



Losing Prosociality in the Quest for Talent? Sorting, Selection, and Productivity in the Delivery of Public Services

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**Disclosure Statement:**

The author declares that he has no relevant or material financial interests that relate to the research described in this paper. IRB approval was obtained from Harvard University, Committee on the Use of Human Subjects in Research, and University of Zambia, Biomedical Research Ethics Committee.

Sincerely,

A handwritten signature in black ink, appearing to read 'Scott', followed by a long horizontal flourish.

Scott S. Lee