Prompt Engineering Documentation

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# Prompt Engineering Process

## 1. Define Objectives

Objective: Create a prompt that allows an HR hiring manager to evaluate a candidate based on an introductory video by analyzing emotional and textual data.

Desired Outcomes:

- Scores for emotion, text, and a combined score.

- A clear recommendation on whether to hire the candidate.

## 2. Initial Prompt Drafting

**First Draft:**  
prompt = f"""

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%) compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not, supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: {emo\_1}, {emo\_2}, {emo\_3}

- Percentage of time the candidate maintained eye contact with the camera: {gaze\*100}%

\*\*Text Data:\*\*

- Transcript of the video: {speech}

- Average positive speech score: {positive}

- Average negative speech score: {negative}

- Average confidence score: {confident}

- Average hesitation score: {hesitant}

- Conciseness of responses score: {concise}

- Enthusiasm level score: {enthusiastic}

- Average speed of speech (words per second): {speed}

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

"""

## 3. Feedback and Revisions

Modifications:

- Weightage: Change the weightage from (70% text, 30% emotion) to (60% text, 40% emotion)

- Clarity: Added clearer instructions on how to derive each score.

- Features: Added blink and eye offset

**Revised Draft:**

prompt = f"""

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: {emo\_1}, {emo\_2}, {emo\_3}

- Percentage of time the candidate maintained eye contact with the camera: {gaze\*100}%

- Number of times the candidate blinked during the video: {blink}

- Average eye offset angle from the screen (degrees): {eye\_offset}

\*\*Text Data:\*\*

- Transcript of the video: {speech}

- Average positive speech score: {positive}

- Average negative speech score: {negative}

- Average confidence score: {confident}

- Average hesitation score: {hesitant}

- Conciseness of responses score: {concise}

- Enthusiasm level score: {enthusiastic}

- Average speed of speech (words per second): {speed}

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

"""

## 4. Rationale Behind Choices

- Clear Structure: Organizing the data and tasks clearly helps the evaluator follow the logical flow of the assessment. This reduces ambiguity and enhances focus.

- Weighted Scoring: Explicitly stating the weight of each component ensures the evaluator prioritizes text data, which is more relevant for a hiring decision.

- Request for Reasoning: By requiring the evaluator to justify their recommendation, the prompt fosters a more thoughtful analysis and avoids superficial conclusions.

## 5. Final Review and Adjustments

- Testing: Run a few mock evaluations using the revised prompt to ensure it elicits comprehensive and insightful responses.

- Final Adjustments: Based on feedback, refine any unclear wording or adjust the format for optimal clarity.

## Summary of the Process

- Drafting: Created an initial prompt focusing on candidate evaluation.

- Modifications: Improved clarity, structure, and scoring instructions based on initial drafts and anticipated user needs.

- Rationale: Ensured clarity, logical flow, and relevance of the data to the hiring process.

# Results

## Candidate 1

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: neutral, fear, angry

- Percentage of time the candidate maintained eye contact with the camera: 62.5%

- Number of times the candidate blinked during the video: 0

- Average eye offset angle from the screen (degrees): 15.8013625

\*\*Text Data:\*\*

- Transcript of the video: Hello, I am Jeffrey Shepherd and I am currently pursuing postgraduate and management from IIM Coikode. I have completed my B.Tech in Biotechnology from Heritage Institute of Technology Kolkata, followed by my M.Tech from IIT Kharagpur. I come with an experience of three years in the regulatory affairs domain of the pharmaceutical industry and I worked as a medical writer in Ciro Klein Farm, Mumbai and have specialized in drug safety and risk management. What sets me apart is the expertise I bring in with my three years of experience and an added two years of postgraduation. Along with this, I add another dimension to the discussion with my background in biotechnology. An added advantage is my ability to pay attention to detail, which is well testamented in my research work and patents, publication and the best research award which my work at IIT Kharagpur has received. After my 12th, I developed a keen interest in baking and over time this has transitioned from a mere hobby into my passion. I love experimenting with traditional recipes and regularly bake for family as well as small functions. I also enjoy traveling, exploring new places, meeting new people and experiencing different cultures. The core competencies which have helped me in my professional career are mainly my consistency. I have consistently excelled in my academics and this perseverance has also helped me grow in my professional career. In addition to this, my ability to pay attention to minutest of details helps me to view a problem from various angles and evaluate and analyze it to come to an effective solution. Thank you.

- Average positive speech score: 0.7091990717583232

- Average negative speech score: 0.14121446587766207

- Average confidence score: 0.7338280114862654

- Average hesitation score: 0.48517246502969

- Conciseness of responses score: 0.4294184264209535

- Enthusiasm level score: 0.4664969394604365

- Average speed of speech (words per second): 3.1137708427658684

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% Weight)**

* **Eye Contact:** 62.5% is a decent percentage, indicating that the candidate maintains good engagement with the audience. This is a positive factor.
* **Blinking:** The candidate blinked 0 times, which can suggest a high level of confidence or a lack of naturalness. However, it could also indicate a lack of comfort.
* **Average Eye Offset Angle:** 15.8 degrees is relatively small, suggesting that the candidate is mostly focused on the camera, which is another positive sign.
* **Emotions Exhibited:** The top emotions are neutral, fear, and angry. While neutral can indicate calmness, fear and anger can detract from the overall emotional engagement.

**Emotion Score Calculation:**

* **Eye Contact Weight (20%)**: 62.5% (0.625) contributes positively.
* **Blinking Weight (10%)**: 0 times can be viewed neutrally, perhaps not contributing positively.
* **Eye Offset Weight (10%)**: 15.8 degrees can be considered positively.
* **Emotional Range Weight (0% for neutral, 50% for fear and anger)**: Since two of the three top emotions are negative, this affects the score.

Given these factors, the emotion score can be calculated as:

Emotion Score=(0.625×0.2)+(0×0.1)+(0.8×0.1)−(0.5×0.1)=0.125+0+0.08−0.05=0.155\text{Emotion Score} = (0.625 \times 0.2) + (0 \times 0.1) + (0.8 \times 0.1) - (0.5 \times 0.1) = 0.125 + 0 + 0.08 - 0.05 = 0.155Emotion Score=(0.625×0.2)+(0×0.1)+(0.8×0.1)−(0.5×0.1)=0.125+0+0.08−0.05=0.155

**Emotion Score = 0.155 or 15.5%**

**2. Text Score (60% Weight)**

* **Positive Speech Score:** 0.709 indicates a generally positive tone in speech.
* **Negative Speech Score:** 0.141 suggests that negative sentiment is minimal.
* **Confidence Score:** 0.734 indicates strong confidence in delivery.
* **Hesitation Score:** 0.485, though not overly high, indicates some pauses in speech which may detract from overall delivery.
* **Conciseness Score:** 0.429 suggests that the responses could be more concise, which is a concern.
* **Enthusiasm Level Score:** 0.466 shows moderate enthusiasm; however, it could be improved.
* **Average Speed of Speech:** 3.11 words/second is within a reasonable range, suggesting the candidate is articulate.

**Text Score Calculation:** Considering a weighted average based on the scores provided:

Text Score=(0.709×0.25)+(0.141×0.10)+(0.733×0.20)+(1−0.485)×0.10+(1−0.429)×0.15+(1−0.466)×0.10+(1−Average Speed)×0.10\text{Text Score} = (0.709 \times 0.25) + (0.141 \times 0.10) + (0.733 \times 0.20) + (1 - 0.485) \times 0.10 + (1 - 0.429) \times 0.15 + (1 - 0.466) \times 0.10 + (1 - \text{Average Speed}) \times 0.10Text Score=(0.709×0.25)+(0.141×0.10)+(0.733×0.20)+(1−0.485)×0.10+(1−0.429)×0.15+(1−0.466)×0.10+(1−Average Speed)×0.10

The values can be estimated and weighted appropriately, leading to a rough score of around **0.58 or 58%**.

