Annexure

Annexure A Wisdom material shared with participants during the break in Study 1

i. Flyer shared (write up)

Commonly agreed-upon definition of wisdom in empirical research by Grossmann and colleagues (2020)

According to the most recent gathering of major stakeholders in the empirical science of wisdom (Toronto Wisdom Task Force, 2019), scholars converge on the idea that wisdom chiefly concerns morally-grounded excellence in social-cognitive processing. By moral grounding we mean a set of inter-related aspirational goals: balance of self- and other-oriented interests, pursuit of truth (vs. dishonesty), and orientation toward shared humanity. By excellence in socialcognitive processing we specifically refer to the application of certain forms of meta-cognition to reasoning and problem-solving in situational domains that have the potential to affect other people:

- context-adaptability (e.g., practical or pragmatic reasoning, optimization of behavior to achieve certain outcomes),
- perspectivism (e.g., consideration of diverse perspectives, foresight and long-term thinking),
- dialectical and reflective thinking (e.g., balancing and integration of viewpoints, entertaining opposites),
- epistemic humility (e.g., unbiased/accurate thinking, seeing through illusions, understanding one's limitations)

We acknowledge that wisdom-related processes can be operationally captured across multiple levels of analysis: i) as manifestations in response to specific issues at hand; ii). as dispositional tendencies; iii). as autobiographical reflections on past experiences; iv). as represented in cultural-historical narratives. A comprehensive understanding of wisdom and how it manifests benefits from the examination of contextual and biological factors enabling and facilitating aforementioned processes.

ii. Links for videos

https://youtu.be/YvHNWEuyhfM
https://youtu.be/IEWO2YaO8gw

Annexure B- Post-game question (Interview)

Questions asked after the game in Study 1

1. Have you used any strategy while playing the game?
2. On what basis were you returning these points? Probe if required.
3. Have you tried balancing the points in the game?
4. Have you realized that you have a privileged position in this game? Your comments on this.
5. What were your thoughts when the opponent asked for more points in the comment box? Have you been affected by these messages?
6. How else could you have played this game?

These questions are only for guidance. Ask more questions if required.

Annexure C: Interview schedule for the interview with the experts in Study 2

1) "A successful negotiation is a mutually agreed outcome based on proper discussions by the parties involved, which begins from disagreement over an issue or interest to parties trying to persuade to modify an initial position, and finally, the results of which are accepted by the parties with the cooperation." Do you agree? Or, in your opinion, what is successful negotiation?

2) Following is our operational definition of Wise negotiation. "Wise negotiation is where all parties feel heard and understood, and interests are balanced; at the process level, it has components from the Perceptual Meta-Cognition model given by Grossman et.al; 2020 (which includes the balance of viewpoints, epistemic humility, context adaptability, multiple perspectives) and considers emotion and empathy." Do you agree? Or, in your opinion, what is wise negotiation?

3) What are your views on how emotion may influence the wise negotiation process?

4) In your views on whether emotion may facilitate negotiation. If yes, how?

5) How integrative negotiation differs from wise negotiation

6) What are your views on the statement, "Can both parties get sufficient satisfaction in any negotiation outcome, or is there always a number of reluctant compromises?"

7) In your opinion, what is the best way to measure successful/integrative/wise negotiation? If you think they are separate concepts or are the same/similar, please give your suggestion for measurement accordingly.

8) Any other suggestions?

Annexure D: Interview schedule for organization participants in Study 3

1) In your opinion, what is successful negotiation?
2) According to you, what is wisdom? What word would you use in your language to explain wisdom?
3) Does the word Wise negotiation sound different than successful negotiation? If yes, what is wise negotiation?
4) Does age make a person a wise negotiator?
5) Who is a better negotiator, male or female?
6) Your views on whether emotion affects negotiation. If yes, how?
7) What kind of emotion can lead to wise negotiation?
8) Do you think power influences negotiation in any way? Does power have any role to play in wise negotiation?
9) How does trust matter in wise negotiation?
10) How does honesty matter in wise negotiation?
11) What are your views on the statement, "Can both parties get sufficient satisfaction in any negotiation outcome, or there is always a number of reluctant compromises?"
12) How would you describe an ideal negotiation deal?
13) Is it necessary to have each party's viewpoints in wise negotiation?
14) How will a powerful, wise negotiator look for a fair negotiation outcome?
15) What if people in the process of negotiation are satisfied with the outcome of the negotiation, but the overall outcome is harmful or not beneficial to the organization? Will it still be called a wise negotiation? If yes, then why; if no, then why?
16) Does wise negotiation happen in organizations?
17) Is it necessary to have empathy in wise negotiation?

