FEEDBACK REPORT FOR PARTICIPANTS

Conscientiousness Clues in AVIs: How Cues Interact

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The Issue: Asynchronous Video Interviews (AVIs) have gained popularity due to their cost and time efficiencies, transforming personnel selection practices globally. However, unlike traditional interviews, AVIs reveal aspects of an applicant's surroundings, leading to concerns about potential biases. Research on how visual cues like messy backgrounds or casual attire might influence perceived applicant personality and interview outcomes, particularly when cues are contradictory, remains scarce. Such biases could lead to organizations screening out suitable candidates and negatively affecting diversity.

The Research: The study "Conscientiousness Cues in AVIs: How Cues Interact," aimed to fill this gap. The study employed a 2x2x2 experimental design to examine how environmental messiness (messy vs. tidy), professional dress (formal vs. casual), and job type (client-facing vs. technical) influence observer ratings of perceived conscientiousness and final interview outcomes. The research used Brunswik's (1956) lens model as a theoretical framework to understand how cues are utilized in making personality attributions. Participants were recruited for their hiring experience to evaluate a simulated AVI candidate.

Main Findings: The study found that environmental cleanliness significantly affects perceived conscientiousness and hireability, with tidier settings leading to higher ratings. Applicants for technical roles were perceived as more conscientious than those applying for client-facing positions. While dress alone did not have a significant main effect on ratings, a noteworthy three-way interaction showed that candidates applying to client-facing roles who were formally dressed but had a messy background received markedly lower conscientiousness scores compared to their casually dressed counterparts in a messy setting.

Practical Implications: The findings underscore that organizations should encourage applicants to record in tidy environments or utilize background filters to ensure a fair and equitable hiring process. It is crucial for organizations to proactively communicate their expectations regarding professionalism, attire, and overall presentation for both the interview and the job itself, as this fosters inclusivity, especially for individuals who may struggle with social norms. Additionally, the study cautions against over-reliance on visual background cues for personality assessment, as these cues may not always accurately reflect a candidate's true personality or predict job performance