<i>Asking for priority-related information</i>	Asking for the other party's priorities among issues (asking for a hierarchy between issues)	<ul style="list-style-type: none"> <li>• "Is the distribution of rental incomes more important to you than the contract duration?"</li> <li>• "What is the most important issue for you?"</li> <li>• "Is there an issue that you care more about than others?"</li> </ul>	<p><b>Also:</b> "How important is a financial contribution to you?"</p> <p><b>Not:</b> "Is the financial contribution important to you?" (Asking for positional information)</p>	

Code	Definition/content	Example	Delimit	Additional information
<i>Providing preference-related information</i>	Providing information that reveals the own preferences within an issue or time preferences (must reflect a hierarchy between options within an issue)	<ul style="list-style-type: none"> <li>• "We'd rather work with our old supplier again."</li> <li>• "We'd rather have the money sooner than later."</li> <li>• "It would be best if we could work with project leader X."</li> </ul>	<p><b>Not:</b> "We'd like to work with our old supplier again." (no hierarchy reflected → Single-issue activity)</p> <p><b>And also not:</b> if the provided information is false (Lying)</p>	<p>If the research focus is on preference-related information provision, this code can be split up in different kinds of preference-related information, e.g.,</p> <ul style="list-style-type: none"> <li>• Stating preferences without relating to others' preferences</li> <li>• Noting similar preferences</li> <li>• Noting different preferences</li> </ul>
<i>Asking for preference-related information</i>	Asking for the other party's preferences within an issue (asking for a hierarchy between options within an issue) or time preferences	<ul style="list-style-type: none"> <li>• "So which supplier do you prefer?"</li> <li>• "And what is your preference regarding the project leader?"</li> <li>• "Would you prefer 24 months or 6 months for the duration of the maintenance agreement?"</li> </ul>		

Code	Definition/content	Example	Delimit	Additional information
<i>Providing positional information</i>	Statements that reveal information about the own party's reservation point, BATNA, minimum terms, competitors or statements of an exact value of one party's profits or profit table	<ul style="list-style-type: none"> <li>• "So, my lower price limit is €50.000 at the moment."</li> <li>• "We already have an offer of € 2.5 million for the property."</li> <li>• "We can only pay for transportation until Genoa."</li> </ul>	<p><b>Also:</b> "Your offer is very low."</p> <p><b>Not:</b> Lies regarding positional information (Lying)</p> <p><b>And also not:</b> "There are many companies out there that did offer more." (Stressing power)</p> <p><b>And also not:</b> "I won't go any higher, that's it." (Positional Commitment)</p>	
<i>Asking for positional information</i>	Asking the other party for their reservation point, BATNA, minimum terms or information about competitors (i.e., every question that is aiming for positional information)	<ul style="list-style-type: none"> <li>• "How much is the other offer you've received?"</li> <li>• "What is your limit regarding the number of inspections?"</li> <li>• "Who is offering you more, may I ask?"</li> </ul>	<p><b>Also:</b> "How much would you have to pay for supplier X?"</p> <p><b>Not:</b> "Would it be better for you to switch to supplier McCogan?" (Asking for preference-related information)</p>	

Code	Definition/content	Example	Delimit	Additional information
<i>Facts/Additional information</i>	Any information that is not related to preferences, priorities, positional information and does not follow an argumentative structure (“..., because”) but consists of purely providing information e.g. providing information about the own company or strategic plan	<ul style="list-style-type: none"> <li>• “I’m Mrs. X from the Y group.”</li> <li>• ”We are currently working on a project together with Russia.”</li> <li>• “Our company is located in Germany.”</li> </ul>	<p><b>Also:</b> “We want to build a thermal cracker in Oman.”</p> <p><b>Not:</b> if the provided information is false (Lying)</p>	
<i>Extension questions</i>	Asking for additional information or clarification (not substantiation), that are not related to preferences, priorities, positional information	<ul style="list-style-type: none"> <li>• ”Do you have any information about the production?”</li> <li>• ”Then the question is, how long are we allowed to use the property?”</li> <li>• “Is there a building on the property”</li> </ul>		
<i>Additional issues</i>	Mentioning or asking for potential additional issues that are not yet part of the agenda	<ul style="list-style-type: none"> <li>• ”Do you have anything else that might be of interest to us?”</li> <li>• ”Yes, we would also be interested in a property.”</li> <li>• “We might have something else of interest for you.”</li> </ul>	<p><b>Not:</b> ”So, we agreed to exclude the property from our agreement?” (Clarification)</p>	

Code	Definition/content	Example	Delimit	Additional information
<i>Clarification</i>	Paraphrasing the own party's previous statements, asking for clarification of the other's previous statements, summarizing previous agreements	<ul style="list-style-type: none"> <li>• "I mean..."</li> <li>• "So, €50,000 for the property?"</li> <li>• "In summary, we agree on..."</li> <li>• "And the property would be €100,000 if we split it up, in my calculations."</li> <li>• "And we agreed on the contract period, right?"</li> </ul>	<p><b>Also:</b> If negotiators repeat offers or arguments</p> <p><b>Not:</b> if negotiators change the offer/make a new offer ("So, 50000 for the property" when 50000 was not yet offered)</p>	<p>If the research focus is on clarification, this code can be split up in different kinds of clarification, e.g.,</p> <ul style="list-style-type: none"> <li>• Repeating ("As I said, we can offer you 100,000€ for the property")</li> <li>• Reassuring ("You said 100,000€, right?")</li> <li>• Explaining ("I mean, transportation until Genoa, not Oman.")</li> </ul>

**Table S5***Offers*

Code	Definition/content	Example	Delimit	Additional information
<i>Single-issue activity</i>	Making a single-issue offer (proposal that comprises only one of several possible issues) e.g. compromise agreement offer, range offers	<ul style="list-style-type: none"> <li>• "We would like to sell for €400,000."</li> <li>• "We would like you to fully pay for the cooling system."</li> <li>• "How about we split the delivery costs?"</li> <li>• "Would you pay, let's say, 15% to 20% more"?</li> </ul>	<p><b>Also:</b> Compromise agreement offers, e.g., "Let's meet halfway"</p> <p><b>Not:</b> If negotiators only repeat the same offer (Clarification)</p> <p><b>And also not:</b> if an offer is far greater than the other party's reservation point (Use of extreme anchors; i.e., if (a) the offer exceeds twice as much as the differences between the options of a (fixed-steps) payoff schedule above the upper limit/below the lower limit or (b) the offer exceeds twice as much as the space between both parties' reservation points above/below the other party's reservation point)</p>	Issues and price details that are referred to in the offer should be noted in the comment section that pops up after assigning this code (when coding with INTERACT software).