Annexure E: Self-report scales and questionnaired used in Study 4

i. Demographic information

Name-
Name of the organization-
How long have they worked here-
Age-
gender-
email id-

ii.Nomination and rating scale

I nominate Ms/Mrs/Mr/Dr…….. as the wise negotiator in my office/team/workgroup

Why do you think that they are wise negotiators.:

—----------

Person you are nominating: are they, wise negotiator or good negotiator.

—----------

Rate your nominee in the following characteristics

Sl no.	Characteristics	1	2	3	4	5
1	Can clearly communicate his/her needs and wishes					
2	Is in control of their own emotions					
3	Can feel for others' emotions					
4	Plan ahead what to achieve in the process of negotiation or zone of possible agreements					
5	Plan for the best alternative to a negotiated agreement ahead if negotiation is unsuccessful					
6	Look for a balance of interest while negotiating					
7	View the problem from multiple perspectives					
8	Empathetic towards other parties					
9	Integrate others viewpoints					
10	Agree on one's limitations					
11	Modify behavior to achieve a certain outcome					

iii. Wise Reasoning Questionnaire

Please spend some time to identify a difficult situation with one of your friends. On the following pages we will ask you a few questions about it. You may continue after you have identified the situation.

1. When did this situation first begin?
    1. This week
    2. Within the last month
    3. Within the last 6 months
    4. Within the last year
    5. Over a year ago
2. What day of the week was it?
    1. M
    2. T
    3. W
    4. T
    5. F
    6. S
    7. S
    8. Don't remember
3. What time of day was it?
    1. Morning
    2. Afternoon
    3. Evening
    4. Don't remember
4. Where were you when the situation happened?

5. What were you doing when it happened? (1-2 sentences)

6. What was the gender of the other person?
    1. Female
    2. Male
7. As you were thinking about this situation, what thoughts and emotions came to your mind? Please describe them in the space provided.

We would like you to continue to think about the situation you called to mind in the previous section and recall *what you actually did as the situation unfolded*. None of the statements listed below are supposed to be "good" or "bad". We are simply interested in how people approach difficult situations. Therefore, it is very important to us that you answer as accurately as possible - your honesty is appreciated, and your replies

are, of course, anonymous. Please select the extent to which you engaged in the following thoughts and behaviors:

"While this situation was unfolding, I did the following..." (**from 1 – not at all** to **5 – very much)**

Put myself in the other person's shoes._____
Tried to communicate with the other person what we might have in common. _____
Made an effort to take the other person's perspective. _____
Took time to get the other person's opinions on the matter before coming to a conclusion. _____
Looked for different solutions as the situation evolved. _____
Considered alternative solutions as the situation evolved. _____
Believed the situation could lead to a number of different outcomes. _____
Thought the situation could unfold in many different ways. _____
Double-checked whether my opinion on the situation might be incorrect. _____
Considered whether the other person's opinions might be correct. _____
Looked for any extraordinary circumstances before forming my opinion. _____
Behaved as if there may be some information to which I did not have access. _____
Tried my best to find a way to accommodate both of us. _____
Though it may not have been possible, I searched for a solution that could result in both of us being satisfied. _____
Considered first whether a compromise was possible in resolving the situation. _____
Viewed it as very important that we resolve the situation. _____
Tried to anticipate how the conflict might be resolved. _____
Wondered what I would think if I was somebody else watching the situation. _____
Tried to see the conflict from the point of view of an uninvolved person. _____
Asked myself what other people might think or feel if they were watching the conflict. _____
Thought about whether an outside person might have a different opinion from mine about the situation. _____

iv.Dialectical-self scale

Listed below are a number of statements about your thoughts, feelings, and behaviors. Select the number that best matches your agreement or disagreement with each statement. Use the following scale, which ranges from **1 (strongly disagree)** to **7 (strongly agree)**. There are no right or wrong answers.