**3. Combined Weighted Score**

Using the weights for each category:

Combined Score=(0.155×0.4)+(0.58×0.6)=0.062+0.348=0.41\text{Combined Score} = (0.155 \times 0.4) + (0.58 \times 0.6) = 0.062 + 0.348 = 0.41Combined Score=(0.155×0.4)+(0.58×0.6)=0.062+0.348=0.41

**Final Decision**

**Combined Weighted Score: 0.41 or 41%**

**Recommendation: Not to Hire**

**Reasons:**

1. **Emotion Score:** The candidate exhibits a low emotion score (15.5%), with negative emotions (fear and anger) outweighing the positives, which may indicate discomfort or lack of engagement.
2. **Text Score:** While the text score is relatively higher, it shows weaknesses in conciseness and enthusiasm, suggesting a lack of clarity and engagement in communication.
3. **Overall Impression:** The combined score of 41% does not meet the threshold for a strong candidate, indicating that improvements in emotional engagement and delivery style are necessary.

In conclusion, while Jeffrey has relevant experience and qualifications, the emotional and presentation aspects suggest that he may not be the best fit for the role at this time.

## Candidate 2

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: happy, neutral, sad

- Percentage of time the candidate maintained eye contact with the camera: 60.91954022988506%

- Number of times the candidate blinked during the video: 4

- Average eye offset angle from the screen (degrees): 21.76854597701149

\*\*Text Data:\*\*

- Transcript of the video: Hello, I am Beside You. I am Cameron Barajas and I am thrilled to apply to this opportunity today. I recently completed my BBA in 2022. I have a flexible attitude. I can lead the team and be a good team player according to the situation. I am a passionate individual who aims for perfection in the task and I always try to give my best and reach the expectations. In summer 2022, I interned in a boutique investment bank based out of Hyderabad. In this internship, I worked closely with senior professionals. I was involved in developing the framework of a venture network at the ideation stage. This venture network focused on providing funds at the seed level and CD sale levels. I got an opportunity to discuss about startups and what an investor should look for before investing in a startup. And I found this whole process exciting. In addition to this, I interned with a startup known as Kabadi Techno. And in this internship, I regularly discussed the growth of the startups and how a business should be working with the founder. And I used to update my business model accordingly according to our discussions. And my area of focus in this internship was on finance. So I prepared the financial model to get a ballpark figure valuation of the startup. So these two latest internships have provided me a comprehensive view of the company's perspective and an investor's perspective. So now I am looking for a challenging role where I can put my all skills to practice and grow at an acceleration rate. And this is what I am Beside You is providing. Hence, I firmly believe that I am Beside You and I am a perfect fit. Thank you.

- Average positive speech score: 0.7220063585984079

- Average negative speech score: 0.10754075408668105

- Average confidence score: 0.6848793406235544

- Average hesitation score: 0.4361581853713448

- Conciseness of responses score: 0.4842210235564332

- Enthusiasm level score: 0.5166850976253811

- Average speed of speech (words per second): 3.269092112382821

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% Weight)**

To assess the emotional engagement, we will consider:

* **Top emotions exhibited**: happy (dominant), neutral, sad
* **Eye contact percentage**: 60.92%
* **Number of blinks**: 4 (indicating focus)
* **Average eye offset angle**: 21.77 degrees (indicating some distraction but not excessive)

**Emotion Score Calculation:**

* **Emotion expression**: The presence of happiness as the dominant emotion is positive. Neutral and sad may indicate moments of reflection.
* **Eye contact**: High eye contact (60.92%) is a good indicator of engagement.
* **Blinks**: 4 blinks during the video suggest a moderate level of anxiety or nervousness but not excessively so.
* **Average angle**: An angle of 21.77 degrees is acceptable but suggests a slight distraction.

Considering these factors:

* **Emotion Score = (Eye contact \* 0.4) + (Blinks factor) + (Angle factor)**
  + Eye contact: 0.6092 (60.92%)
  + Blinks (normalized): 1 - (4 blinks / total duration considered); assuming 4 is reasonable for a short video, we can estimate a score of 0.8.
  + Angle (lower is better): We can normalize it inversely to score around 0.6.

**Final Emotion Score Calculation**:

Emotion Score=(0.6092×0.4)+(0.8×0.4)+(0.6×0.2)=0.24368+0.32+0.12=0.68368\text{Emotion Score} = (0.6092 \times 0.4) + (0.8 \times 0.4) + (0.6 \times 0.2) = 0.24368 + 0.32 + 0.12 = 0.68368 Emotion Score=(0.6092×0.4)+(0.8×0.4)+(0.6×0.2)=0.24368+0.32+0.12=0.68368

**2. Text Score (60% Weight)**

For the Text Score, we’ll evaluate:

* **Average positive speech score**: 0.722
* **Average negative speech score**: 0.108
* **Average confidence score**: 0.685
* **Hesitation score**: 0.436 (lower is better)
* **Conciseness of responses score**: 0.484
* **Enthusiasm level score**: 0.517
* **Average speed of speech**: 3.27 words/second (within a reasonable range for engagement)

**Text Score Calculation**:

* Positive and confidence scores are strong indicators of effective communication.
* Higher negative speech and lower hesitation are favorable.
* A weighted calculation could be as follows:

**Weighting**:

* Positive Speech: 0.722 \* 0.3
* Confidence: 0.685 \* 0.25
* Negative Speech: (1 - 0.108) \* 0.15
* Conciseness: 0.484 \* 0.1
* Enthusiasm: 0.517 \* 0.1
* Hesitation (inverted): (1 - 0.436) \* 0.2

Calculating the Text Score:

Text Score=(0.722×0.3)+(0.685×0.25)+((1−0.108)×0.15)+(0.484×0.1)+(0.517×0.1)+((1−0.436)×0.2)\text{Text Score} = (0.722 \times 0.3) + (0.685 \times 0.25) + ((1 - 0.108) \times 0.15) + (0.484 \times 0.1) + (0.517 \times 0.1) + ((1 - 0.436) \times 0.2)Text Score=(0.722×0.3)+(0.685×0.25)+((1−0.108)×0.15)+(0.484×0.1)+(0.517×0.1)+((1−0.436)×0.2) Text Score=(0.2166)+(0.17125)+(0.1338)+(0.0484)+(0.0517)+(0.1132)=0.73445\text{Text Score} = (0.2166) + (0.17125) + (0.1338) + (0.0484) + (0.0517) + (0.1132) = 0.73445Text Score=(0.2166)+(0.17125)+(0.1338)+(0.0484)+(0.0517)+(0.1132)=0.73445

**3. Combined Weighted Score**

Using the Emotion Score (40%) and Text Score (60%):

Combined Weighted Score=(0.68368×0.4)+(0.73445×0.6)\text{Combined Weighted Score} = (0.68368 \times 0.4) + (0.73445 \times 0.6) Combined Weighted Score=(0.68368×0.4)+(0.73445×0.6) =0.273472+0.44067=0.714142= 0.273472 + 0.44067 = 0.714142 =0.273472+0.44067=0.714142

**Recommendation**

**Final Decision**: **Hire the candidate**

**Reasoning**:

* The **Emotion Score** of 0.68368 indicates a positive emotional engagement, with significant eye contact and a reasonable level of focus.
* The **Text Score** of 0.73445 reflects strong content delivery, with confidence, low negativity, and moderate enthusiasm.
* The **Combined Weighted Score** of **0.714142** is robust, suggesting the candidate has good communication skills and emotional engagement necessary for the role.

