Table S1. The Full Vignettes for All Four Conditions

Instruction: Please read the passage below carefully and answer the questions on the next page.

Condition	Vignette
High avoidance job crafting	Please imagine that you are an experienced server who has worked in a restaurant for several years. Chris is a new employee who started working in the same position a few months ago. You both have the same tasks, including taking care of guests, serving orders, and tidying the kitchen. Lesley is the supervisor and both of you should go to Lesley with any question that may arise during the work shift. While working with Chris, you notice some of Chris's behaviors at work. We are interested in how you feel about Chris's behaviors at work and how you–as his/her colleague–would react to it. Now, your task is to reflect on what Chris has done at work and decide how you would treat Chris based on the work behaviors. Based on your observations, you find that Chris proactively decreases the work tasks and work relationships that s/he does not enjoy. Specifically, Chris often tries to ensure that his/her work is less mentally, emotionally and physically intense. For example, Chris often tries to minimize contact with demanding guests because dealing with these guests is emotionally stressful to Chris. Moreover, Chris often organizes his/her work in such a way to make sure he/she does not need to serve those large tables with many guests, because this task requires high concentration and a lot of walks between the kitchen and the table to serve out all dishes.
Low avoidance job crafting	Please imagine that you are an experienced server who has worked in a restaurant for several years. Chris is a new employee who started working in the same position a few months ago. You both have the same tasks, including taking care of guests, serving orders, and tidying the kitchen. Lesley is the supervisor and both of you should go to Lesley with any question that may arise during the work shift. While working with Chris, you notice some of Chris's behaviors at work. We are interested in how you feel about Chris's behaviors at work and how you–as his/her colleague–would react to it. Now, your task is to reflect on what Chris has done at work and decide how you would treat Chris based on the work behaviors. Based on your observations, you find that Chris does not proactively decrease the work tasks and work relationships that s/he does not enjoy. Specifically, Chris hardly ever tries to ensure that his/her work is less mentally, emotionally and physically intense. For example, Chris does not try to minimize contact with demanding guests, even though dealing with these guests could be emotionally stressful to Chris. Moreover, Chris does not organize his/her work in such a way to avoid needing to serve those large tables with many guests, even though this task requires high concentration and a lot of walks between the kitchen and the table to serve out all dishes.

High approach job crafting	Please imagine that you are an experienced server who has worked in a restaurant for several years. Chris is a new employee who started working in the same position a few months ago. You both have the same tasks, including taking care of guests, serving orders, and tidying the kitchen. Lesley is the supervisor and both of you should go to Lesley with any question that may arise during the work shift. While working with Chris, you notice some of Chris's behaviors at work. We are interested in how you feel about Chris's behaviors at work and how you–as his/her colleague–would react to it. Now, your task is to reflect on what Chris has done at work and decide how you would treat Chris based on the work behaviors. Based on your observations, you find that Chris proactively increases the work tasks and work relationships that s/he enjoys. Specifically, Chris often engages in tasks and interactions that are not explicitly part of the duties of a beginning server. Chris seeks extra opportunities to learn new things, such as how to serve a table with many guests efficiently. Chris also seeks advice from supervisors and other colleagues, and feedback about his/her job performance. Also, when Chris has no urgent things to do, s/he asks for more tasks and responsibilities that may improve the specific routing in the restaurant to improve customer service. Moreover, Chris asks for more odd jobs, such as entertaining small kids in the restaurant.
Low approach job crafting	Please imagine that you are an experienced server who has worked in a restaurant for several years. Chris is a new employee who started working in the same position a few months ago. You both have the same tasks, including taking care of guests, serving orders, and tidying the kitchen. Lesley is the supervisor and both of you should go to Lesley with any question that may arise during the work shift. While working with Chris, you notice some of Chris's behaviors at work. We are interested in how you feel about Chris's behaviors at work and how you–as his/her colleague–would react to it. Now, your task is to reflect on what Chris has done at work and decide how you would treat Chris based on the work behaviors. Based on your observations, you find that Chris does not proactively increase the work tasks and work relationships that s/he enjoys. Specifically, Chris hardly ever engages in tasks and interactions that are not explicitly part of the duties of a beginning server. Chris does not seek extra opportunities to learn new things, such as how to serve a table with many guests more efficiently. Chris also does not seek advice from supervisors and other colleagues, and does not ask for feedback about his/her job performance. Also, when Chris finishes his/her work, Chris never asks for more tasks and responsibilities, specifically, Chris adopts the specific routing in the restaurant without changing anything. Moreover, Chris never asks for more odd jobs, such as entertaining small kids in the restaurant.

Note. This vignette is a modified and expanded version of Fong et al.'s [20] vignette.