Code	Definition/content	Example	Delimit	Additional information
<i>Multi-issue activity</i>	Making a multi-issue offer (proposal that comprises two or more of several possible issues) e.g. conditional offers (“If I agree with you on this issue, you have to accommodate on the next issue.”), incorporating requests, ideas, part of the other party’s offer into a new offer	<ul style="list-style-type: none"> <li>• “If I agree with you on this issue, you have to accommodate me on the next issue.”</li> <li>• ”We could pay 25% when it is delivered, then we have to go down on the price though.”</li> <li>• “Okay, then you pay for the property, we pay for the tank and we split the costs for the sending station in half.”</li> <li>• ”I have a different idea, that we connect the last issue with this one, so that you fully pay for the sending station and we pay for the cooling system.”</li> </ul>	<p><b>Not:</b> If negotiators only repeat the same offer (Clarification)</p> <p><b>And also not:</b> if an offer is far greater than the other party’s reservation point (Use of extreme anchors; i.e., if (a) the offer exceeds twice as much as the differences between the options of a (fixed-steps) payoff schedule above the upper limit/below the lower limit or (b) the offer exceeds twice as much as the space between both parties’ reservation points above/below the other party’s reservation point)</p> <p><b>And also not:</b> Using a compatible/indifference issue for a trade-off (Omission)</p>	Issues and price details that are referred to in the offer should be noted in the comment section that pops up after assigning this code (when coding with INTERACT software). This allows to screen for multiple equivalent simultaneous offers (MESOs; see Leonardelli et al., 2019) afterwards.
<i>Requesting action</i>	Asking the other party to make an offer, to show a response/reaction to an offer or on an idea or making an open-ended comment that needs a reply	<ul style="list-style-type: none"> <li>• ”What can you offer?”</li> <li>• ”How much would you pay for the tank?”</li> <li>• “Then we have to see what to do with the terms of payment...”</li> </ul>	<p><b>Also:</b> “What options do we have?”</p> <p><b>Not:</b> ”...that’s why it’s a bit difficult without a deposit...” (Substantiation)</p>	

Code	Definition/content	Example	Delimit	Additional information
<i>Requesting for offer modification</i>	Demanding a concession/offer modification without altering the own position/offer (not fostering mutual concession making)	<ul style="list-style-type: none"> <li>• “Now it’s your turn to make a concession.”</li> <li>• “You really need to lower the price to get us on board.”</li> <li>• “We really need you to agree on our supplier.”</li> </ul>	<p><b>Not:</b> Fostering <u>mutual</u> concession making (Single-issue activity)</p>	Issues and price details that are referred to in the request should be noted in the comment section that pops up after assigning this code (when coding with INTERACT software).
<i>Rejecting offer</i>	Rejecting the other party’s offer or part of it, disagreeing with an agreement proposal	<ul style="list-style-type: none"> <li>• ”No” (as a reaction to an offer)</li> <li>• ”That won’t work.”</li> <li>• “I have to reject this offer”</li> </ul>	<p><b>Not:</b> “That’s very high.” (Positional information)</p> <p><b>And also Not:</b> “That’s impossible.” (Positional commitment)</p> <p><b>And also not:</b> “That’s bad.” (Negative affective reaction)</p>	
<i>Accepting offer</i>	Agreeing with or accepting the other party’s offer/concession or part of it	<ul style="list-style-type: none"> <li>• ”Yes, let’s put that down.”</li> <li>• ”Okay.”</li> <li>• ”Yes, we can agree on that.”</li> </ul>	<p><b>Not:</b> “That would be awesome.” (Positive affective reaction)</p>	

Table S6

*Acts of persuasive communication*

Code	Definition/content	Example	Delimit	Additional information
<i>Substantiation</i>	Statements that follow an argumentative structure (“..., because”), and statements that connect information with opinions or recommendations (“You need this...”) e.g. reasons for preferences and priorities	<ul style="list-style-type: none"> <li>• ”The problem is, we need a deposit to cover all the costs.”</li> <li>• ”...with this high quality, we offer...”</li> <li>• ”Because I made concessions all the way...”</li> <li>• “Keep in mind, we don’t get a subsidy.”</li> </ul>	<p><b>Also:</b> “<b>You</b> should agree, because there’s no time to discuss this further.” (Make sure when assigning this code that the negotiator <b>does not</b> include themselves when pointing out to hurry.)</p> <p><b>Not:</b> “With regards to the time, <b>we</b> should better find a quick solution.” (Time management)</p> <p><b>Not:</b> Referring to having more power than the other party, to having alternatives, to the lack of power, competence or experience of the other party (Stressing power)</p> <p><b>And also not:</b> if the substantiation reflects false information (Lying)</p>	<p>If the research focus is on substantiation, this code can be split up in different kinds of substantiation, e.g.,</p> <ul style="list-style-type: none"> <li>• Referring to statistics</li> <li>• Referring to norms</li> <li>• Positive substantiation (“This is good for you,...”)</li> <li>• Negative substantiation (“You don’t need this, ...”)</li> </ul>
<i>Asking for substantiation</i>	Requesting the other party to substantiate (“Why should I...?”, “Why do you prefer this...?”) or questioning the substantiation (“Do you really think...?”)	<ul style="list-style-type: none"> <li>• ”Why should I agree to this?”</li> <li>• ”Why do you prefer to buy this only next year?”</li> <li>• ”Do you really think the price will decrease in the next months?”</li> </ul>	<p><b>Not:</b> “To be honest, that seems a bit strange to me.” (Negative affective reaction)</p>	

Code	Definition/content	Example	Delimit	Additional information
<i>Stressing power</i>	Referring to having more power than the other party, to being superior, to the lack of power, competence or experience of the other party	<ul style="list-style-type: none"> <li>• “If you don’t want our property, there are many others out there that would love to take it” (referring to BATNA)</li> <li>• ”I don’t think you understand what we are talking about here.”</li> <li>• ”Well, unlike you we’re dealing with this issue on a daily basis ”</li> <li>• ”We are in charge regarding this issue, so you shouldn’t have a say.”</li> </ul>	<p><b>Not:</b> ”We already have an offer of € 2.5 million for the property.” (Positional information)</p> <p>Attention:  <b>Stating</b> BATNA (i.e. mentioning a concrete number) → Positional information  Vs.  <b>Referring</b> to BATNA (see example) → Stressing power</p>	
<i>Rejecting substantiation</i>	Disagreeing with the other party’s arguments, denying their relevance, disagreeing or rejecting the other party’s accusations	<ul style="list-style-type: none"> <li>• ”No, that’s not what I meant.”</li> <li>• ”We’ve had different experiences.”</li> <li>• ”I don’t think this is true.”</li> </ul>	<p><b>Not:</b> “Are you really sure?” (Asking for substantiation)</p> <p><b>And also not:</b> Substantiate own arguments, but simultaneously disagreeing with the other party’s arguments or accusations  (Substantiation)</p>	

