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Supplementary Materials

Table 1: Courses and Group Tasks

Course Name	Course Description	Group Task
Strategy	This course covers the question of which industries firms should compete in and what instruments are available to do so effectively. The course also attempts to sensitize students to the societal context within which business operates and how this might constrain the choice of strategy.	The group assignment involves analysis of a case and turning in a set of PowerPoint slides reflecting the analysis.
Entrepreneurship	This course provides MBAs with the skills, tools, and mind-sets to discover and develop opportunities upon which entrepreneurial ventures may be built, whether as start-ups or within established firms.	The group project involves developing a new commercial offering for time-poor, professional, city-based millennials.
Managing Organizational Behavior	This course draws insights from psychological science and organizational behavior to equip students with the knowledge and skills they need to motivate others, make effective decisions, wield influence, lead effective teams, manage diversity, leverage social networks, create an energizing organizational culture, and drive organizational change.	The group assignment involves analyzing specific questions with a case about a real organization.
Operations Management	This course has three objectives: to understand the importance of processes in modern organizations, to understand how and when operational excellence can contribute to the achievement of competitive advantage, and to acquire of a set of key methods you can use as a manager to control and improve operations.	The group activity is a practical exercise (the Littlefield simulation) in which the group run a virtual factory for two weeks.
Marketing	Marketing is the business process responsible for providing real value to customers and recapturing some of that value for the firm. Marketing activity provides the managerial focus for interfacing with customers and the source of intelligence about customers, competitors, and the general environment, which is also applicable in non-commercial settings.	For the group assignment students will pick an existing or new product (or service) and write a strategic marketing analysis applying the learnings from the first part of the course.
Management Accounting	This course focuses on the measurement, analysis and interpretation of information inside the organization to support essential financial managerial decisions, with a focus on the use of costs, budgeting, financial control and performance measurement.	The group assignment is a set of problems designed to share experience in the group as well as provide learning.
Managerial Economics	This course uses applied microeconomics with a primary focus on the needs of managers. It examines the operation of markets and how the structure of a market affects firms' choices and performance. A range of tools are developed to analyze market outcomes and improve decision making.	The group assignment includes multiple-choice questions and numerical exercises that cover key concepts developed in the first three sessions.
Financial Accounting	This course focuses on how financial statements are put together. Although the course principally concentrates on the production of financial statements, the aim is not to turn participants into practicing accountants; the philosophy is rather to provide an appreciation of the production process that is sufficiently detailed to give students the ability to successfully analyze a relatively complex set of financial statements.	The group assignment is a set of problems designed to share experience in the group as well as provide learning.
Finance	This course develops a framework for corporate financial decision-making and provides a solid grounding in the principles and practice of financial decision-making. It has four main sections: project appraisal, capital markets, capital structure, and mergers and acquisitions.	Groups will work together to analyze a case and prepare a 10-minute presentation, which will be followed by 10 minutes of class discussion.

Table 2: *t*-test Results for Model Output

Noise = 0%		**Best Groups**			**Worst Groups**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	0.137	0.038	60	0.852	0.046	.000***
Extraversion	60	0.319	0.091	60	0.774	0.069	.000***
Openness	60	0.477	0.103	60	0.207	0.079	.000***
Agreeableness	60	0.187	0.054	60	0.646	0.116	.000***
Conscientiousness	60	0.666	0.062	60	0.159	0.054	.000***
Noise = 20%		**Best Groups**			**Worst Groups**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	0.345	0.092	60	0.498	0.113	.000***
Extraversion	60	0.764	0.072	60	0.396	0.110	.000***
Openness	60	0.828	0.045	60	0.139	0.036	.000***
Agreeableness	60	0.656	0.076	60	0.432	0.081	.000***
Conscientiousness	60	0.832	0.035	60	0.269	0.094	.000***
Best Groups		**Noise = 0%**			**Noise = 20%**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	0.137	0.038	60	0.345	0.092	.000***
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Openness	60	0.477	0.103	60	0.828	0.045	.000***
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Worst Groups		**Noise = 0%**			**Noise = 20%**		
Variable	N	Mean	SD	N	Mean	SD	t-test
Neuroticism	60	0.852	0.046	60	0.498	0.113	.000***
Extraversion	60	0.774	0.069	60	0.396	0.110	.000***
Openness	60	0.207	0.079	60	0.139	0.036	.000***
Agreeableness	60	0.646	0.116	60	0.432	0.081	.000***
Conscientiousness	60	0.159	0.054	60	0.269	0.094	.000***

