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# Do confident individuals generally work harder?\*

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## Abstract

Predicting worker's effort is important in many different areas, but is often difficult. Using a laboratory experiment, we test the hypothesis that confidence, i.e. person-specific beliefs about her abilities, can be used as a generic proxy to predict effort provision. We measure confidence in the domain of financial knowledge in three different ways (self-assessed knowledge, probability-based confidence, and incentive-compatible confidence) and find a positive relation with the actual provision of effort in an unrelated domain. Additional analysis shows that the findings are independent of personal traits such as gender, age, and nationality.

*JEL Classification* G11, J22

*Keywords:* Confidence, real-effort task, financial literacy, overconfidence

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