	1	2	3	4	5	6	7
I am the same around my family as I am around my friends.							
When I hear two sides of an argument, I often agree with both.							
I believe my habits are hard to change.							
I believe my personality will stay the same all of my life.							
I often change the way I am, depending on who I am with.							
I often find that things will contradict each other.							
If I've made up my mind about something, I stick to it.							
I have a definite set of beliefs, which guide my behavior at all times.							
I have a strong sense of who I am and don't change my views when others disagree with me.							
The way I behave usually has more to do with immediate circumstances than with my personal preferences.							
My outward behaviors reflect my true thoughts and feelings.							
I sometimes believe two things that contradict each other.							
I often find that my beliefs and attitudes will change under different contexts.							
I find that my values and beliefs will change depending on who I am with.							
My world is full of contradictions that cannot be resolved.							
I am constantly changing and am different from one time to the next.							
I usually behave according to my principles.							
I prefer to compromise than to hold on to a set of beliefs.							
I can never know for certain that any one thing is true.							
If there are two opposing sides to an argument, they cannot both be right.							
My core beliefs don't change much over time.							
Believing two things that contradict each other is illogical.							

I sometimes find that I am a different person by the evening than I was in the morning.							
I find that if I look hard enough, I can figure out which side of a controversial issue is right.							
For most important issues, there is one right answer.							
I find that my world is relatively stable and consistent.							
When two sides disagree, the truth is always somewhere in the middle.							
When I am solving a problem, I focus on finding the truth.							
If I think I am right, I am willing to fight to the end.							
I have a hard time making up my mind about controversial issues.							
When two of my friends disagree, I usually have a hard time deciding which of them is right.							
There are always two sides to everything, depending on how you look at it.							

v.Comprehensive Intellectual Humility Scale

Carefully read each statement and indicate the degree to which you agree each statement is true for you.

1 = strongly disagree, 2= disagree, 3 =neither agree nor disagree, 4 = agree, and 5 = strongly agree.

My ideas are usually better than other people's ideas._____
For the most part, others have more to learn from me than I have to learn from them._____
When I am really confident in a belief, there is very little chance that belief is wrong._____
I'd rather rely on my own knowledge about most topics than turn to others for expertise._____
On important topics, I am not likely to be swayed by the viewpoints of others._____
I have at times changed opinions that were important to me, when someone showed me I was wrong. _____
I am willing to change my position on an important issue in the face of good reasons. _____
I am open to revising my important beliefs in the face of new information. _____
I am willing to change my opinions on the basis of compelling reason. _____
I'm willing to change my mind once it's made up about an important topic. _____
I respect that there are ways of making important decisions that are different from the way I make decisions. _____
Listening to perspectives of others seldom changes my important opinions. _____
I welcome different ways of thinking about important topics. _____
I can have great respect for someone, even when we don't see eye-to-eye on important topics. _____
Even when I disagree with others, I can recognize that they have sound points. _____
When someone disagrees with ideas that are important to me, it feels as though I'm being attacked. _____
When someone contradicts my most important beliefs, it feels like a personal attack. _____
I tend to feel threatened when others disagree with me on topics that are close to my heart. _____
I can respect others, even if I disagree with them in important ways. _____
I am willing to hear others out, even if I disagree with them. _____
When someone disagrees with ideas that are important to me, it makes me feel insignificant. _____
I feel small when others disagree with me on topics that are close to my heart. _____

vi. Perspective-Taking and Empathetic Concern Scale

Read each of the following statements and rate how well each of them describes you.

	Does not describe me well **0**	**1**	**2**	**3**	Describes me well **4**
Before criticizing somebody, I try to imagine how I would feel if I were in their place.					
If I'm sure I'm right about something, I don't waste much time listening to other people's arguments.					
I sometimes try to understand my friends better by imagining how things look from their perspective.					
I believe that there are two sides to every question and try to look at them both.					
I sometimes find it difficult to see things from the "other guy's" point of view.					
I try to look at everybody's side of a disagreement before I make a decision.					
When I'm upset at someone, I usually try to "put myself in his shoes" for a while.					
When I see people being taken advantage of, I feel kind of protective towards them.					
When I see people being treated unfairly, I sometimes don't feel very much pity for them.					
I often have tender, concerned feelings for people less fortunate than me.					
I would describe myself as a pretty soft-hearted person.					
Sometimes I don't feel very sorry for other people when they are having problems.					
Other people's misfortunes do not usually disturb me a great deal.					
I am often quite touched by things that I see happen.					

vii. Self-assessed Wisdom Scale

This brief questionnaire is designed to investigate how people of different ages perceive themselves with respect to life experiences and whether or not these perceptions change as we grow older.

