

Figure 2. The effects of receiving messages on newcomers' efforts on focal task. The dotted line indicates the baseline: newcomers receiving no messages (1.4).

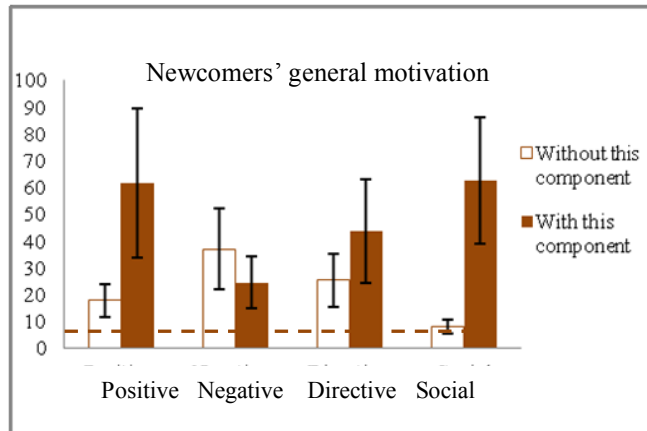


Figure 3. The effects of receiving messages on newcomers' general motivation. The dotted line indicates the baseline: newcomers receiving no messages (7.3).

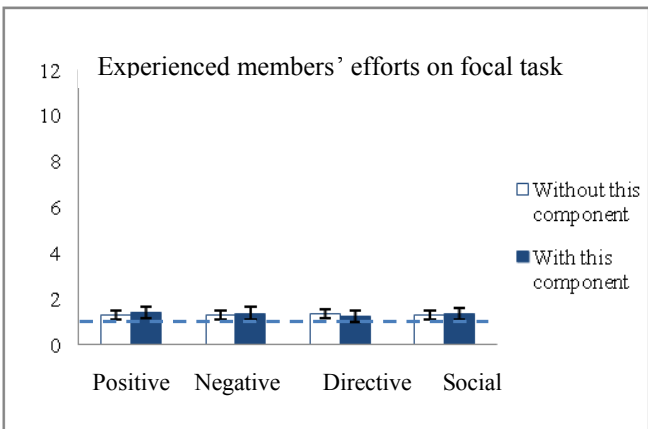


Figure 4. The effects of receiving messages on experienced members' efforts on focal task. The dotted line indicates the baseline: experienced members receiving no messages (1.0).

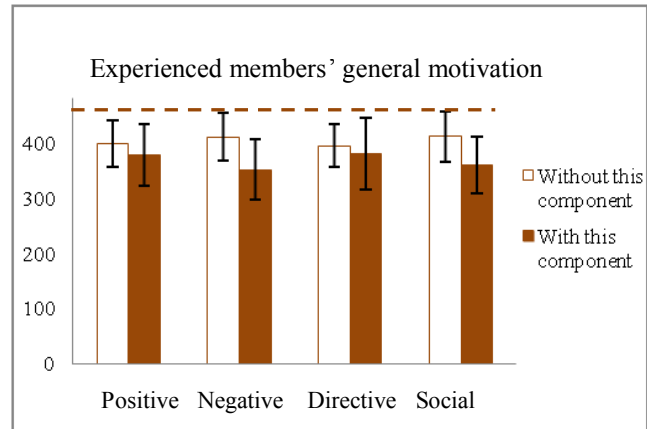


Figure 5. The effects of receiving messages on experienced members' general motivation. The dotted line indicates the baseline: experienced members receiving no messages (500).