The combination of these scores supports the conclusion that the candidate is well-suited for the position, demonstrating both the technical skills and interpersonal qualities desirable in a potential hire.

## Candidate 3

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: neutral, fear, happy

- Percentage of time the candidate maintained eye contact with the camera: 45.0%

- Number of times the candidate blinked during the video: 7

- Average eye offset angle from the screen (degrees): 30.137213000000003

\*\*Text Data:\*\*

- Transcript of the video: My name is Michael Guzman and I am 21 years old. Hailing from a small family in Varanasi, I had been there most of my life, but MBA has given me the experience of living alone for the first time, which has been quite tough and challenging for me. I completed my school being one of the top students of my batch and also being a part of the school student council as the activity head of the school. Later on, I gave the undergraduate entrance exam of BHU securing a rank in the top 1.2% and pursued to become honours from Varanasi University, but unfortunately, due to COVID-19, most of my college life was spent online. During my very day days when I had the opportunity to put my foot in the college, I volunteered as a member of the National Service Team, working towards the welfare of the society through small yet powerful steps. During lockdown, I helped in spreading awareness regarding COVID-19 being a part of an event organising committee of my college. I had an internship in a small steel manufacturing firm related to steel furniture in Varanasi as a sales associate to get some practical experience. I also interned in an accounting firm to gain knowledge and learn about the practical applications of accounting in the real world. Apart from my academics, I love to confidently say that I am an excellent guitar player and learned the art of fingerstyle guitar, which at the time was not popular at my place and hence I had to learn from various sources online myself. I also run a small YouTube channel devoted to my passion for music and that is where I upload my own arrangements as well as covers along with tutorials. I have found that the role offered by your company has sparked interest in me as I believe it would be a challenging and rewarding experience. Moving towards the end, I would love to know if I am beside you during the next year's hours. Thank you!

- Average positive speech score: 0.5672568549135966

- Average negative speech score: 0.264336792452793

- Average confidence score: 0.5735661341584221

- Average hesitation score: 0.6040042642187993

- Conciseness of responses score: 0.394715019618161

- Enthusiasm level score: 0.4480499406511496

- Average speed of speech (words per second): 3.385636473178966

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% weight):**

To assess the candidate's emotional engagement, we consider the following factors from the Emotion Data:

* **Top Three Emotions**: The presence of neutral and fear might indicate a lack of confidence or nervousness, but the happiness shown suggests moments of genuine engagement.
* **Eye Contact**: 45.0% eye contact is below average, indicating that the candidate may not be fully engaging with the audience, which could affect the perception of their confidence and sincerity.
* **Blinking**: 7 blinks during the video seems reasonable and doesn’t indicate anxiety.
* **Eye Offset Angle**: An average angle of 30.14 degrees shows that the candidate may not have been fully aligned with the camera, which can detract from engagement.

Based on these observations, the Emotion Score can be estimated as follows:

* Neutral (low engagement): 2/5
* Fear (low confidence): 2/5
* Happy (positive engagement): 4/5

Given the emotional factors, the overall Emotion Score can be calculated as:

Emotion Score=(2+2+4)3=83≈2.67(on a scale of 5)\text{Emotion Score} = \frac{(2 + 2 + 4)}{3} = \frac{8}{3} \approx 2.67 \quad \text{(on a scale of 5)}Emotion Score=3(2+2+4)​=38​≈2.67(on a scale of 5)

**Weighted Emotion Score**:

Weighted Emotion Score=2.67×0.4≈1.07\text{Weighted Emotion Score} = 2.67 \times 0.4 \approx 1.07Weighted Emotion Score=2.67×0.4≈1.07

**2. Text Score (60% weight):**

Analyzing the Text Data, we can evaluate the candidate's speech content, delivery, and style:

* **Content**: The candidate provides a clear narrative of their background, education, and experiences. Mentioning involvement in student council, national service, and various internships showcases well-roundedness and a commitment to personal development.
* **Positive Speech Score**: 0.57 indicates a generally positive tone, while the negative speech score of 0.26 suggests minimal negativity.
* **Confidence Score**: 0.57 reflects a moderate level of confidence in speech.
* **Hesitation Score**: At 0.60, it indicates some uncertainty but not excessively so.
* **Conciseness Score**: A score of 0.39 suggests that the candidate may tend to ramble, which can detract from clarity.
* **Enthusiasm Level**: A score of 0.45 indicates moderate enthusiasm, which could be improved.
* **Average Speed of Speech**: 3.39 words per second is reasonable for clear communication.

Given these factors, we can derive a Text Score using the average of key indicators:

Text Score=(0.567+0.264+0.573+(1−0.604)+(1−0.394)+(0.448))6=(0.567+0.264+0.573+0.396+0.606+0.448)6≈0.492\text{Text Score} = \frac{(0.567 + 0.264 + 0.573 + (1 - 0.604) + (1 - 0.394) + (0.448))}{6} = \frac{(0.567 + 0.264 + 0.573 + 0.396 + 0.606 + 0.448)}{6} \approx 0.492Text Score=6(0.567+0.264+0.573+(1−0.604)+(1−0.394)+(0.448))​=6(0.567+0.264+0.573+0.396+0.606+0.448)​≈0.492

**Weighted Text Score**:

Weighted Text Score=0.492×0.6≈0.295\text{Weighted Text Score} = 0.492 \times 0.6 \approx 0.295Weighted Text Score=0.492×0.6≈0.295

**3. Combined Weighted Score:**

Combined Weighted Score=Weighted Emotion Score+Weighted Text Score=1.07+0.295≈1.365\text{Combined Weighted Score} = \text{Weighted Emotion Score} + \text{Weighted Text Score} = 1.07 + 0.295 \approx 1.365Combined Weighted Score=Weighted Emotion Score+Weighted Text Score=1.07+0.295≈1.365

**Recommendation:**

**Final Decision**: Based on the scores calculated, the overall assessment is as follows:

* **Emotion Score**: 1.07
* **Text Score**: 0.295
* **Combined Weighted Score**: 1.365 (on a scale of 5)

While the candidate demonstrates a solid educational background and relevant experiences, the low emotional engagement and moderate delivery in their presentation suggest areas for improvement. The combination of lower eye contact, some anxiety indicators, and average enthusiasm levels indicates that they may not yet fully engage or command an audience effectively.

**Recommendation**: **Do not hire** at this time. The candidate would benefit from further development in presentation skills and emotional engagement, which are crucial for success in roles that require strong interpersonal communication and confidence.

## Candidate 4

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: neutral, fear, happy

- Percentage of time the candidate maintained eye contact with the camera: 45.0%

- Number of times the candidate blinked during the video: 7

- Average eye offset angle from the screen (degrees): 30.137213000000003

\*\*Text Data:\*\*

- Transcript of the video: My name is Michael Guzman and I am 21 years old. Hailing from a small family in Varanasi, I had been there most of my life, but MBA has given me the experience of living alone for the first time, which has been quite tough and challenging for me. I completed my school being one of the top students of my batch and also being a part of the school student council as the activity head of the school. Later on, I gave the undergraduate entrance exam of BHU securing a rank in the top 1.2% and pursued to become honours from Varanasi University, but unfortunately, due to COVID-19, most of my college life was spent online. During my very day days when I had the opportunity to put my foot in the college, I volunteered as a member of the National Service Team, working towards the welfare of the society through small yet powerful steps. During lockdown, I helped in spreading awareness regarding COVID-19 being a part of an event organising committee of my college. I had an internship in a small steel manufacturing firm related to steel furniture in Varanasi as a sales associate to get some practical experience. I also interned in an accounting firm to gain knowledge and learn about the practical applications of accounting in the real world. Apart from my academics, I love to confidently say that I am an excellent guitar player and learned the art of fingerstyle guitar, which at the time was not popular at my place and hence I had to learn from various sources online myself. I also run a small YouTube channel devoted to my passion for music and that is where I upload my own arrangements as well as covers along with tutorials. I have found that the role offered by your company has sparked interest in me as I believe it would be a challenging and rewarding experience. Moving towards the end, I would love to know if I am beside you during the next year's hours. Thank you!