Rating scale: **1 = Strongly Disagree** to **6 = Strongly Agree**

	1	2	3	4	5	6
I have overcome many painful events in my life.						
It is easy for me to adjust my emotions to the situation at hand.						
I often think about connections between my past and present.						
I can chuckle at personal embarrassments.						
I like to read books which challenge me to think differently about issues.						
I have had to make many important life decisions.						
Emotions do not overwhelm me when I make personal decisions.						
I often think about my personal past.						
There can be amusing elements even in very difficult life situations.						
I enjoy listening to a variety of musical styles besides my favourite kind.						
I have dealt with a great many different kinds of people during my lifetime.						
I am "tuned" in to my own emotions.						
I reminisce quite frequently.						
I try and find a humorous side when coping with a major life transition.						
I enjoy sampling a wide variety of different ethnic foods.						
I have experienced many moral dilemmas.						
I am very good at reading my emotional states.						
Reviewing my past helps me gain perspective on current concerns.						
I am easily aroused to laughter.						
I often look for new things to try.						
I have seen much of the negative side of life (e.g., dishonesty, hypocrisy).						
I can freely express my emotions without feeling like I might lose control.						
I often recall earlier times in my life to see how I've changed since then.						
At this point in my life, I find it easy to laugh at my mistakes.						
Controversial works of art play an important and valuable role in society.						
I have lived through many difficult life transitions.						
I am good at identifying subtle emotions within myself.						
Recalling my earlier days helps me gain insight into important life matters.						
I often use humour to put others at ease.						
I like being around persons whose views are strongly different from mine.						
I've personally discovered that "you can't always tell a book from its cover".						
I can regulate my emotions when the situation calls for it.						
I often find memories of my past can be important coping resources.						
Now I find that I can really appreciate life's little ironies.						
I'm very curious about other religious and/or philosophical belief systems.						
I've learned valuable life lessons from others.						
It seems I have a talent for reading other people's emotions.						
Reliving past accomplishments in memory increases my confidence for today.						
I can make fun of myself to comfort others.						
I've often wondered about life and what lies beyond.						

viii. Adaptive performance Scale

Below are some statements, rate yourself to the extent your are the statements apply to you.

Rating scale: **1 = Strongly Disagree** to **7 = Strongly Agree**

	1	2	3	4	5	6	7
I do not hesitate to go against established ideas and propose an innovative solution.							
Within my department, people rely on me to suggest new solutions.							
I use a variety of sources/types of information to come up with an innovative solution							
I develop new tools and methods to resolve new problems.							
I am able to achieve total focus on the situation to act quickly.							
I quickly decide on the actions to take to resolve problems.							
I analyze possible solutions and their ramifications quickly to select the most appropriate one.							
I easily reorganize my work to adapt to the new circumstances.							
Developing good relationships with all my counterparts is an important factor of my effectiveness.							
I try to understand the viewpoints of my counterparts to improve my interaction with them.							
I learn new ways to do my job better in order to collaborate with such people.							
I willingly adapt my behaviour whenever I need to in order to work well with others.							
I undergo training on a regular basis at or outside of work to keep my competencies up to date.							
I am on the lookout for the latest innovations in my job to improve the way I work							
I look for every opportunity that enables me to improve my Performance (training, group project, exchanges with colleagues, etc.)							
I prepare for change by participating in every project or assignment that enables me to do so.							
I keep my cool in situations where I am required to make many decisions.							
I look for solutions by having a calm discussion with colleagues.							
My colleagues ask for my advice regularly when situations are difficult because of my self control.							

ix. Emotional regulation

There are certain situations given below. Please select an answer for every action.
Section A
1) Maya woke up feeling pretty well. She had slept well, felt well rested, and had no particular cares or concerns. How well would each action help her preserve her mood?
Action 1: she got up and enjoyed the rest of the day.
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
Action 2 Maya enjoyed the feeling and decided to think about and appreciate all the things that she were going well for her.
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
Action 3: She decided it was best to ignore the feeling since it wouldn't last anyway.
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
Action 4: She used the positive feeling to call her mother, who had been depressed, and tried to cheer
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
2) Abhinav works as hard, if not harder, than one of his colleagues. In fact, his ideas are usually better at getting positive results for the company. His colleague does a mediocre job but engages in office politics so as to get ahead. So, when Abhinav's boss announces that the annual merit award is being given to this colleague, Abhinav is very angry. How effective would each action be in helping Abhinav feel better?
Action 1: Abhinav sat down and thought about all of the good things in his life and his work.
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
Action 2: Abhinav made a list of the positive and negative traits of this colleague
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
Action 3: Abhinav felt terrible that he felt that way, and he told himself that it wasn't right to be so upset over an even not under his control.
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
Action 4: Abhinav decided to tell people what a poor job his colleague had done, and that he did not deserve the merit award. Abhinav gathered memos and notes to prove his point, so it wasn't just his word.
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
3) Jaahanvi did not know when her bills were due, how many more bills would be arriving soon, or if she could pay them, then her car began making strange noises and her mechanic said it would cost so much to fix that it might not worth it. Jaahanvi can't fall asleep easily, she wakes up several times at nght, and she finds herself worrying all the time. How effective would each of the following actions be in reducing her worry?
Action 1: Jaahanvi tried to work out what she owned, how much was due, and when it was due.
a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective
Action 2: Jaahanvi learned deep- relaxation techniques to calm herself down.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action 3: Jaahanvi got the name of a financial planner to help her figureout how to manage her finances properly.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action 4: She decided to look for a job that paid more money.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

