**Appendix A:**

High intra-team competition:

According to the assessment requirements established by a company, the company will reward the projects ranked as excellent. The reward amount depends on your degree of contribution to the project. Before we grant each bonus, there is conflict within the department over determining the level of contribution. Although you are all working toward a common goal, you will covertly compare yourselves in each small task, hoping you will do the most superior job and receive the largest bonus. In the long run, you think that regarding bonuses, promotions, etc., if a coworker receives one, it will inevitably mean a loss for you.

Low intra-team competition:

According to the assessment requirements established by a company, the company will compensate the projects ranked as excellent. The reward amount depends on your degree of contribution to the project. Before each award is presented, there is accord within the department; there are no quarrels over establishing the contribution level. You are all working toward a common goal. In each small task, people do not worry about who did better but will celebrate the milestones that were jointly accomplished. In the long run, people think, whether it is bonuses, promotions, etc., that if a coworker receives one, they put in the appropriate effort.

High intra-team cooperation:

At the start of the project, your supervisor criticized your first draft of the market research report for not being professional enough. At this time, instead of blaming each other, you examined the reasons together, determined the indicators that can measure the user experience more effectively, and you enhanced the market research report as a team. During this process, you became frustrated because you could not determine one of the indicators. If you asked any of your colleagues, they would sincerely give you their recommendations. Over the past two months, your market research work has been repeatedly frustrating. With the combined efforts of your colleagues in the department and aligned with the expected planning, the task has been completed.

Low intra-team cooperation:

At the start of the project, your supervisor criticized your first draft of the market research report for not being professional enough. At this time, instead of analyzing the reasons together, the first thing you did was blame each other. This made it take a week for you to successfully complete the revisions to the market research report. During this process, you were worrying because you could not determine one of the indicators. If you asked any of your colleagues, they would not provide recommendations but tell you to figure things out on your own. As the project progressed, your market research suffered repeated setbacks, and you have only completed one-third of the task.