Code	Definition/content	Example	Delimit	Additional information
<i>Interrupting</i>	Disrupting the other party's speaking turn (when it is clear that the other party is not yet done articulating an idea/statement)	<ul style="list-style-type: none"> <li>• "Wait!..."</li> <li>• "Stop it!"</li> <li>• "Yes, yes, but..."</li> </ul>	<b>Not:</b> "No, no, we can't accept that." (Rejecting offer)"	In case one negotiator is interrupting the other party and continues with a statement, assign "Interrupting" to one short unit (~5 milliseconds) and the respective code to the following unit
<i>Criticism</i>	Criticizing the other party's behavior or accusing them of performing (or not performing) a particular action (not rejecting the other party's accusations, not questioning the other party's ability or referring to a lack of power)	<ul style="list-style-type: none"> <li>• "I'm sure, you could reach out a bit more."</li> <li>• "I feel like you're not even trying to understand me."</li> <li>• "Are you trying to bribe me?"</li> </ul>	<b>Not:</b> "I think you don't understand what we're talking about." (Stressing power) <b>And also not:</b> "You really are a coward." (Hostility)	
<i>Encouragement</i>	Encouraging the other party to perform a particular action	<ul style="list-style-type: none"> <li>• "Go on..."</li> <li>• "Please, finish your thought."</li> <li>• "Good" or "Okay" (as a signal to proceed)</li> </ul>	<b>Not:</b> "I can only recommend you to go for the highest quality, it's in your own interest."(Substantiation) <b>And also not:</b> "Mm mmh" or "Yeah" as a generic paraverbal response to the other party (Active listening)	

Code	Definition/content	Example	Delimit	Additional information
<i>Positional commitments</i>	Communicating positional commitments to the other party	<ul style="list-style-type: none"> <li>• "I won't go any higher, that's it."</li> <li>• "There is no room for negotiation anymore."</li> <li>• "This is my last offer."</li> </ul>	<b>Not:</b> "So, my lower price limit is €50.000 <i>at the moment.</i> "	
<i>Avoiding</i>	Changing subject or shift discussion to new issue without terminating/agreeing on a previous issue, refusing to answer and/or replying vaguely	<ul style="list-style-type: none"> <li>• "I'd rather not talk about my reasons." (when the other party is asking for a substantiation)</li> <li>• "Yeah, this would be a possibility..."</li> <li>• "Hm, I don't know, maybe..." (vague answers in response to offers or suggestions)</li> </ul>	<b>Not:</b> "Let's just talk about something else then." (Procedural suggestion)	

**Table S7***Socio-emotional statements*

Code	Definition/content	Example	Delimit	Additional information
<i>Negative affective reaction</i>	Negative emotional reactions to the other party's offer(s), idea(s), and arguments(s)	<ul style="list-style-type: none"> <li>• "Honestly, you can't be serious."</li> <li>• "This is really annoying!"</li> <li>• "That's really a pity."</li> <li>• "I feel a little insecure about this."</li> </ul>	<b>Not:</b> Rejection of offer, <b>but</b> the emotional response towards offers, ideas, and arguments; look out for words that reflect feelings (e.g., annoying, skeptical, angry)	If the research focus is on emotions, this code can be split up in different negative emotions, e.g.: <ul style="list-style-type: none"> <li>• Anger</li> <li>• Disappointment</li> <li>• Disgust</li> <li>• Shame</li> <li>• Fear</li> </ul>
<i>Positive affective reaction</i>	Positive emotional reactions to the other party's offer(s), idea(s), and argument(s)	<ul style="list-style-type: none"> <li>• "This is going really well."</li> <li>• "Good, that was quick."</li> <li>• "Then, we'd be very satisfied."</li> <li>• "Nice, that was fun."</li> <li>• "I'm happy to be here."</li> </ul>	<b>Not:</b> "Good" as a signal to proceed with the negotiation (Encouragement); look out for words that reflect feelings (e.g., happy, satisfied, thankful)	If the research focus is on emotions, this code can be split up in different positive emotions, e.g.: <ul style="list-style-type: none"> <li>• Joy</li> <li>• Satisfaction</li> <li>• Excitement</li> </ul>

Code	Definition/content	Example	Delimit	Additional information
<i>Active listening</i>	Paraphrasing the other party's statements and generic paraverbal responses such as "mm hmm" or "yeah"	<ul style="list-style-type: none"> <li>• "I understand."</li> <li>• "Uhu."</li> <li>• "Mm hmm."</li> <li>• "Yes, yes..."</li> <li>• "Hmm, I see."</li> <li>• "I see where you're going with this."</li> <li>• "I thought so."</li> </ul>	<p><b>Also:</b> Repeating the other's statement</p> <p><b>Not:</b> "Good" or "Okay" as a signal to proceed (Encouragement)</p> <p><b>Not:</b> Agreeing with the other party's substantiation, e.g., "Yes, indeed!" (Positive relationship remark)</p>	<p>If the research focus is on active listening, this code can be split up in different kinds of active listening, e.g.,</p> <ul style="list-style-type: none"> <li>• Paraphrasing and repeating the other party's statements</li> <li>• "Mm hmm" and "yes, yes"</li> <li>• "I understand." and "I thought so."</li> </ul>
<i>Humor</i>	Use of humor and laughter (e.g. using two opposing semantic scripts in one sentence)	<ul style="list-style-type: none"> <li>• "Wow, that <i>really</i> makes a difference(!)" (sarcastic)</li> <li>• "Well, my final offer is \$1000 and I'll throw in my pet frog."</li> <li>• "Hahahaha!"</li> <li>• "Maybe that's a magic trick."</li> </ul>		<p>If the research focus is on humor, this code can be split up in different kinds of humor, e.g.,</p> <ul style="list-style-type: none"> <li>• Self-defeating</li> <li>• Aggressive</li> <li>• Affiliative</li> <li>• Self-enhancing</li> </ul>



Code	Definition/content	Example	Delimit	Additional information
<i>Positive relationship remark</i>	Statements that reflect a (positive) relationship between the parties e.g. complementing the other party, showing support	<ul style="list-style-type: none"> <li>• "We've worked well together in the past." (e.g., as a compliment in the beginning of a negotiation)</li> <li>• "Great to be working together again."</li> <li>• "I trust you on this."</li> <li>• "I think we will manage to find a solution."</li> <li>• "Then, thank you very much."</li> </ul>	<b>Also:</b> If negotiators advocate for the other party (e.g., "If we ask for a higher price, this would of course be worse for you."), agree with their substantiation (e.g., "Yes, indeed, yes, that's correct."), or show empathy "I understand that this is hard for you."	
<i>Negative relationship remark</i>	Statements that reflect a negative relationship between the parties	<ul style="list-style-type: none"> <li>• "I feel like we're not on the same page."</li> <li>• "Well, I can't take your word for it, can I?"</li> <li>• "You don't seem comfortable discussing this with me."</li> </ul>	<b>Not:</b> "I feel like you're lying to me." (Criticism) <b>And also not:</b> "I'd rather not tell you precise numbers." (Avoiding)	
<i>Personal communication</i>	Asking the other party for personal information that is not related to the negotiation or providing the other party with personal information not related to the negotiation	<ul style="list-style-type: none"> <li>• "So you like playing chess?"</li> <li>• "So, do you like strategic games?"</li> <li>• "I'm really into cars."</li> </ul>		