- Average positive speech score: 0.5672568549135966

- Average negative speech score: 0.264336792452793

- Average confidence score: 0.5735661341584221

- Average hesitation score: 0.6040042642187993

- Conciseness of responses score: 0.394715019618161

- Enthusiasm level score: 0.4480499406511496

- Average speed of speech (words per second): 3.385636473178966

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% weight)**

To evaluate the emotion score, we consider the emotional engagement displayed in the video:

* **Top Emotions:** Neutral (dominant), fear, and angry suggest a lack of enthusiasm or confidence during parts of the presentation.
* **Eye Contact:** 78.79% eye contact is relatively high and indicates engagement with the audience, which is positive.
* **Blinking:** 21 blinks may suggest a level of nervousness, especially if they were concentrated at certain points in the video.
* **Eye Offset Angle:** An average of 12.49 degrees is within a reasonable range, indicating that the candidate was looking towards the camera most of the time.

**Emotion Score Calculation:**

* Considering emotional engagement is slightly low due to the presence of fear and anger, despite good eye contact:
  + Eye Contact (30% weight): 78.79 → 0.7879 \* 0.3 = 0.23637
  + Neutral Emotion (20% weight): Since neutral is dominant, this can be weighted positively: 1.0 \* 0.2 = 0.2
  + Negative Emotions (50% weight): Since fear and anger are present, we'll assign a penalty: -0.25 \* 0.5 = -0.125

**Total Emotion Score:** Total=0.23637+0.2−0.125=0.31137\text{Total} = 0.23637 + 0.2 - 0.125 = 0.31137Total=0.23637+0.2−0.125=0.31137

**Emotion Score: 0.3114 (31.14%)**

**2. Text Score (60% weight)**

The text score evaluates the quality of the content presented, along with delivery metrics:

* **Content:** The transcript demonstrates relevant qualifications (engineering graduate, internship experience, courses in data science), indicating a solid academic and practical foundation.
* **Confidence Score:** At 0.6217, this is above average but could be improved.
* **Enthusiasm Level:** At 0.4406, it suggests a lack of energy or passion, which may not resonate well in a competitive environment.
* **Conciseness of Responses:** The score of 0.4035 indicates room for improvement in being succinct.
* **Average Positive Speech Score:** 0.6557 is reasonably good and suggests the candidate maintained a generally positive tone.

**Text Score Calculation:**

* Average Positive Speech (25% weight): 0.6557 \* 0.25 = 0.163925
* Average Confidence Score (25% weight): 0.6217 \* 0.25 = 0.155425
* Average Enthusiasm Level (20% weight): 0.4406 \* 0.2 = 0.08812
* Conciseness of Responses (15% weight): 0.4035 \* 0.15 = 0.060525
* Negative Speech Score (15% weight, penalizing): -0.1691 \* 0.15 = -0.025365

**Total Text Score:** Total=0.163925+0.155425+0.08812+0.060525−0.025365=0.44263\text{Total} = 0.163925 + 0.155425 + 0.08812 + 0.060525 - 0.025365 = 0.44263Total=0.163925+0.155425+0.08812+0.060525−0.025365=0.44263

**Text Score: 0.4426 (44.26%)**

**3. Combined Weighted Score**

Now, we combine the scores with their respective weights:

**Combined Score Calculation:**

Combined Score=(0.3114×0.4)+(0.4426×0.6)\text{Combined Score} = (0.3114 \times 0.4) + (0.4426 \times 0.6) Combined Score=(0.3114×0.4)+(0.4426×0.6) =0.12456+0.26556=0.39012= 0.12456 + 0.26556 = 0.39012 =0.12456+0.26556=0.39012

**Combined Weighted Score: 0.3901 (39.01%)**

**Recommendation**

**Final Decision: Not Recommended**

**Reasoning:**

* The candidate's overall score of 39.01% indicates a need for improvement, especially in emotional engagement and enthusiasm levels.
* While the academic background and experiences are solid, the emotional engagement and communication style do not convey the passion and dynamism often desired in roles, especially those that may involve teamwork and stakeholder interaction.
* Improvement in enthusiasm and a more engaging delivery could significantly enhance future candidacies.

## Candidate 5

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: neutral, angry, sad

- Percentage of time the candidate maintained eye contact with the camera: 100.0%

- Number of times the candidate blinked during the video: 1

- Average eye offset angle from the screen (degrees): -15.802625

\*\*Text Data:\*\*

- Transcript of the video: Hello, I'm Sakshi. I come from Mumbai. I did my undergraduation in mass media with specialization in advertising. I have completed two certification courses. One was entrepreneurship course by Turnip and second one was foundations of management by Google. Apart from that, when I'm not busy doing college group projects and assignments, I keep myself busy doing various things like drawing, painting, singing, writing movie reviews on my personal movie review account on Instagram. I also recently won an international art competition hosted by the largest science channel on YouTube called Krezkazad. They have over 19 million followers and it is one of my biggest proudest achievements. Because I would like to spread awareness about mental health issues and neurodevelopmental disorders, I have an idea to share with you all. The idea goes as we get the AI to analyze what works and what doesn't work for students with neurodevelopmental disorders like ADHD and then coming up with a program or strategy or a plan to help these students out through specialized programs with maybe teachers who have a certain teaching style that just works well for kids like these and or activities that help them stay focused or concentrate better. That's it. Thank you.

- Average positive speech score: 0.6305727349484668

- Average negative speech score: 0.18701292831888972

- Average confidence score: 0.5900939799406949

- Average hesitation score: 0.4614878597066683

- Conciseness of responses score: 0.4136444577837692

- Enthusiasm level score: 0.3781099378076546

- Average speed of speech (words per second): 2.8173408196402616

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% weight)**

To evaluate the emotion score, we consider the emotional engagement displayed in the video:

* **Top Emotions:** Neutral, angry, and sad suggest mixed emotional engagement, with potential concerns over the negative emotions shown.
* **Eye Contact:** 100% eye contact indicates strong engagement with the audience, which is a very positive sign.
* **Blinking:** Only 1 blink throughout the video suggests confidence and focus.
* **Eye Offset Angle:** An average angle of -15.80 degrees could imply that the candidate was looking slightly away from the camera, potentially indicating distraction or discomfort.

**Emotion Score Calculation:**

* Eye Contact (40% weight): 100% eye contact is excellent, so this contributes positively: 1.0 \* 0.4 = 0.4
* Neutral Emotion (20% weight): Dominant neutral emotion suggests stability, but the presence of anger and sadness lowers the overall positivity. Weighted positively: 0.5 \* 0.2 = 0.1
* Negative Emotions (40% weight): The combination of anger and sadness will incur a penalty: -0.25 \* 0.4 = -0.1

**Total Emotion Score:** Total=0.4+0.1−0.1=0.4\text{Total} = 0.4 + 0.1 - 0.1 = 0.4Total=0.4+0.1−0.1=0.4

**Emotion Score: 0.4 (40%)**

**2. Text Score (60% weight)**

The text score evaluates the quality of the content presented, along with delivery metrics:

* **Content:** The transcript highlights relevant educational background (mass media with a specialization in advertising) and practical experience (certification courses, winning an art competition), indicating creativity and initiative.
* **Confidence Score:** At 0.5901, this is average and could be improved.
* **Enthusiasm Level:** At 0.3781, this score indicates a lack of energy or excitement, which might affect audience engagement.
* **Conciseness of Responses:** The score of 0.4136 suggests that responses may be somewhat lengthy and could benefit from more clarity.
* **Average Positive Speech Score:** 0.6306 is relatively strong, indicating a generally positive tone.

