**1. Conversate: Supporting Reflective Learning in Interview Practice Through Interactive Simulation and Dialogic Feedback**

* **Goal**: To create an AI-driven platform that simulates interviews and provides interactive feedback.
* **Dataset/Tools**: Built using LLMs; 19 participants in user study.
* **Findings**: Users preferred dialogic feedback, found it engaging and educational. LLM was helpful but overly agreeable and emotionally flat.
* **Summary**: Conversate improves interview preparation by simulating realistic sessions and offering real-time, revisable feedback. It emphasizes user reflection and learning over passive critique.

**2. Leveraging Multimodal Behavioral Analytics for Automated Job Interview Performance Assessment and Feedback**

* **Goal**: Automatically assess interview performance using audio, video, and text.
* **Dataset/Tools**: MIT Interview Dataset; ML models (Random Forest, MLP, SVM); Feature selection methods.
* **Findings**: Random Forest outperformed others; **combining all modalities yielded best results.**
* **Summary**: Multimodal analytics can provide reliable, scalable assessments for job interviews, with potential integration in web-based coaching tools.

**3. IMBUE: Improving Interpersonal Effectiveness Through Simulation and Just-in-time Feedback with Human-Language Model Interaction**

* **Goal**: Train users in emotion regulation and communication using AI-guided simulations.
* **Dataset/Tools**: Annotated crowd-sourced dialogues; LLM with DEAR MAN framework; Tested with 86 participants.
* **Findings**: Simulation + feedback improved skill mastery and reduced anxiety; performance gains generalized to new scenarios.
* **Summary**: IMBUE is an LLM-based training system that enhances interpersonal communication and emotional coping, especially in difficult conversations.

**4. The Effect of Candidates’ and Assessors’ Culture on Nonverbal Expression and Nonverbal Judgments in the Job Interview**

* **Goal**: Investigate cultural effects on NVBs and judgments in interviews.
* **Dataset/Tools**: 692 candidates (British & Asian); OpenFace 2.0; Cultural assessment models.
* **Findings**: Cultural biases influenced NVB interpretation and ratings. British assessors were biased in favor of British candidates.
* **Summary**: Nonverbal cues are interpreted differently across cultures, introducing bias in hiring. AI tools must account for such disparities.

**5. Nonverbal Behavior of Interviewers Influences the Competence Ratings of Observers in Recruitment Interviews**

* **Goal**: Examine how interviewer NVB affects observer ratings of candidates.
* **Dataset/Tools**: 110 participants; 360° VR vs. 2D videos.
* **Findings**: Positive NVB by interviewer led to higher competence ratings. VR enhanced immersion but didn’t change evaluation results.
* **Summary**: Interviewer behavior can bias observer judgments. Training interviewers to maintain neutral NVBs is essential for fairness.

**6. The Impact of Interviewees’ Anxious Nonverbal Behavior on Interview Performance Ratings**

* **Goal**: Test if anxious NVB alone affects interview ratings.
* **Dataset/Tools**: 823 participants; scripted videos with varied NVBs.
* **Findings**: High anxiety behaviors (e.g., fidgeting) lowered performance ratings, regardless of gender or job type.
* **Summary**: Anxiety-related NVBs unjustly harm interview ratings, highlighting the need for interviewer training and fairer evaluation criteria.

**7. Observing Interviewees’ Inner Self: How Authenticity Cues in Job Interviews Relate to Interview and Job Performance**

* **Goal**: Investigate how authenticity (verbal/nonverbal) influences perceived and actual performance.
* **Dataset/Tools**: 181 mock interviews; rated by interviewers and supervisors.
* **Findings**: Authenticity predicted both interview and job performance. Verbal cues predicted job success; nonverbal cues influenced impressions.
* **Summary**: Authentic behaviors foster better ratings and real-world performance, suggesting interviews should encourage sincere self-expression.

**8. Importance of Nonverbal Communication in the Employment Interview**

* **Goal**: Analyze which NVC elements professionals consider most important in interviews.
* **Dataset/Tools**: Survey of 38 professional interviewers; mixed-method analysis.
* **Findings**: Eye contact, neat appearance, and controlled posture were key. Female interviewers valued posture and tone more.
* **Summary**: NVC significantly impacts interview outcomes. Training candidates to manage these cues can improve performance.

**9. Automated Analysis and Prediction of Job Interview Performance**

* **Goal**: Build a model to predict interview success using behavioral data.
* **Dataset/Tools**: MIT Interview Dataset; SVM regression; **Multimodal analysis** (facial, lexical, prosodic).
* **Findings**: High accuracy (r > 0.7, AUC > 0.8). Smiling, fewer fillers, and “we” usage improved scores.
* **Summary**: Automated systems can predict and improve interview outcomes using behavioral signals. Fusion of data types is most effective.

**10. AI-Powered Mock Interview Evaluator**

* **Goal**: Build a real-time mock interview evaluator for verbal and non-verbal skills.
* **Dataset/Tools**: Custom platform; NLP, emotion detection, facial recognition.
* **Findings**: 92% users improved; system gave rich feedback. Challenges include accent handling and emotional nuance.
* **Summary**: This AI tool helps users improve interview skills through real-time, multimodal feedback. Future work aims to increase personalization and accessibility.

**Multimodal Features Yield Best Results (2 and 9 )**

**Random Forest** and **Support Vector Regression (SVR)** were most effective: **(2 and 9)**

**Emotional & Nonverbal Behaviors Heavily Influence Ratings (6,7,9)**

**Culture and Interviewer Bias Play a Significant Role**

**Tools to build own dataset**

**OpenFace**

**OpenPose for non verbal**

**MediaPipe**

**Remove cultural bias**