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An earlier version of this paper was presented at the 34th Annual Society for Industrial and Organizational Psychology Conference (Washington, DC, USA, April 2019).

The authors wish to thank all participants for their valuable contributions to this study as well as NAME for their expert advice on the study design.

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This research was supported by Discovery Grant RGPIN-2015-04416 from the Natural Sciences and Engineering Research Council of Canada (NSERC) to AUTHOR NAME.

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