**Text Score Calculation:**

* Average Positive Speech (25% weight): 0.6306 \* 0.25 = 0.15765
* Average Confidence Score (25% weight): 0.5901 \* 0.25 = 0.147525
* Average Enthusiasm Level (20% weight): 0.3781 \* 0.2 = 0.07562
* Conciseness of Responses (15% weight): 0.4136 \* 0.15 = 0.06204
* Negative Speech Score (15% weight, penalizing): -0.1870 \* 0.15 = -0.02805

**Total Text Score:** Total=0.15765+0.147525+0.07562+0.06204−0.02805=0.414785\text{Total} = 0.15765 + 0.147525 + 0.07562 + 0.06204 - 0.02805 = 0.414785Total=0.15765+0.147525+0.07562+0.06204−0.02805=0.414785

**Text Score: 0.4148 (41.48%)**

**3. Combined Weighted Score**

Now, we combine the scores with their respective weights:

**Combined Score Calculation:**

Combined Score=(0.4×0.4)+(0.4148×0.6)\text{Combined Score} = (0.4 \times 0.4) + (0.4148 \times 0.6) Combined Score=(0.4×0.4)+(0.4148×0.6) =0.16+0.24888=0.40888= 0.16 + 0.24888 = 0.40888 =0.16+0.24888=0.40888

**Combined Weighted Score: 0.4089 (40.89%)**

**Recommendation**

**Final Decision: Not Recommended**

**Reasoning:**

* The candidate's overall score of 40.89% indicates a fair performance, but the presence of anger and sadness in emotional engagement raises concerns about their interpersonal skills and adaptability in a workplace setting.
* Although the candidate demonstrates solid educational qualifications and relevant experiences, the low enthusiasm level and negative emotional cues may hinder effective communication and collaboration in a team environment.
* Improvement in emotional engagement and communication style could enhance their candidacy in future applications.

## Candidate 6

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: neutral, happy, sad

- Percentage of time the candidate maintained eye contact with the camera: 100.0%

- Number of times the candidate blinked during the video: 0

- Average eye offset angle from the screen (degrees): -1.7071928571428572

\*\*Text Data:\*\*

- Transcript of the video: Hi, my name is Nathan Lewis. I'm a first year MBA analytics student from IIM Kashipur. From having a consulting experience at Deloitte for three years after graduating in engineering, I paved my way to an MBA analytics degree to quench my thirst for exploration into an amalgamation of a world of analytics strategy and planning. During my time in Deloitte, I worked on end-to-end validation processes for softwares for pharmaceutical clients. Also, my ongoing post-graduation in MBA analytics has taken me closer to the field of analytics in business. To fuel my constant need to take responsibilities, I am a member of the media and public relations committee of our college. It lets me be a part of the team who plans to create and apply for a promotion and PR strategies for the college. I also handle the social media pages of the college. I have been a content writer and editor for college related activities since graduation. I love interacting with people and understanding them. The fact that IIM beside you has a positive attitude towards mental health issues is really an amazing thing. The company's very idea of trying to understand real emotions, my increasing affinity towards analytics, my experience in strategizing as a consultant and my love for learning are the reasons why I want to join this internship. Thank you!

- Average positive speech score: 0.7111822979317771

- Average negative speech score: 0.13899151585064823

- Average confidence score: 0.6797547514239947

- Average hesitation score: 0.49025227289853823

- Conciseness of responses score: 0.36779167668686974

- Enthusiasm level score: 0.48143330671721035

- Average speed of speech (words per second): 2.583163463330654

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% weight)**

The emotion data reflects a strong emotional engagement:

* **Top Emotions**: The candidate primarily exhibited neutral, happy, and sad emotions. The balance of happy and neutral suggests a generally positive demeanor.
* **Eye Contact**: Maintaining 100% eye contact indicates confidence and engagement with the audience, which is crucial in communication.
* **Blinking**: The candidate did not blink throughout the video, which could be interpreted as a sign of focus and confidence, although excessive lack of blinking may also be viewed as unnatural.
* **Average Eye Offset Angle**: A value of -1.7 degrees suggests a slight inclination towards the screen, indicating engagement.

Given these factors, I would assign an **Emotion Score** of **8.5/10**. The candidate's emotional presentation is strong, but the lack of blinking may slightly detract from the perception of natural engagement.

**2. Text Score (60% weight)**

Assessing the transcript and associated scores:

* **Transcript Content**: The candidate clearly articulates their background, educational journey, and motivation for the internship. They effectively connect their past experiences with their future aspirations in analytics, demonstrating both relevance and passion.
* **Positive Speech Score (0.71)**: This is a strong indicator of positivity in their message.
* **Negative Speech Score (0.14)**: A low negative score supports the positive perception.
* **Confidence Score (0.68)**: This indicates a good level of confidence in their delivery.
* **Hesitation Score (0.49)**: Moderate hesitation can suggest a need for improvement in fluidity.
* **Conciseness Score (0.37)**: This indicates that the candidate might provide slightly longer responses, which could be streamlined for better clarity.
* **Enthusiasm Score (0.48)**: Moderate enthusiasm; this could be improved to show greater engagement.
* **Average Speed of Speech (2.58 words/sec)**: This is within a reasonable range for effective communication but could be increased slightly for engagement.

Considering these factors, I would assign a **Text Score** of **7.5/10**. The candidate’s content and delivery are strong, but there are areas such as conciseness and enthusiasm that could be enhanced.

**3. Combined Weighted Score**

To calculate the combined weighted score:

* **Emotion Score**: 8.5 (40% weight) → 8.5 \* 0.4 = 3.4
* **Text Score**: 7.5 (60% weight) → 7.5 \* 0.6 = 4.5

**Combined Weighted Score** = 3.4 + 4.5 = **7.9/10**.

**Recommendation**

**Would I hire the candidate? Yes.**

**Reasons:**

* The candidate demonstrates strong emotional engagement through excellent eye contact and a generally positive demeanor.
* Their background in consulting, combined with a solid academic foundation in analytics, aligns well with the internship's requirements.
* The clear articulation of their motivation and relevant experiences indicates a strong fit for the role.
* Although there are areas for improvement, particularly in enthusiasm and conciseness, the overall scores suggest a capable candidate who shows promise in their potential contributions to the team.

Therefore, I recommend moving forward with this candidate.

## Candidate 7

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: fear, sad, neutral

- Percentage of time the candidate maintained eye contact with the camera: 78.16091954022988%

- Number of times the candidate blinked during the video: 19

- Average eye offset angle from the screen (degrees): 9.45655172413793

\*\*Text Data:\*\*

- Transcript of the video: Hello, I am Joseph Nichols. I belong to the heritage city of Varanasi. I have done my undergraduation in earth science from Banaras Hindu University. And post that I have worked with the single largest government owned reinsurer in the country called General Insurance Corporation of India in their retrocession and reinsurance underwriting departments. My thorough understanding of the Indian markets and analytical skills acquired due to working in such a diverse and rich field such as reinsurance, along with my verbal and written communication skills are the attributes which I feel make me the right fit for this job. As a person I believe in the thought that you cannot find newer oceans until you lose sight of the shore. This thought is something that pushes me each day towards having newer experiences. While reading about your company and beside you, I understood that you guys want to create a society where children can live their lives as they are and realize the uniqueness of each person through artificial intelligence. This idea really resonated with me and I do wish to be a part of this awakening. Thank you so much.

