Supplementary Material

Table A. Results for confirmatory factor analyses

Construct	Item	FL	α	CR	AVE
Collaboration	Develop a mutual understanding of responsibilities	0.69	0.91	0.89	0.62
	Share ideas, information, and other resources	0.83			
	Work together as a team	0.66			
	Conduct joint planning to anticipate and resolve task problems	0.88			
	Make joint decisions about ways to improve task performance	0.84			
Competition	It seems that AlexBOT and I will compete with each other	0.91	0.85	0.91	0.76
	It seems that I will compete with AlexBOT, and AlexBOT will compete with me	0.91			
	I feel that AlexBOT and I will be compared with one another	0.80			
Supplementary	The attitude of AlexBOT reflects what I value in a robot.	0.80	0.89	0.88	0.60
	AlexBOT's personality is similar to mine at work.	0.83			
	AlexBOT shares a lot in common with me.	0.78			
	AlexBOT's personality is well-suited for the personality or 'image' of companies.	0.78			
	AlexBOT's skills and abilities match the skills and abilities companies look for in employees.	0.67			
Complementary	I feel that AlexBOT is important to companies because it has such different skills and abilities from me.	0.86	0.88	0.88	0.64
	I will rely on AlexBOT because it has competencies that I do not have.	0.86			
	When key decisions are made, I will consult AlexBOT because it has a different perspective than I do.	0.69			
	AlexBOT's knowledge, skills, and abilities offer something that I do not have.	0.82			
Perceived Robot's Competence	AlexBOT is skilful	0.86	0.93	0.95	0.82
	AlexBOT is capable	0.92			
	AlexBOT is effective	0.92			
	AlexBOT is efficient	0.93			

Construct	Item	FL	α	CR	AVE
Robot Use Self-Efficacy	I'm confident in my ability to learn how to use service robots, if they were to become part of my work	0.86	0.77	0.88	0.66
	I'm confident in my ability to learn simple programming of service robots if I were provided the necessary training	0.89			
	I'm confident in my ability to learn how to use service robots in order to guide others to do the same	0.92			
	I believe that teaching elderly people how to use service robots would not be difficult for me	0.51			
Assured-Dominant	Self-assured	0.94	0.86	0.94	0.88
	Self-confident	0.94			
Unassured-Submissive	Timid	0.84	0.80	0.88	0.71
	Meek	0.87			
	Unauthoritative	0.82			
Warm-Agreeable	Softhearted	0.85	0.90	0.92	0.71
	Gentlehearted	0.91			
	Tenderhearted	0.91			
	Charitable	0.73			
	Tender	0.80			
Cold-Hearted	Ironhearted	0.91	0.87	0.92	0.79
	Hardhearted	0.93			
	Uncharitable	0.83			

Source: Table by authors

Experimental Scenarios

Assured-Dominant and Warm-Agreeable Robot (AlexBOT)

Imagine you are working as a server in a restaurant. Last year, the restaurant implemented several robots to support customer service. These robots type is called “AlexBOT”, and they have been assigned to your team to work as teammates. In your daily work, you frequently observe that these robots are confident, dominant, and assertive. For example, there is a small pathway between tables and you notice that when you both reach to the traffic point, the robot steps aside and says “Please pass, I will go after you”, or tells you “I have an urgent table delivery, I will have to go first”. Additionally, you notice that these robots are warm-agreeable, accommodating, and kind. For example, they tell you at the start of the shift “Have a great shift” and at the end of the day “Thank you for your work today, I had a pleasure serving beside you”.

Assured-Dominant and Cold-Hearted Robot (AlexBOT)

Imagine you are working as a server in a restaurant. Last year, the restaurant implemented several robots to support customer service. These robots type is called “AlexBOT”, and they have been assigned to your team to work as teammates. In your daily work, you frequently observe that these robots are confident, dominant, and assertive. For example, there is a small pathway between tables and you notice that when you both reach to the traffic point, the robot steps aside and says “Please pass, I will go after you”, or tells you “Stop, I have to go first for urgent delivery”. Additionally, you notice that these robots are cold-hearted, unsympathetic, and warmthless. For example, when you ask a robot to assure that no peanuts will be included in the order for a specific table it answers without emotion or any sense of urgency “Acknowledged. No peanuts will be included in the order”, and when you want to assure the importance and urgency of the request it replies “Request unnecessary. I have processed the order. Ingredients meet standard criteria. No peanuts detected”.

Unassured-Submissive and Warm-Agreeable Robot (AlexBOT)

Imagine you are working as a server in a restaurant. Last year, the restaurant implemented several robots to support customer service. These robots type is called “AlexBOT”, and they have been assigned to your team to work as teammates. In your daily work, you frequently observe that these robots are Unassured, Submissive, Shy, and unbold. For example, there is a small pathway between tables and you notice that when you both reach the traffic point, the robot freezes and waits until someone re-provides the table number, and it never initiates contact with you. Additionally, you notice that these robots are warm-agreeable, accommodating, and kind. For example, if you greet them good morning at the start of the shift they answer “Good morning, I wish you a great shift” and at the end of the day if you thank them, they answer “Thank you too for your work today, I had a pleasure serving beside you”.

Unassured-Submissive and Cold-Hearted Robot (AlexBOT)

Imagine you are working as a server in a restaurant. Last year, the restaurant implemented several robots to support customer service. These robots type is called “AlexBOT”, and they have been assigned to your team to work as teammates. In your daily work, you frequently observe that these robots are Unassured, Submissive, Shy, and unbold. For example, there is a small pathway between tables and you notice that when you both reach the traffic point, the robot freezes and waits until someone re-provides the table number, and it never initiates contact with you. Additionally, you notice that these robots are cold-hearted, unsympathetic, and warmthless. For example, For example, if you greet them good morning at the start of the shift they answer “Hello, What can I do for you?”, at the end of the day if you thank them, they do not answer, and if you ask them for help that is doable, they say “This is not my task. Your issue has been noted, but no action will be taken unless re-assigned.".