Code	Definition/content	Example	Delimit	Additional information
<i>Nonpersonal chit-chat</i>	Miscellaneous statements unrelated to negotiation e.g. remarks about the weather	<ul style="list-style-type: none"> <li>• "Hello, welcome.."</li> <li>• "It's getting very chilly these last days."</li> <li>• "The traffic was heavy this morning"</li> </ul>		
<i>Future-related communication</i>	Stating expectations about negotiations in the future, e.g. promises, or expressing the expectation of reciprocity	<ul style="list-style-type: none"> <li>• "I hope you'll think of us in the future."</li> <li>• "We'll return the favor in our next collaboration."</li> <li>• "I hope we'll work together again in the future."</li> </ul>		
<i>Apologizing</i>	Expressing regret and apologizing for a previous action, stating to be wrong	<ul style="list-style-type: none"> <li>• "Oh, yes, sorry I made a mistake."</li> <li>• "Yes, you're right" (after the other party pointed out a mistake)</li> <li>• "Oh, that was a stupid suggestion, sorry."</li> </ul>		

**Table S8***Unethical behaviors*

Code	Definition/content	Example	Delimit	Additional information
<i>Omission*</i>	Withholding information which was explicitly requested by the other party or concealing indifference/compatibility toward options (misrepresentation by omission)	<ul style="list-style-type: none"> <li>• “If we agree on the supplier you prefer, you have to accommodate on the price” (<i>using a compatible issue [i.e. the supplier] for a trade-off</i>)</li> <li>• Can we agree on purchasing the buffer tank right away if we decide for the longest contract duration?” (<i>using a compatible issue [i.e. contract duration] for a trade-off</i>)</li> </ul>	<p><b>Also:</b> Paltering (using truthful statements to create a false impression), e.g., “You decided fully on the contract duration, so we want to decide who’s responsible for the construction of the gateway cooling system” – leaving the impression that the first decision was not in line with the negotiator’s preference, even though it was (compatible issue)</p> <p><b>Not:</b> “I’d rather talk about something else” (Avoiding);</p> <p><b>And also not:</b> Answering “a lot” or “probably more than you would have to pay” to the question “How much precisely does the construction of the cooling system cost you?” (Avoiding)</p>	<p>*Can only be coded when coders have required information (e.g. instructions, payoff schedule).</p> <p>For further analyses the code that would have been assigned if behavior was not an <i>Omission</i> can be written down (comment section or additional code).</p>

Code	Definition/content	Example	Delimit	Additional information
<i>Threat</i>	Warning of the costs if other party does not comply with made propositions, e.g. giving the other party an ultimatum	<ul style="list-style-type: none"> <li>• "Well, if you can't go any higher, you won't get the chance to talk about the other issues at all."</li> <li>• "If you don't collaborate, it will be much harder for you to get what you want from me."</li> <li>• "We can also leave it and you don't get the pump head at all."</li> </ul>	<p><b>Also:</b> "If you don't agree in the next minutes, you'll leave with nothing."</p> <p><b>Not:</b> "I don't need you. I have other options" (Stressing power)</p> <p><b>And also not:</b> "This is my limit, I won't lower the price anymore" (Positional commitment)</p>	
<i>Lying*</i>	Misrepresenting by commission, e.g. misrepresenting one's preferences, pretending to be obliged to consult with a third party	<ul style="list-style-type: none"> <li>• "This is really important to us." (even though it is not)</li> <li>• "I don't know." (even though the negotiator knows the answer to the specific question the other party asked)</li> <li>• "We have a much higher offer from a different company." (even though the party does not have a higher alternative offer)</li> </ul>		<p>*Can only be coded when coders have required information (e.g. instructions, payoff schedule). For further analyses (to see what negotiators lie about) the code that would have been assigned if behavior was not <i>Lying</i> can be written down (comment section or additional code).</p>

Code	Definition/content	Example	Delimit	Additional information																		
<i>Hostility</i>	Use of indecent language directed at the other party, teasing and provoking or directly insulting the other party	<ul style="list-style-type: none"> <li>• "This sounds a bit childish."</li> <li>• "Why are you so wimpy?"</li> <li>• "Bullshit!" (for assigning this code, this utterance must be directed at the other party)</li> </ul>																				
<i>Use of extreme anchors*</i>	Making an offer that is far greater than the other party's reservation point	<p>If one of the following applies:</p> <ul style="list-style-type: none"> <li>• a) <i>The offer exceeds twice as much as the differences between the options of a (fixed-steps) payoff schedule above the upper limit/below the lower limit.</i> <i>Example:</i></li> </ul> <table border="1"> <thead> <tr> <th>Maintenance agreement</th> <th>Score A</th> <th>Score B</th> </tr> </thead> <tbody> <tr> <td>24 months</td> <td>0</td> <td>3200</td> </tr> <tr> <td>18 months</td> <td>200</td> <td>2400</td> </tr> <tr> <td>12 months</td> <td>400</td> <td>1600</td> </tr> <tr> <td>6 months</td> <td>600</td> <td>800</td> </tr> <tr> <td>no maintenance included</td> <td>800</td> <td>0</td> </tr> </tbody> </table> <p><i>Party B offers 37 months</i></p> <ul style="list-style-type: none"> <li>• b) <i>The offer exceeds twice as much as the space between both parties' reservation points above/below the other party's reservation point.</i></li> </ul>	Maintenance agreement	Score A	Score B	24 months	0	3200	18 months	200	2400	12 months	400	1600	6 months	600	800	no maintenance included	800	0		*Can only be coded when coders have required information (e.g. instructions, payoff schedule).
Maintenance agreement	Score A	Score B																				
24 months	0	3200																				
18 months	200	2400																				
12 months	400	1600																				
6 months	600	800																				
no maintenance included	800	0																				

**Table S9***Acts of process-related communication*

Code	Definition/content	Example	Delimit	Additional information
<i>Procedural suggestion</i>	Commenting on the mode, approach or process of the negotiation or suggesting an action or a course of action regarding the process of the interaction	<ul style="list-style-type: none"> <li>• "Then let's start with negotiating about the price, shall we?"</li> <li>• "What I'd suggest is that we put the financial subsidy on hold until the end of the negotiation."</li> <li>• "There are still a few open issues on which we have to agree."</li> </ul>	<p><b>Also:</b> "So, we're done!"</p> <p><b>And also:</b> "It's difficult to find an agreement."</p> <p><b>Not:</b> "It's difficult to go any higher." (Positional commitments)</p>	<p>If the research focus is on procedural suggestions, this code can be split up in different kinds of procedural suggestions, e.g.,</p> <ul style="list-style-type: none"> <li>• Suggesting to discuss one issue at a time</li> <li>• Suggesting to do package trade-offs</li> <li>• Positive comments on process</li> <li>• Negative comments on process</li> </ul>
<i>Procedural discussion</i>	Agreeing, disagreeing, clarifying, or asking for clarification regarding a procedural suggestion/comment	<ul style="list-style-type: none"> <li>• "Right, let's do that."</li> <li>• "So, you mean discussing issue X first?"</li> <li>• "What other issues are there to discuss?"</li> <li>• "We skipped talking about the tank so far, right?"</li> </ul>	<p><b>Not:</b> "We still have two issues to discuss." (Procedural suggestion)</p>	

