



UNIVERSITY OF
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Feedback, Overconfidence and Job Search

(joint with Lukas Hensel, Jonas Radbruch, Marc Witte, Tsegay G. Teklessassie)

We provide job seekers with feedback about their relative performance on a test of general intelligence. The field experiment is conducted in the setting of a skill assessment center in Addis Ababa, Ethiopia. We estimate heterogeneous effects of feedback according to initial over-confidence and elicited willingness to pay (WTP) for the feedback. While information provision leads individuals to update their beliefs, and leads to better job search outcomes on average, not everybody benefits from feedback. Initially under-confident individuals who have a positive WTP show the strongest updates in beliefs, and gain the most from it in terms of job search effort and outcomes. Initially over-confident individuals who indicate a negative WTP update less, reduce their efforts and achieve worse job search outcomes. This pattern is consistent with some overconfident job seekers knowingly being unable to forget information, and thus avoiding that information in the first place to uphold self-beliefs.