- Average positive speech score: 0.7173539033302894

- Average negative speech score: 0.14023231206318504

- Average confidence score: 0.7037138847204355

- Average hesitation score: 0.45706970875079816

- Conciseness of responses score: 0.39857050661857313

- Enthusiasm level score: 0.463939521748286

- Average speed of speech (words per second): 2.2848971482729263

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

o evaluate the candidate based on the provided data, we can break down the scoring into three sections: Emotion Score, Text Score, and Combined Weighted Score.

**1. Emotion Score (40% weight)**

To calculate the Emotion Score, we can consider the following aspects:

* **Top Emotions Exhibited**: The candidate exhibited fear, sadness, and neutrality, which may indicate a lack of confidence or engagement. This could be a concern, especially in roles that require assertiveness and positivity.
* **Eye Contact Percentage**: 78.16% eye contact is generally a good sign of engagement and connection with the audience. This shows the candidate is attentive and trying to connect with the viewer.
* **Number of Blinks**: Blinking 19 times during the video is within a normal range, suggesting that the candidate was not overly anxious.
* **Average Eye Offset Angle**: An average eye offset angle of 9.46 degrees indicates that the candidate was reasonably focused on the camera, although there might be slight deviations.

Based on this analysis:

* The positive aspects (eye contact and normal blinking) are somewhat offset by the negative emotions (fear and sadness).
* Assigning a score: Considering the good eye contact but the presence of fear and sadness, I would rate the **Emotion Score** as **65** out of 100.

**2. Text Score (60% weight)**

The Text Score will focus on the candidate’s speech content, delivery, and style, emphasizing the transcript data and speech metrics:

* **Content Analysis**: The candidate clearly articulates their background in earth science and experience in reinsurance, demonstrating relevant skills. The mention of analytical skills and understanding of the market is a plus.
* **Positive Speech Score**: 0.717 suggests a largely positive tone, which is favorable.
* **Negative Speech Score**: 0.140 indicates low negativity, which is also good.
* **Confidence Score**: 0.703 indicates that the candidate is reasonably confident, which is beneficial for engagement.
* **Hesitation Score**: A score of 0.457 indicates some hesitation, which may suggest uncertainty.
* **Conciseness Score**: A score of 0.398 indicates that the responses may not be very concise, possibly detracting from clarity.
* **Enthusiasm Level**: 0.463 suggests a moderate level of enthusiasm, which could be improved.
* **Speech Speed**: 2.28 words per second is a reasonable pace, suggesting clarity in communication.

Taking all these factors into account, the candidate's content is strong, but the delivery could be more concise and enthusiastic. Thus, I would rate the **Text Score** as **75** out of 100.

**3. Combined Weighted Score**

Using the scores and their respective weights:

Combined Weighted Score=(Emotion Score×0.4)+(Text Score×0.6)\text{Combined Weighted Score} = (\text{Emotion Score} \times 0.4) + (\text{Text Score} \times 0.6)Combined Weighted Score=(Emotion Score×0.4)+(Text Score×0.6) Combined Weighted Score=(65×0.4)+(75×0.6)=26+45=71\text{Combined Weighted Score} = (65 \times 0.4) + (75 \times 0.6) = 26 + 45 = 71Combined Weighted Score=(65×0.4)+(75×0.6)=26+45=71

**Final Decision**

Based on the combined weighted score of **71**, I would **recommend hiring the candidate**, albeit with some reservations.

**Reasons**:

* The candidate demonstrates a solid understanding of the field and relevant experience, which is crucial for the role.
* The positive aspects of their communication (eye contact, positive speech score, and confidence) outweigh the negatives in emotional engagement.
* There is potential for growth in their delivery and enthusiasm, which could be developed further with training.

Overall, the candidate's strengths in content and reasonable emotional engagement make them a suitable fit for the role.

## Candidate 8

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: neutral, fear, angry

- Percentage of time the candidate maintained eye contact with the camera: 94.6236559139785%

- Number of times the candidate blinked during the video: 3

- Average eye offset angle from the screen (degrees): 6.5646397849462375

\*\*Text Data:\*\*

- Transcript of the video: Hi, hope you're doing well. I'm Srivats Biyani. I am a PGP finance student at IIM Co-Ecode. Now before joining IIM Co-Ecode, what all have I done? I am a chartered accountant and I've also cleared CFA level 1. I interned with PWC for more than three years, did my article shift basically from there and I worked in the statutory audit department. After clearing CA, I worked with ITC limited in the internal audit department for almost 14 months after which I joined IIM Co-Ecode for the MBA program. Now a little bit about my skills etc. So I am a very analytical person. I love playing with numbers, you know, data sets, apply all sorts of statistical tools, try and understand whatever possible outcomes or interpretations are there from those numbers. I just love the idea about getting into the edtech space. Education is something which I believe is the base or the source or basically just the crux of any economy of the whole, not only the nation, of the whole world. If everyone is educated, I think the whole problem, I think the major problem will be solved. So this is the reason I am very fascinated about the idea that your company is providing and I wish I will be able to expand the successful model that you've built in Japan and bring that to India as well. So that is what I will aim to do if I am given an opportunity to work with you. Thank you.

- Average positive speech score: 0.6054021334275603

- Average negative speech score: 0.19229178945533926

- Average confidence score: 0.5550108067691326

- Average hesitation score: 0.5076223281212151

- Conciseness of responses score: 0.3520109415985644

- Enthusiasm level score: 0.4373992783948779

- Average speed of speech (words per second): 2.9029526215428083

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

To evaluate the candidate, I will assess the Emotion Score, Text Score, and Combined Weighted Score based on the data provided.

**1. Emotion Score (40% weight)**

The candidate exhibited a mixture of emotions during the video:

* **Top Emotions**: Neutral, Fear, Angry
* **Eye Contact**: 94.62% (high engagement)
* **Blinking**: 3 times (indicates calmness and confidence)
* **Average Eye Offset Angle**: 6.56 degrees (minimal distraction from the camera)

**Evaluation**:

* The high percentage of eye contact suggests strong engagement, which is critical in an interview setting.
* The emotions displayed (neutral, fear, and angry) may indicate some anxiety or discomfort, but the predominant neutral expression suggests that the candidate managed to remain composed.
* The low number of blinks reinforces the impression of confidence and focus.

**Emotion Score Calculation**:

* Given the emphasis on positive engagement, the score can be calculated as follows:
  + Eye contact: 80% (High engagement)
  + Emotion Stability (considering emotions): 60% (due to the presence of fear and anger)

Combining these elements gives an Emotion Score of:

Emotion Score=80+602=70%\text{Emotion Score} = \frac{80 + 60}{2} = 70\% Emotion Score=280+60​=70%

**2. Text Score (60% weight)**

The candidate's transcript reflects various strengths:

* Strong background in finance (Chartered Accountant, CFA Level 1).
* Relevant internship and work experience (3 years at PWC, 14 months at ITC).
* Analytical skills and enthusiasm for education and data analysis.
* Some weaknesses in conciseness and enthusiasm.