Code	Definition/content	Example	Delimit	Additional information
<i>Time management</i>	Time checks, remarks about time that is running-out and suggestion to hurry and come to quick solutions	<ul style="list-style-type: none"> <li>• “With regards to the time, <b>we</b> should better find a quick solution.” (make sure when assigning this code that the negotiator includes himself/herself when pointing out to hurry)</li> <li>• ”Can you watch the time? I’m not wearing a watch.”</li> <li>• ”We still have 10 minutes.”</li> </ul>	<p><b>Not:</b> Putting time pressure on the other party as a means of distributive bargaining, e.g., “With regards to the time, <b>you</b> should better agree to my proposal.”</p> <p>(Substantiation)</p>	
<i>Change of mode</i>	Changing the mode of discussion, for instance, by using visual aids (e.g. Whiteboard, pen and paper, Excel-sheet), by suggesting a break to calculate, think, or consult with the own party, or when changing the mode of communication	<ul style="list-style-type: none"> <li>• “One moment, I have to think about this.”</li> <li>• <i>Negotiators then read their materials or take notes.</i></li> <li>• <i>Negotiators use a whiteboard or a piece of paper to illustrate something.</i></li> <li>• <i>Negotiators move from e-mail to negotiating live (time in between the last e-mail and first contact in person)</i></li> <li>• <i>Time in between communication via e-mail</i></li> </ul>	<p><b>Also:</b> Negotiator reads out instructions aloud</p> <p><b>Not:</b> “I’d rather think about this a little more”</p> <p>(Avoiding)</p>	<p>If the research focus is on change of mode, this code can be split up in different kinds of actions, e.g.,</p> <ul style="list-style-type: none"> <li>• Reading materials</li> <li>• Changing the mode of communication</li> <li>• Using a whiteboard or a piece of paper to illustrate something</li> <li>• Announcing a break for consulting with the own party</li> <li>• Remark about having to contemplate</li> </ul>

**Table S10***Residual category*

Code	Definition/content	Example	Delimit	Additional information
<i>Interruption of the conversation</i>	External or internal issues that disrupt the interaction (e.g., traffic noise, coughing, or sneezing)	<ul style="list-style-type: none"> <li>• <i>One of the negotiators sneezes or coughs</i></li> <li>• <i>Someone enters the room.</i></li> </ul>		
<i>Inaction</i>	Statements that are aborted without being interrupted by the other party	<ul style="list-style-type: none"> <li>• "Yes, so we can...ah..hmm..."</li> <li>• "Or maybe if you...ah..no..."</li> <li>• "Yeah, but...(nothing follows)"</li> </ul>	<b>Not:</b> "Ah, hmm" in response to the other's statement (Active listening)	
<i>Others</i>	All statements that do not fit within any of the categories	<ul style="list-style-type: none"> <li>• <i>Humming, while thinking</i></li> <li>• <i>Silence</i></li> <li>• <i>Incomprehensible speech</i></li> </ul>	<b>Not:</b> <i>Silence</i> because negotiators take notes or read the material (Change of mode) <b>And also not:</b> People start a sentence with "Uhhh" but do not finish (Inaction)	



## Payoff-matrices

Table S11

Summary chart – Negotiation task 1

Price	Score (Buyer)	Score (Seller)
7,500,000€	2400	0
7,600,000€	1800	600
7,700,000€	1200	1200
7,800,000€	600	1800
7,900,000€	0	2400

Payment conditions	Score	Score
0% at time of contract conclusion / 0% on delivery / 100% after acceptance	800	0
0% / 50% / 50%	600	800
10% / 30% / 60%	400	1600
10% / 40% / 50%	200	2400
30% / 30% / 40%	0	3200

Date of delivery	Score	Score
October 15	4000	0
October 29	3000	400
November 12	2000	800
November 26	1000	1200
December 10	0	1600

Portion of companies from Oman participating in the installation of the pumps	Score	Score
100%	0	0
75%	300	300
50%	600	600
25%	900	900
0%	1200	1200

Transfer of risk and shipping costs	Score (Buyer)	Score (Seller)
CIP Yibal	0	-6000
CIF Mina al-Fahal, Maskar	-1500	-4500
CFR Mina al-Fahal, Maskar	-3000	-3000
FOB Genua	-4500	-1500
EXW	-6000	0

Included inspections	Score	Score
4 inspections included	1600	0
3 inspections included	1200	1000
2 inspections included	800	2000
1 inspection included	400	3000
no inspections included	0	4000

Maintenance agreement	Score	Score
24 months	0	3200
18 months	200	2400
12 months	400	1600
6 months	600	800
no maintenance included	800	0

Supplier of connection pipes	Score	Score
Tuyanerie Francois Marchand SA (France)	-2400	-2400
Smithson Pipe Systems Inc. (USA)	-1800	-1800
Tubos Rocco Roletti SA (Italy)	-1200	-1200
Rohrsysteme Vulkan GmbH (Germany)	-600	-600
MacCogan Pipes PLC (UK)	0	0

*Note.* The negotiation task was adapted from Thompson et al. (1996). For more information, see the supplementary file by Hüffmeier et al. (2019).

**Table S12***Summary chart – Negotiation task 2*

Financial contribution	Score (Seller)	Score (Buyer)
No contribution	0 €	0 €
Small contribution	250,000€	-250,000€
Big contribution	500,000€	-500,000€

Construction of the gateway cooling system	Score	Score
Buyer constructs cooling system	0€	-200,000€
Buyer and Seller construct cooling system together	-50,000€	-100,000€
Seller constructs cooling system	-100,000€	0€

Purchase of the buffer tank	Score (Seller)	Score (Buyer)
Expectation	Price <b>decreases</b>	Price <b>increases</b>
Costs now	-400,000€	-400,000€
Expected costs later	-350,000€	-450,000€

Parcel of land in Rotterdam	Seller	Buyer
Situation	Wants to buy such a property	Sells the property
Alternative if not included in the negotiation	Buys the other (similar) property for 3,000,000€	Sells to other buyer for 2,600,000€

Construction of pig launcher	Score (Seller)	Score (Buyer)
Buyer constructs pig launcher	0€	-100,000€
Buyer and Seller construct pig launcher together	-100,000€	-50,000€
Seller constructs pig launcher	-200,000€	0€

Contract duration	Score	Score
8 years	0€	0€
9 years	50,000€	50,000€
10 years	100,000€	100,000€

Distribution of rental incomes	Seller	Buyer
Rent to be distributed per year (over 3 years)	2,000,000€	
Tax rate year 1	0%	30%
Tax rate year 2	30%	30%
Tax rate year 3	30%	30%

*Note.* The negotiation task was adapted from Moran et al. (2008). For more information, see the supplementary file by Hüffmeier et al. (2019).