Note. * significant at $p < .05$, two-tailed; ** significant at $p < .01$, two-tailed; *** significant at $p < .001$, two-tailed

Table 3: *t*-test Results for Real-world Dataset

Tasks without Uncertainty		**Best Groups**			**Worst Groups**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	1.889	0.275	60	1.902	0.255	.796
Extraversion	60	2.635	0.228	60	2.640	0.259	.918
Openness	60	2.303	0.255	60	2.432	0.276	.009**
Agreeableness	60	1.730	0.276	60	1.771	0.232	.384
Conscientiousness	60	3.112	0.304	60	3.039	0.359	.233
Tasks with Uncertainty		**Best Groups**			**Worst Groups**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	1.909	0.255	60	1.952	0.309	.407
Extraversion	60	2.629	0.252	60	2.616	0.300	.807
Openness	60	2.411	0.258	60	2.380	0.314	.553
Agreeableness	60	1.753	0.280	60	1.613	0.240	.004**
Conscientiousness	60	3.047	0.319	60	2.995	0.374	.412
Best Groups		**Tasks without Uncertainty**			**Tasks with Uncertainty**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	1.889	0.275	60	1.909	0.255	.686
Extraversion	60	2.635	0.228	60	2.629	0.252	.879
Openness	60	2.303	0.255	60	2.411	0.258	.022*
Agreeableness	60	1.730	0.276	60	1.753	0.280	.659
Conscientiousness	60	3.112	0.304	60	3.047	0.319	.257
Worst Groups		**Tasks without Uncertainty**			**Tasks with Uncertainty**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	1.902	0.255	60	1.952	0.309	.334
Extraversion	60	2.640	0.259	60	2.616	0.300	.644
Openness	60	2.432	0.276	60	2.380	0.314	.334
Agreeableness	60	1.771	0.232	60	1.613	0.240	.000***
Conscientiousness	60	3.039	0.359	60	2.995	0.374	.509

Note. * significant at $p < .05$, two-tailed; ** significant at $p < .01$, two-tailed; *** significant at $p < .001$, two-tailed

Table 4: *t*-test Results for Model Output Sample Population

Noise = 0%		**Best Groups**			**Worst Groups**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	0.268	0.013	60	0.669	0.011	.000***
Extraversion	60	0.464	0.024	60	0.807	0.017	.000***
Openness	60	0.554	0.060	60	0.449	0.054	.000***
Agreeableness	60	0.264	0.010	60	0.638	0.022	.000***
Conscientiousness	60	0.712	0.028	60	0.518	0.017	.000***
Noise = 20%		**Best Groups**			**Worst Groups**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	0.361	0.044	60	0.568	0.054	.000***
Extraversion	60	0.793	0.025	60	0.467	0.032	.000***
Openness	60	0.775	0.014	60	0.383	0.006	.000***
Agreeableness	60	0.499	0.037	60	0.335	0.037	.000***
Conscientiousness	60	0.969	0.016	60	0.517	0.014	.000***
Best Groups		**Noise = 0%**			**Noise = 20%**		
Variable	*N*	Mean	*SD*	*N*	Mean	*SD*	*t*-test
Neuroticism	60	0.268	0.013	60	0.361	0.044	.000***
Extraversion	60	0.464	0.024	60	0.793	0.025	.000***
Openness	60	0.554	0.060	60	0.775	0.014	.000***
Agreeableness	60	0.264	0.010	60	0.499	0.037	.000***
Conscientiousness	60	0.712	0.028	60	0.969	0.016	.000***

Worst Groups		**Noise = 0%**			**Noise = 20%**		
Variable	N	Mean	SD	N	Mean	SD	t-test
Neuroticism	60	0.268	0.013	60	0.568	0.054	.000***
Extraversion	60	0.464	0.024	60	0.467	0.032	.000***
Openness	60	0.554	0.060	60	0.383	0.006	.000***
Agreeableness	60	0.264	0.010	60	0.335	0.037	.000***
Conscientiousness	60	0.712	0.028	60	0.517	0.014	.000***

Note. * significant at $p < .05$, two-tailed; ** significant at $p < .01$, two-tailed; *** significant at $p < .001$, two-tailed