**Key Scores**:

* Positive Speech Score: 60.54% (indicates generally positive tone)
* Negative Speech Score: 19.23% (low negativity)
* Confidence Score: 55.50% (average)
* Hesitation Score: 50.76% (average)
* Conciseness Score: 35.20% (below average)
* Enthusiasm Level: 43.74% (below average)
* Speed of Speech: 2.90 w/s (acceptable)

**Text Score Calculation**: To create the Text Score, I will focus on the average of the positive and negative scores along with key aspects like confidence, conciseness, and enthusiasm:

Text Score=(0.6054+(1−0.1923)+0.5550+(1−0.5076)+0.3520+0.4374)6\text{Text Score} = \frac{(0.6054 + (1 - 0.1923) + 0.5550 + (1 - 0.5076) + 0.3520 + 0.4374)}{6}Text Score=6(0.6054+(1−0.1923)+0.5550+(1−0.5076)+0.3520+0.4374)​ Text Score≈(0.6054+0.8077+0.5550+0.4924+0.3520+0.4374)6≈2.8976≈0.4828 or 48.28%\text{Text Score} \approx \frac{(0.6054 + 0.8077 + 0.5550 + 0.4924 + 0.3520 + 0.4374)}{6} \approx \frac{2.897}{6} \approx 0.4828 \text{ or } 48.28\%Text Score≈6(0.6054+0.8077+0.5550+0.4924+0.3520+0.4374)​≈62.897​≈0.4828 or 48.28%

Weighting this score:

Weighted Text Score=0.4828×100=48.28%\text{Weighted Text Score} = 0.4828 \times 100 = 48.28\% Weighted Text Score=0.4828×100=48.28%

**3. Combined Weighted Score**

Combining the Emotion and Text scores using the specified weights:

Combined Weighted Score=(0.4×Emotion Score)+(0.6×Text Score)\text{Combined Weighted Score} = (0.4 \times \text{Emotion Score}) + (0.6 \times \text{Text Score}) Combined Weighted Score=(0.4×Emotion Score)+(0.6×Text Score) =(0.4×70)+(0.6×48.28)= (0.4 \times 70) + (0.6 \times 48.28) =(0.4×70)+(0.6×48.28) =28+28.968=56.968 or approximately 57%= 28 + 28.968 = 56.968 \text{ or approximately } 57\%=28+28.968=56.968 or approximately 57%

**Final Recommendation**

Based on the scores:

* **Emotion Score**: 70%
* **Text Score**: 48.28%
* **Combined Weighted Score**: 57%

**Decision**: I would **not recommend hiring** the candidate. While the candidate demonstrates strong emotional engagement and a solid foundation in finance, their lower text score indicates weaknesses in articulation and conciseness, along with a lack of enthusiasm. The combined score of 57% falls below a satisfactory threshold for hiring, suggesting that while they have potential, further development in communication skills would be essential before considering them for a position.

## Candidate 9

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: neutral, fear, happy

- Percentage of time the candidate maintained eye contact with the camera: 96.51162790697676%

- Number of times the candidate blinked during the video: 2

- Average eye offset angle from the screen (degrees): 8.58628953488372

\*\*Text Data:\*\*

- Transcript of the video: Hello, myself is Alexander Smith. I am a first year MBA student here at IIM Lucknow. I come from a suburban part of India. I did my B.Tech in Agriculture Engineering, my M.Tech in Food Process Engineering. During my M.Tech I co-founded an Agritech startup. I ran it for 10 months and generated around 1,000 surplus revenue. Lastly, I was working in an Agritech farm. I was leading a project on the application of remote sensing IoT and artificial intelligence in the field of agriculture and allied sectors. I am passionate about entrepreneurship and I am always interested in working in new challenging areas, mainly in the business development and strategy domain. As I am besides you, concentrated on the fact that the online communication is turning like a black box lately and understanding those facial expressions behind the camera is getting harder and harder day by day. So, having a deep learning algorithm that can analyze the facial expressions and provide a result that is more than 95% accurate will definitely help the civil society for a better human resource development and to maintain a better mental health graph. As we know that the coming age is going to be the age of artificial intelligence and to be a part of such a noble cause where the artificial intelligence is the backbone will definitely motivate someone like me who is always interested in working in the challenging areas, mainly where the artificial intelligence is the backbone for the development of the society. Thank you.

- Average positive speech score: 0.6173526421189308

- Average negative speech score: 0.22394872048041886

- Average confidence score: 0.5918420598738723

- Average hesitation score: 0.5387317020859983

- Conciseness of responses score: 0.3818086412631803

- Enthusiasm level score: 0.5051519371983078

- Average speed of speech (words per second): 3.3299382716049384

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% Weight)**

Based on the emotion data:

* **Top Emotions**: The candidate displayed a mixture of neutral, fear, and happiness. While happiness is positive, the presence of fear may indicate nervousness. However, the high eye contact percentage (96.51%) reflects strong engagement, suggesting confidence in delivery. The minimal number of blinks (2) and a low average eye offset angle (8.59 degrees) indicate focus and a calm demeanor.

**Emotion Score Calculation**:

* Eye contact (high engagement): 40%
* Minimal blinks (calmness): 30%
* Low eye offset angle (focus): 30%

**Total Emotion Score**: 0.4×1+0.3×1+0.3×0.8=0.4+0.3+0.24=0.940.4 \times 1 + 0.3 \times 1 + 0.3 \times 0.8 = 0.4 + 0.3 + 0.24 = 0.940.4×1+0.3×1+0.3×0.8=0.4+0.3+0.24=0.94 **Normalized**: 0.94×100=940.94 \times 100 = 940.94×100=94 (on a scale of 100)

**2. Text Score (60% Weight)**

Evaluation of the text data reveals:

* The candidate has a solid educational background and entrepreneurial experience, showcasing initiative and leadership.
* The speech is clear, with a positive average speech score (0.617), low negative speech score (0.224), and good confidence (0.592), indicating a well-prepared presentation.
* However, the conciseness score (0.382) suggests that the responses could be more direct, and the enthusiasm score (0.505) indicates moderate engagement.
* The average speed of speech (3.33 words per second) is within an acceptable range, maintaining listener interest.

**Text Score Calculation**:

* Positive speech (0.617): 35%
* Negative speech (0.224, lower is better): 30%
* Confidence (0.592): 25%
* Conciseness (0.382): 10%

**Total Text Score**: 0.35+0.3+0.25+0.1=1.000.35 + 0.3 + 0.25 + 0.1 = 1.000.35+0.3+0.25+0.1=1.00 **Normalized**: 1.00×100=1001.00 \times 100 = 1001.00×100=100

**3. Combined Weighted Score**

Using the scores:

* **Emotion Score**: 94 (weighted at 40%)
* **Text Score**: 100 (weighted at 60%)

**Combined Weighted Score Calculation**: Combined Score=(0.4×94)+(0.6×100)\text{Combined Score} = (0.4 \times 94) + (0.6 \times 100)Combined Score=(0.4×94)+(0.6×100) =37.6+60=97.6= 37.6 + 60 = 97.6=37.6+60=97.6

**Final Recommendation**

**Final Score**: 97.6/100

**Recommendation**: **Hire the Candidate**

* The candidate demonstrates high emotional engagement and a solid grasp of their subject matter, indicating both confidence and preparation.
* Their strong entrepreneurial experience and interest in AI applications align well with the demands of modern business environments.
* The minor concerns regarding conciseness and enthusiasm are outweighed by the overall strength of their scores, particularly in the text evaluation. This candidate shows potential to contribute positively to the team and adapt to challenges effectively.

## Candidate 10

### Prompt

As an HR hiring manager, you are evaluating a candidate based on data extracted from their introductory video. Your task is to provide

three scores: an emotion score, a text score, and a combined weighted score. However, you should give a higher weight to the text data (60%)

compared to the emotion data (40%) for the final evaluation. Based on these scores, you will decide whether to recommend hiring the candidate or not,

supported by reasoning from the provided data.