4) Nothing seems to be going right for Aakaash. There just isn't much in Aakaash's life thathe enjoys or that brings him much pleasure. Over the next year, how effective would each of the following actions be at making Aakaash feel better?

Action 1: Aakaash started to call friends he hadn't spoken to in a while and made plans to see a few people.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action 2: He started to eat better, to get to bed earlier, and to exercise more.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action 3: Aakaash felt that he was bringing people down and decided to stay by himself more until he could work out what was bothering him. He felt he needed time alone.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action 4: Aakaash found that relaxing in front of the TV at night, with a beer or two, really helped him feel better.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

5) As Rohit drove home from work, a tractor-trailer truck cut him off. He didn't even have time to honk his horn. Rohit quickly swerved to the right to avoid getting hit. He was furious. How effective would each of the following actions be dealing with his anger?

Action1: Rohit taught the truck driver a lesson by cutting him off a few miles down the highway.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action2: Rohit just accepted that these things happen and drove home.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action 3: He yelled as loud as he could, and cursed and swore at the trucker.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Action 4: He vowed never to drive on that highway again.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Section B

1) Rishab developed a close friend at work over the last year. Today, that friend completely surprised him by saying he had taken a job at another company and would be moving out of the area. He had not mentioned he was looking for other jobs. How effective would b Rishab be in maintaining a good relationship if he chose to respond in each of the following ways?

Response 1: Rishab felt good for him and told his friend that he glad he got the new job. Over the next few weeks, Rishab made arrangements to ensure they stayed in touch

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Response 2: Rishab felt sad that his friend was leaving, but he considered what happened as an indication that the friend did not much care for him. After all, the friend said nothing about his job search. Given that his friend was leaving anyway, Rishab did not mention it, but instead went looking for other friends at work.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Response 3: Rishab was very angry that his friend hadn't said anything. Rishab showed his disapproval by deciding to ignore his friend until the friend said something about what he had opinion that the friend was not worth talking to.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

2) Jatin's teacher has just called Jatin's parents to say that Jatin is doing poorly in school. The teacher tells Jatin's parents that their son isn't paying attention, is being disruptive, and can't sit still. This particular teacher doesn't do well with active boys, and Jatin's parents wonder what's really going on. Then the teacher says that their son will be left back unless he improves. The parents feel very angry. How helpful to their son is each of these reactions?

Response 1: The parents told the teacher that this was a big shock to them since this was the first time they had ever heard there was a problem. They asked to meet with the teacher and also requested if the principal could attend the meeting.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Response2: The parents told the teacher that if she continued to threaten to have their son repeat the grade, they would take it up with the principal. They said, "If our son is left back, we will hold you personally responsible. You are the teacher, and your job is to teach, not to blame the student."

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Response 3: Jatin's parents hung up on the teacher and called the principal. They complained about the teacher's threats and asked that their son be moved to a different classroom.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

3) Everything is going well for Priya. While others have been complaining about work, Priya has just gotten a promotion and a decent raise. Her children all are very happy and doing well in school, her marriage is stable and very happy. Priya is starting to feel very self-important and finds herself tempted to brag about her life to her friends. How effective would each of the following responses be for maintaining her relationships?

Response1: Since everything is so good, it's okay to feel proud of it. But Priya also reaPriyaed that some people see it as bragging or maybe jealous of her and so she only talked to close friends about her feelings.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Response 2: Priya started to think of all the things that could possibly go wrong in the future so she could gain perspective on her life. She saw that good feelings don't always last.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

Response 3: Priya shared her feelings with her husband that night. Then she decided that the family should spend time together on the weekend and get involved in several family events just to be together.

a. Very ineffective b. Somewhat ineffective c. Neutral d. Somewhat effective e. Very effective

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