

FEEDBACK REPORT FOR PARTICIPANTS

**You Can Record an Asynchronous Video Interview Anywhere! ... But Should
You?**

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Research Project conducted by:

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This research project included a series of pilot studies and one primary study, under Dr. Roulin's supervision. We present below a summary of the final pilot study (conducted on MTurk) as well as the primary study (conducted on Prolific) and their main findings.

Context and Goals:

Pilot Study: The main purpose of the pilot study was to confirm the extent to which objects in the background of recorded interview response videos were visible to observers. The pilot study also confirmed whether professional home office settings were viewed as being more professional than personal bedroom settings in an asynchronous video interview (AVI) context.

Primary Study: The main purpose of the primary study was to examine the possible biasing effects that the recorded background settings (i.e. a professional setting versus a personal setting versus a blurred background setting) may introduce in an AVI context. Specifically, it examined how the background setting may influence rater initial impressions and final interview outcomes, using a dual-process theory as a theoretical framework.

Research Method:

Pilot Study: This study involved a final sample of 115 anglophone MTurk workers who were residing in the United States. MTurk workers were asked to rate the extent to which they were able to identify items in the background of the blurred conditions, and were asked to note the objects that they recognized from a predetermined list. Participants were also asked to rate the level of professionalism that they associated with the blurred professional and personal backgrounds presented in the videos, as well in still photos of the visible professional and personal backgrounds.

On average, participants were 36.54 years old, and most (47.8%) held a bachelor's degree (high school diploma: 29.6%, Master's degree: 10.4%, Associate's degree: 6.1%, PhD: 2.6%, College diploma: 1.7%, less than a high school diploma/GED: 0.9%, no response: 0.9%).

Primary Study: This study involved a final sample of 400 anglophone Prolific workers residing in Canada and the United States. Participants were asked to review a job description, before watching and rating a candidate introductory video. Five recorded video responses (corresponding to one of the six manipulated background setting and response quality conditions) were then presented to participants. Participants were asked to assign a score to each video, before rating the AVI candidate's overall final interview performance. Participants were finally asked to assess their confidence in their judgements and their desire for certainty.

Approximately half of the participants were female (49.5%) and were on average 43.28 years old. Most participants held a Bachelor's degree (43.8%). 81.8% of respondents reported being currently employed and 61.3% worked full-time for an average of 34.10 hours per week. 52.0% of the participants reported currently working remotely, and reported having worked remotely for 2.54 years. 47.8% of participants reported working remotely in the past, and on average reported working remotely in the past for 2.88 years. Approximately one-third of participants (35.6%) reported working remotely due to existing COVID-19 circumstances, and reported

having done so for the past 1.77 years on average. The majority of participants (67.0%) indicated that they had a private, dedicated workspace in their homes. Most (96.3%) participants had previously conducted face-to-face interviews, and reported having conducted an average of 36 interviews in the past. Most participants had never participated in an AVI as either an applicant (80.8%) or as a rater (82.0%). The majority of respondents reported rating an average of 13.53 AVI interviews. Approximately half of the participants (49.8%) had previously conducted a video conference interview, and estimated conducting an average of 17 video conference interviews in the past.

Main Findings:

Overall, the results indicated that final interview scores were influenced by initial impressions and the quality of applicant responses. In addition, the study showed that recording an AVI from a personal space, like a bedroom, was perceived as being less professional than recording an interview in a home office environment. Despite this difference, however, background setting was not associated with initial impression scores or final interview scores. Response quality, raters' level of confidence in their judgements, and raters' need for certainty also did not influence the relationship between initial impressions and final interview scores.