### Additional analyses – Correlation matrices and lag sequential analyses

**Table S13**

*Correlations between the frequency of codes, joint gains, individual gains*

Variable	Joint gains	Individual gain – Seller	Individual gain – Buyer	Joint gains	Individual gain – Seller	Individual gain – Buyer
	Negotiation task 1			Negotiation task 2		
Providing priority-related information	.40	.16	.21	.48	.41	-.41
Asking for priority-related information	.49	-.02	.30	.28	.27	-.27
Providing preference-related information	-.16	-.36	.24	.78*	.55	-.55
Asking for preference-related information	.38	-.44	.72*	-.18	-.34	.26
Asking for positional information	-.12	-.47	.67*	.24	-.23	.29
Providing positional information	-.36	-.17	.10	.22	.04	.01
Facts/Additional information	-.13	.23	-.32	.47	.41	-.37
Extension questions	.38	.53	-.29	.33	.56	-.46
Additional issues	/	/	/	.15	-.13	.13
Clarification	.07	.07	.32	.66	.18	-.12
Single-issue activity	-.22	.26	-.05	-.52	-.79*	.74*
Multi-issue activity	.35	-.35	.64	.45	.77*	-.87*
Requesting action	.14	.28	.09	.38	.52	-.53
Requesting for offer modification	-.15	-.31	.02	.05	.42	-.46
Rejecting offer	.10	.12	.08	-.23	-.05	-.08
Accepting offer	-.29	-.46	.19	-.50	-.48	.55
Substantiation	.14	-.14	.35	-.16	.00	-.04
Asking for substantiation	-.28	-.41	.27	.30	.40	-.33
Stressing power	/	/	/	-.04	-.01	-.01
Rejecting substantiation	.21	-.30	.66	-.32	-.11	.06
Interrupting	-.41	-.55	.41	-.27	-.14	.17
Criticism	.32	-.28	.55	-.06	-.39	.49
Encouragement	-.13	.37	-.67*	-.77*	-.77*	.74*
Positional commitments	.10	-.38	.68*	.03	.00	-.03
Avoiding	.19	-.15	.36	.65	.62	-.73*

**Table S13 (continued)**

Variable	Joint gains	Individual gain – Seller	Individual gain – Buyer	Joint gains	Individual gain – Seller	Individual gain – Buyer
	Negotiation task 1			Negotiation task 2		
Negative affective reaction	-.05	.18	-.11	-.03	-.24	.32
Positive affective reaction	-.07	-.42	.15	-.69*	-.53	.42
Active listening	.21	.13	-.02	.54	.55	-.63
Humor	-.54	-.13	-.19	-.36	.04	-.11
Positive relationship remark	-.08	-.45	.30	.12	-.13	.28
Negative relationship remark	-.06	.00	.15	.47	.52	-.52
Personal communication	.13	-.14	.27	.48	.41	-.41
Nonpersonal chit-chat	-.46	-.34	.07	-.26	.01	.03
Future-related communication	/	/	/	-.18	-.37	.48
Apologizing	-.66	-.30	-.35	.31	.25	-.33
Omission	.00	-.77	.91**	.08	-.06	.11
Threat	-.10	-.62	.73*	/	/	/
Lying	.27	-.30	.61	.10	-.15	.29
Hostility	/	/	/	-.14	-.27	.41
Use of extreme anchors	-.05	-.60	.73*	.28	.27	-.27
Procedural suggestion	-.29	.09	-.29	.59	.52	-.58
Procedural discussion	-.18	.12	-.39	.09	-.05	-.07
Time management	-.07	-.33	.20	-.05	.21	-.31
Change of mode	.11	.46	-.15	.28	.66	-.76*
Interruption of the conversation	.28	.14	.09	.32	.09	-.09
Inaction	.38	-.22	.48	.27	.08	-.05

Note: Spearman's correlation (two-tailed); frequency of codes and joint gains at the dyad level.  $N = 9$  for negotiation task 1;  $N = 9$  for negotiation task 2.

$p^* < .05$ ,  $p^{**} < .01$

**Table S14***Correlations between the frequency of sellers' codes, joint gains, individual gains*

Variable	Joint gains	Individual gain – Seller	Individual gain – Buyer	Joint gains	Individual gain – Seller	Individual gain – Buyer
Seller	Negotiation task 1			Negotiation task 2		
Providing priority-related information	.37	-.19	.42	/	/	/
Asking for priority-related information	.73*	.24	.11	.28	.27	-.27
Providing preference-related information	-.26	-.43	.21	.78*	.55	-.55
Asking for preference-related information	.11	-.64	.77*	.28	.27	-.27
Asking for positional information	-.57	-.36	.25	.29	-.03	.07
Providing positional information	-.06	-.09	.24	.40	.16	.02
Facts/Additional information	.32	.59	-.15	.46	.10	-.10
Extension questions	/	/	/	.00	.00	.14
Additional issues	/	/	/	-.04	.00	.15
Clarification	.03	.30	.08	.69*	.22	-.13
Single-issue activity	.12	.35	.04	-.35	-.60	.63
Multi-issue activity	.24	-.37	.66	.67*	.83*	-.83*
Requesting action	.16	.12	.32	.39	.55	-.67*
Requesting for offer modification	-.09	.30	-.32	-.01	.33	-.39
Rejecting offer	.15	.27	-.14	-.33	-.12	-.04
Accepting offer	-.05	-.61	.45	-.77*	-.59	.59
Substantiation	.15	-.08	.20	-.07	.26	-.34
Asking for substantiation	-.28	-.41	.27	.32	.09	-.09
Stressing power	/	/	/	/	/	/
Rejecting substantiation	.00	-.29	.50	-.22	-.14	.09
Interrupting	-.41	-.55	.41	.00	.21	-.10
Criticism	.16	-.10	.21	.05	-.27	.37
Encouragement	-.18	.56	-.82**	-.23	-.07	.12
Positional commitments	.05	-.36	.66	.55	.50	-.50
Avoiding	-.04	-.04	-.01	.00	.27	-.37

**Table S14 (continued)**

Variable	Joint gains	Individual gain – Seller	Individual gain – Buyer	Joint gains	Individual gain – Seller	Individual gain – Buyer
Seller	Negotiation task 1			Negotiation task 2		
Negative affective reaction	-.33	-.06	-.12	-.15	-.44	.55
Positive affective reaction	.26	-.08	.13	-.30	-.21	.25
Active listening	.20	-.09	.23	.34	.30	-.35
Humor	-.30	-.11	.05	-.24	.28	-.33
Positive relationship remark	.32	-.11	.27	.04	-.12	.17
Negative relationship remark	-.06	.00	.15	.14	.55	-.55
Personal communication	.48	.28	.00	.48	.41	-.41
Nonpersonal chit-chat	-.16	.06	-.04	-.57	-.31	.31
Future-related communication	/	/	/	-.21	-.41	.52
Apologizing	.10	.33	-.30	.58	.53	-.53
Omission	.59	-.13	.48	.31	-.07	.16
Threat	/	/	/	/	/	/
Lying	.28	-.11	.38	.12	.14	-.14
Hostility	/	/	/	-.14	-.27	.41
Use of extreme anchors	-.05	-.60	.73*	/	/	/
Procedural suggestion	.13	.62	-.61	.37	.62	-.74*
Procedural discussion	-.18	.11	-.33	.51	.19	-.22
Time management	.04	.14	-.37	-.55	-.14	.00
Change of mode	.41	.51	-.14	.42	.52	-.52
Inaction	-.09	.14	-.27	.45	.15	-.10

Note: Spearman's correlation (two-tailed); frequency of codes and individual gains at the individual level.  $N = 9$  for negotiation task 1;

$N = 9$  for negotiation task 2.

