

**Task Procedure:**

The full task procedure consists of five successive phases: the general instruction phase (I), the subgroup discussion phase (II), the intermediate survey phase (III), the big group discussion phase (IV), and the final survey phase (V).

The table below lists detailed to-do items to complete under each phase.

Phases	Est. Time Duration	To-do Items
Phase I: General Instruction (*You are at here now)	xx min	<ul style="list-style-type: none"><li>• Read through the task instructions</li><li>• Perform a practice task to verify your understanding of the candidate evaluation criteria</li></ul>
Phase II: Subgroup Discussion	xx min	<ul style="list-style-type: none"><li>• Form a 2-people subgroup with the other English speaking committee member</li><li>• Discuss the candidates' materials within your subgroup</li><li>• Nominate one most qualified candidate for the open position</li></ul>
Phase III: Intermediate Survey	xx min	<ul style="list-style-type: none"><li>• Fill out a short survey that asks about your experience and reflections from completing the subgroup discussion</li></ul>
Phase IV: Big Group Discussion	xx min	<ul style="list-style-type: none"><li>• Form a 4-people big group including all the committee members</li><li>• Discuss the candidates' materials within the big group</li><li>• Nominate one most qualified candidate for the open position</li></ul>
Phase V: Final Survey	xx min	<ul style="list-style-type: none"><li>• Fill out a short survey that asks about your experience and reflections from completing the big group discussion</li><li>• Fill out a short survey that asks about your experience over today's full lab session</li></ul>

**\*Notes:**

When you finish reading this page, please click NEXT to see how a candidate's CV looks like.