Below is the candidate's data:

\*\*Emotion Data:\*\*

- Top three emotions exhibited throughout the video: fear, sad, neutral

- Percentage of time the candidate maintained eye contact with the camera: 73.33333333333333%

- Number of times the candidate blinked during the video: 15

- Average eye offset angle from the screen (degrees): 11.49859

\*\*Text Data:\*\*

- Transcript of the video: My name is Michael Ramos, I am from Patna, Bihar. I have done my schooling in Commerce and then I went up to do my graduation in B.Com Honours. I have interned as an Accounting Associate as well as a Tax Associate wherein I got the chance to apply all the knowledge that I had learned in my B.Com to apply them in real life scenario. Apart from Academics, I have been involved in a lot of extracurricular activities. I was the captain of the students committee in my final school year and was also awarded the Best Student Award at the end of the year. When I went up to college, I was the class representative which again is the part of the students committee. Apart from that, I have been a part of Bad Scouts and Guide for more than 5 years where I have completed several treks and was part of a lot of activities that were based for social needs and for social cause. In my free time, I like to read both fiction and non-fiction based on if I am feeling creative that day or if I want to gain some info. The short term goal for me is to find a job where I can apply the skill set and the knowledge that I have gained so far and build new skills alongside. Whereas in the long term, I look for a role wherein I will be able to create value. I look for bigger targets so that I can test myself. I need to figure myself during the preliminary years so that when the superior targets are put, I am able to come up with the best outcomes.

- Average positive speech score: 0.5892669001922888

- Average negative speech score: 0.22094799068701618

- Average confidence score: 0.6198522983228459

- Average hesitation score: 0.5206366580198792

- Conciseness of responses score: 0.3856552571934812

- Enthusiasm level score: 0.32550737656214657

- Average speed of speech (words per second): 3.2485176794320747

Your response should include:

1. \*\*Emotion Score\*\* (40% weight): An evaluation of the candidate’s emotional engagement based on the above data.

2. \*\*Text Score\*\* (60% weight): An assessment of the candidate’s speech content, delivery, and style, with a stronger emphasis on the transcript data.

3. \*\*Combined Weighted Score\*\*: A final score that combines emotion and text evaluations, with the text score weighted more heavily (60%).

Finally, \*\*state whether you would hire the candidate or not\*\*, giving clear reasons based on the scores and data provided.

\*\*Do not answer with "I don't know" or "Here is the unified response."\*\*

### Output

**1. Emotion Score (40% Weight)**

To evaluate the candidate's emotional engagement, we consider the key metrics:

* **Top Emotions**: The candidate exhibited fear, sadness, and neutrality. The presence of fear and sadness might indicate discomfort or lack of confidence, which is a concern for engagement. Neutrality suggests a lack of strong emotion, which could imply a flat delivery.
* **Eye Contact**: The candidate maintained eye contact 73.33% of the time, which is a positive indicator of engagement. Generally, maintaining eye contact indicates confidence and interest in the audience.
* **Blinking and Eye Offset**: The candidate blinked 15 times during the video, which is normal, and had an average eye offset angle of 11.5 degrees. This data suggests a relatively stable gaze, but the fear and sadness emotions detract from overall emotional engagement.

Given this analysis, the **Emotion Score** is calculated as follows:

* Positive aspects (eye contact) contribute positively, while negative aspects (fear, sadness) detract from the score.

**Emotion Score** = 0.6 \* (Eye Contact Score) + 0.4 \* (Emotional Balance)  
Assuming an emotional balance from 0 to 1, where 0.5 represents neutrality and lower scores represent negative emotions:

* Eye Contact contributes positively (normalized to 1)
* Emotional balance (given fear and sadness) might score around 0.3.

Thus:

Emotion Score=0.6×1+0.4×0.3=0.6+0.12=0.72\text{Emotion Score} = 0.6 \times 1 + 0.4 \times 0.3 = 0.6 + 0.12 = 0.72Emotion Score=0.6×1+0.4×0.3=0.6+0.12=0.72

**Final Emotion Score** = **0.72** (on a scale of 1)

**2. Text Score (60% Weight)**

For the text evaluation, we analyze the transcript and speech metrics:

* **Transcript Analysis**: The candidate demonstrates relevant educational background (B.Com), work experience (Accounting and Tax internships), leadership (captaincy and class representative roles), and involvement in extracurricular activities (Bad Scouts and Guides). This shows a well-rounded profile.
* **Speech Metrics**:
  + **Positive Speech Score**: 0.589 indicates a generally positive tone.
  + **Negative Speech Score**: 0.221 indicates limited negativity.
  + **Confidence Score**: 0.620 shows a reasonable level of self-assurance.
  + **Hesitation Score**: 0.521 suggests some uncertainty but not excessive.
  + **Conciseness Score**: 0.386 indicates a tendency towards verbosity.
  + **Enthusiasm Level**: 0.326 is relatively low, indicating a lack of energy or excitement.
  + **Average Speed of Speech**: 3.25 words per second is a moderate pace.

Combining these scores, the candidate's strengths in content and relevant experiences outweigh the weaknesses in enthusiasm and conciseness.

**Text Score Calculation**:  
Assuming an average of the positive indicators (positive speech, confidence, etc.) weighed against the negative aspects:

Text Score=(0.589+0.619+(1−0.220))/3=(0.589+0.619+0.780)/3=0.66267≈0.66\text{Text Score} = (0.589 + 0.619 + (1 - 0.220)) / 3 = (0.589 + 0.619 + 0.780) / 3 = 0.66267 \approx 0.66Text Score=(0.589+0.619+(1−0.220))/3=(0.589+0.619+0.780)/3=0.66267≈0.66

Now applying the 60% weight:

Final Text Score=0.6×0.66=0.396\text{Final Text Score} = 0.6 \times 0.66 = 0.396Final Text Score=0.6×0.66=0.396

**3. Combined Weighted Score**

Combining the scores with their respective weights:

Combined Score=0.4×Emotion Score+0.6×Text Score\text{Combined Score} = 0.4 \times \text{Emotion Score} + 0.6 \times \text{Text Score}Combined Score=0.4×Emotion Score+0.6×Text Score Combined Score=0.4×0.72+0.6×0.66=0.288+0.396=0.684\text{Combined Score} = 0.4 \times 0.72 + 0.6 \times 0.66 = 0.288 + 0.396 = 0.684Combined Score=0.4×0.72+0.6×0.66=0.288+0.396=0.684

**Recommendation**

**Final Combined Weighted Score**: **0.684** (on a scale of 1)

**Recommendation**: **Yes, hire the candidate.**

**Reasoning**:

* The candidate presents a solid educational background and relevant work experience, showing potential for contribution in a professional setting.
* The text score indicates strong content, though the candidate should improve their enthusiasm to enhance engagement.
* While emotional engagement metrics suggest some areas for improvement, the overall performance is satisfactory, particularly in the text data, which is weighted more heavily.

The combined score of 0.684 reflects a generally positive assessment, justifying a recommendation for hiring while noting areas for future development.

# Summary

|  |  |
| --- | --- |
| Candidate 1 | Don’t Hire |
| Candidate 2 | Hire |
| Candidate 3 | Don’t Hire |
| Candidate 4 | Don’t Hire |
| Candidate 5 | Don’t Hire |
| Candidate 6 | Hire |
| Candidate 7 | Hire |
| Candidate 8 | Don’t Hire |
| Candidate 9 | Hire |
| Candidate 10 | Hire |