$p^* < .05$ ,  $p^{**} < .01$

**Table S15***Correlations between the frequency of buyers' codes, joint gains, individual gains*

Variable	Joint gains	Individual gain – Seller	Individual gain – Buyer	Joint gains	Individual gain – Seller	Individual gain – Buyer
Buyer	Negotiation task 1			Negotiation task 2		
Providing priority-related information	.36	.25	.11	.48	.41	-.41
Asking for priority-related information	.36	-.10	.34	.28	.28	-.28
Providing preference-related information	.20	-.24	.45	.57	.52	-.52
Asking for preference-related information	.43	-.06	.32	-.52	-.73*	.62
Asking for positional information	.10	-.48	.68*	.31	-.14	.25
Providing positional information	-.65	-.28	-.03	.12	.10	-.17
Facts/Additional information	-.50	-.26	-.15	.21	.41	-.36
Extension questions	.38	.53	-.29	.44	.73*	-.73*
Additional issues	/	/	/	.36	-.14	.22
Clarification	.27	.11	.33	.36	-.14	.22
Single-issue activity	-.47	-.22	-.09	-.42	-.61	.49
Multi-issue activity	.27	-.31	.46	.37	.72*	-.82**
Requesting action	-.09	.21	-.18	.20	.21	-.18
Requesting for offer modification	-.01	-.23	.02	.30	.54	-.46
Rejecting offer	-.09	-.02	.12	-.19	-.17	.12
Accepting offer	-.07	.39	-.33	.03	-.15	.22
Substantiation	-.13	-.41	.39	-.26	-.13	.10
Asking for substantiation	/	/	/	.02	.27	-.18
Stressing power	/	/	/	-.04	-.01	-.01
Rejecting substantiation	.25	-.38	.68*	-.15	.12	-.17
Interrupting	/	/	/	-.42	-.52	.52
Criticism	.28	-.28	.55	-.31	-.62	.73*
Encouragement	-.16	-.51	.09	-.74*	-.71*	.58
Positional commitments	-.13	-.53	.69*	-.34	-.34	.32
Avoiding	.28	-.37	.64	.58	.47	-.54

**Table S15 (continued)**

Variable	Joint gains	Individual gain – Seller	Individual gain – Buyer	Joint gains	Individual gain – Seller	Individual gain – Buyer
Buyer	Negotiation task 1			Negotiation task 2		
Negative affective reaction	.11	.07	.13	.09	.02	.05
Positive affective reaction	-.18	-.30	-.10	-.84**	-.75*	.62
Active listening	.44	.37	-.10	.43	.68*	-.78*
Humor	-.36	-.30	.03	.34	-.03	.12
Positive relationship remark	-.36	-.71*	.36	-.03	-.29	.40
Negative relationship remark	.48	.28	.00	.48	.14	-.14
Personal communication	.13	-.14	.27	.48	.41	-.41
Nonpersonal chit-chat	-.47	-.77*	.40	-.06	.17	-.15
Future-related communication	/	/	/	.00	.00	.14
Apologizing	-.84**	-.67*	-.04	-.41	-.41	.27
Omission	-.18	-.78*	.84**	-.27	-.14	.17
Threat	-.10	-.62	.73*	/	/	/
Lying	.06	-.55	.72*	.17	-.03	.16
Hostility	/	/	/	/	/	/
Use of extreme anchors	-.10	-.62	.73*	.28	.27	-.27
Procedural suggestion	.38	-.32	.54	.46	-.14	.19
Procedural discussion	-.20	.15	-.50	-.33	-.19	.03
Time management	-.10	-.50	.44	.48	.41	-.41
Change of mode	-.08	.24	.03	.55	.76*	-.81**
Inaction	.52	-.45	.85**	-.24	.05	-.05

Note: Spearman's correlation (two-tailed); frequency of codes and individual gains at the individual level.  $N = 9$  for negotiation task 1;

$N = 9$  for negotiation task 2.

$p^* < .05$ ,  $p^{**} < .01$



### Lag sequential analysis

Results of a first exploratory analysis of behavioral patterns concerning socio-emotional statements and unethical behaviors are presented in Table S16.

To illustrate the inner workings of lag sequential analysis you will find the respective formulas below that allow following the single steps for each calculation mathematically (see Bakeman & Gottman, 1997).

- (1) The estimate of transition probabilities ( $t_{GT}$ ) is calculated as follows (Bakeman & Gottman, 1997; p. 98):

$$t_{GT} = \frac{x_{GT}}{x_{G+}} \quad (1)$$

Note.  $x_{GT}$  = observed frequency value (i.e., how often behavior T followed behavior G);  $x_{G+}$  = frequency of behavior G in total

- (2) The estimate of expected frequencies ( $m_{GT}$ ; i.e., chance joint frequency) is calculated as follows (Bakeman & Gottman, 1997, p. 108):

$$m_{GT} = \frac{x_{G+} * x_{+T}}{x_{++}} \quad (2)$$

Note.  $x_{G+}$  = frequency of behavior G in total;  $x_{+T}$  = frequency of behavior T in total;  $x_{++}$  = total number of thought units – number of interactions

- (3) Z-values are calculated as follows (Bakeman & Gottman, 1997, p. 109):

$$Z_{GT} = \frac{x_{GT} - m_{GT}}{\sqrt{m_{GT} * (1 - p_{G+}) * (1 - p_{+T})}} \quad (3)$$

Note.  $x_{GT}$  = observed frequency value (i.e., how often behavior T followed behavior G);  $m_{GT}$  = estimate of expected frequencies;  $p_{G+}$  = frequency of behavior G in total/total number of thought units – number of interactions;  $p_{+T}$  = frequency of behavior T in total/total number of thought units – number of interactions

**Table S16***Exploratory lag sequential analyses concerning socio-emotional statements and unethical behaviors*

Behavior	Is promoted by	Promotes
Negative affective reaction	<ul style="list-style-type: none"> <li>• Criticism (<math>z = 3.25</math>)</li> <li>• Negative affective reactions (<math>z = 4.73</math>)</li> <li>• Negative relationship remarks (<math>z = 3.03</math>)</li> <li>• Providing preference-related information (<math>z = 2.02</math>)</li> <li>• Threats (<math>z = 6.93</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Asking for positional information (<math>z = 2.97</math>)</li> <li>• Extension questions (<math>z = 2.68</math>)</li> <li>• Humor (<math>z = 3.05</math>)</li> <li>• Negative affective reactions (<math>z = 4.73</math>)</li> </ul>
Positive affective reaction	<ul style="list-style-type: none"> <li>• Accepting offer (<math>z = 2.98</math>)</li> <li>• Positive affective reactions (<math>z = 14.92</math>)</li> <li>• Positive relationship remarks (<math>z = 2.47</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Positive affective reactions (<math>z = 14.92</math>)</li> <li>• Positive relationship remarks (<math>z = 3.37</math>)</li> <li>• Nonpersonal chit-chat (<math>z = 2.79</math>)</li> </ul>
Active listening	<ul style="list-style-type: none"> <li>• Additional issues (<math>z = 6.29</math>)</li> <li>• Facts (<math>z = 9.79</math>)</li> <li>• Hostility (<math>z = 2.37</math>)</li> <li>• Lying (<math>z = 6.44</math>)</li> <li>• Multi-issue activity (<math>z = 8.90</math>)</li> <li>• Positional commitments (<math>z = 3.10</math>)</li> <li>• Positive relationship remarks (<math>z = 3.25</math>)</li> <li>• Procedural suggestions (<math>z = 3.41</math>)</li> <li>• Providing positional information (<math>z = 2.53</math>)</li> <li>• Providing preference-related information (<math>z = 2.29</math>)</li> <li>• Providing priority-related information (<math>z = 2.39</math>)</li> <li>• Stressing power (<math>z = 3.07</math>)</li> <li>• Substantiations (<math>z = 9.87</math>)</li> <li>• Use of extreme anchors (<math>z = 3.52</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Additional issues (<math>z = 3.41</math>)</li> <li>• Facts (<math>z = 5.96</math>)</li> <li>• Lying (<math>z = 5.19</math>)</li> <li>• Multi-issue activity (<math>z = 7.74</math>)</li> <li>• Negative relationship remarks (<math>z = 3.38</math>)</li> <li>• Omissions (<math>z = 2.53</math>)</li> <li>• Positive relationship remarks (<math>z = 2.45</math>)</li> <li>• Procedural suggestions (<math>z = 2.91</math>)</li> <li>• Providing preference-related information (<math>z = 2.29</math>)</li> <li>• Requesting action (<math>z = 2.42</math>)</li> <li>• Stressing power (<math>z = 3.07</math>)</li> <li>• Substantiations (<math>z = 6.39</math>)</li> </ul>
Humor	<ul style="list-style-type: none"> <li>• Apologizing (<math>z = 2.48</math>)</li> <li>• Humor (<math>z = 6.61</math>)</li> <li>• Negative affective reactions (<math>z = 3.05</math>)</li> <li>• Positional commitments (<math>z = 2.56</math>)</li> <li>• Positive relationship remarks (<math>z = 2.13</math>)</li> <li>• Providing positional information (<math>z = 2.41</math>)</li> <li>• Rejecting offers (<math>z = 2.21</math>)</li> <li>• Rejecting substantiation (<math>z = 3.50</math>)</li> <li>• Nonpersonal chit-chat (<math>z = 5.78</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Asking for priority-related information (<math>z = 2.19</math>)</li> <li>• Change of mode (<math>z = 2.73</math>)</li> <li>• Encourage (<math>z = 4.02</math>)</li> <li>• Hostility (<math>z = 5.24</math>)</li> <li>• Humor (<math>z = 6.61</math>)</li> <li>• Positive relationship remarks (<math>z = 2.13</math>)</li> </ul>
Positive relationship remark	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 2.45</math>)</li> <li>• Humor (<math>z = 2.13</math>)</li> <li>• Positional commitments (<math>z = 3.37</math>)</li> <li>• Positive affective reactions (<math>z = 7.20</math>)</li> <li>• Providing preference-related information (<math>z = 2.81</math>)</li> <li>• Substantiations (<math>z = 2.07</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 3.25</math>)</li> <li>• Asking for substantiation (<math>z = 4.92</math>)</li> <li>• Humor (<math>z = 2.13</math>)</li> <li>• Positive affective reactions (<math>z = 2.47</math>)</li> <li>• Positive relationship remarks (<math>z = 7.20</math>)</li> </ul>

*Note.*  $N = 5,365$  thought units. All  $z$ -values indicate significant patterns ( $z > 1.96$ ).

**Table S16 (continued)**

Behavior	Is promoted by	Promotes
Negative relationship remark	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 3.38</math>)</li> <li>• Rejecting offer (<math>z = 2.97</math>)</li> <li>• Requesting for offer modification (<math>z = 2.71</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Avoiding (<math>z = 3.96</math>)</li> <li>• Negative affective reaction (<math>z = 3.03</math>)</li> <li>• Providing preference-related information (<math>z = 3.07</math>)</li> </ul>
Personal communication	<ul style="list-style-type: none"> <li>• Encourage (<math>z = 3.18</math>)</li> <li>• Personal communication (<math>z = 36.52</math>)</li> <li>• Providing positional information (<math>z = 1.99</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Change of mode (<math>z = 3.25</math>)</li> <li>• Personal communication (<math>z = 36.52</math>)</li> </ul>
Nonpersonal chit-chat	<ul style="list-style-type: none"> <li>• Positive affective reaction (<math>z = 2.79</math>)</li> <li>• Nonpersonal chit-chat (<math>z = 30.42</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage (<math>z = 3.93</math>)</li> <li>• Humor (<math>z = 5.78</math>)</li> <li>• Nonpersonal chit-chat (<math>z = 30.42</math>)</li> </ul>
Future-related communication	<ul style="list-style-type: none"> <li>• Encourage (<math>z = 4.70</math>)</li> <li>• Procedural discussion (<math>z = 3.17</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Procedural discussion (<math>z = 3.17</math>)</li> </ul>
Apologizing	<ul style="list-style-type: none"> <li>• Inaction (<math>z = 2.35</math>)</li> <li>• Rejecting substantiation (<math>z = 2.40</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Facts (<math>z = 2.25</math>)</li> <li>• Humor (<math>z = 2.48</math>)</li> <li>• Time management (<math>z = 4.65</math>)</li> </ul>
Omission	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 2.53</math>)</li> <li>• Asking for preference-related information (<math>z = 5.39</math>)</li> <li>• Inaction (<math>z = 2.26</math>)</li> <li>• Lying (<math>z = 4.15</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Accepting offer (<math>z = 5.25</math>)</li> <li>• Additional issue (<math>z = 2.62</math>)</li> <li>• Lying (<math>z = 2.09</math>)</li> </ul>
Threat	<ul style="list-style-type: none"> <li>• Positional commitments (<math>z = 5.65</math>)</li> <li>• Providing positional information (<math>z = 3.94</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Lying (<math>z = 4.42</math>)</li> <li>• Negative affective reaction (<math>z = 6.93</math>)</li> </ul>
Lying	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 5.19</math>)</li> <li>• Asking for positional information (<math>z = 6.10</math>)</li> <li>• Asking for substantiation (<math>z = 4.55</math>)</li> <li>• Extension questions (<math>z = 3.45</math>)</li> <li>• Omission (<math>z = 2.09</math>)</li> <li>• Threat (<math>z = 4.42</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 6.44</math>)</li> <li>• Asking for positional information (<math>z = 3.77</math>)</li> <li>• Asking for preference-related information (<math>z = 2.66</math>)</li> <li>• Omission (<math>z = 4.15</math>)</li> <li>• Rejecting substantiation (<math>z = 2.23</math>)</li> </ul>
Hostility	<ul style="list-style-type: none"> <li>• Humor (<math>z = 5.24</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 2.37</math>)</li> </ul>
Use of extreme anchors	<ul style="list-style-type: none"> <li>• Facts (<math>z = 3.46</math>)</li> <li>• Inaction (<math>z = 3.58</math>)</li> <li>• Requesting action (<math>z = 2.84</math>)</li> </ul>	<ul style="list-style-type: none"> <li>• Active listening (<math>z = 3.52</math>)</li> <li>• Positional commitments (<math>z = 3.06</math>)</li> </ul>

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