

Treatment (TSST-G) Instructions:

The task we ask you to do is a training for job interviews. Imagine that you are invited to a job interview where you are asked to present yourself. You can freely choose for what kind of job you will be applying, however, your presentation will be held in front of a jury which consists of two persons. **Please note this is not a real job interview, and you will not be offered a job at the end of this study.** It is only intended as training.

You will get 5 minutes to prepare yourself for this fictional job interview. You are allowed to make notes during the preparation phase. However, you will not be allowed to use the notes during the fictional job interview.

During the job interview you should talk about your positive characteristics. Especially, emphasize the characteristics that differentiate you from other candidates. You can assume that the jury has your application, and is well informed about your educational level. Thus you should not talk about this.

The job interview will be recorded with a video camera. Therefore it is important to pay attention to your mimics, gestures and language. The jury is educated in observing and analyzing behavior and will take notes on your appearance. It is possible that the jury asks you questions at each point in time during the study, even when it is someone else's turn.

After presenting yourself there will be a second task, which will be explained to you in more detail after your speech. You will be called randomly, and it is possible to be called at each point in time during this task.

These two tasks will take approximately 20 minutes.

During both tasks you will be called by the number which has been assigned to you at the beginning of the experiment.

If you have any questions, please let me know.

You now have 5 minutes to prepare for the job interview training. You may take notes, but you may not use these later during the interview. Please begin.

Stop for 5 minutes.

You'll now have two minutes' time to present yourself. You will be called by your number. The whole job interview will be video-recorded for later analysis. Please pay attention to your facial expressions, gestures and language. The panel is trained in behavioural observation and will make notes about your behaviour. You may be asked questions at any time, even when it is another person's turn. After the free speech, you will be given another task, which will be explained to you in more detail later. You will always be called randomly. Do you have questions?

Control (TSST-Control) Instructions:

In this task you are asked to talk about one of your close friends. Please imagine that you tell someone you know about your best or a really close friend (not your partner). Talk about the positive characteristics of your best friend, what you like about him or her and why and how you became friends with him or her. You may also want to talk about positive experiences such as common trips, which you had with your best friend.

You will get 5 minutes to prepare the description of your best friend. After the preparation you will have 2 minutes to orally describe your friend. You will be asked to do this at the same time as the other participants are doing this. This means you will be talking at the same time as the other participants. **Please note, your description of your best friend will not be recorded, nor observed or evaluated.** Please make sure you speak audibly. However, you do not need to talk loud nor need your talking be understandable to anyone.

Someone will be sitting in the room while you do this, but this person will not evaluate your performance, she or he will only give you instructions about what to do.

After you described your friend there will be another short task. The person in the room will explain the task to you in detail. **Your performance in this task will not be evaluated as well.**

These two tasks will take about 20 minutes. If you have any questions please raise your hands.

Ok, you now have 5 minutes to prepare to tell about your best friend. At the end, this telling will be done orally at the same time as the other participants. This is not about performance, and you'll neither be observed nor graded.

Stop for 5 minutes.

We will now ask you to deliver your talk about your good friend. You'll all speak at the same time, this is not about performance or originality, and you'll neither be observed nor rated. My colleague will tell you when you should begin talking; remember you do not need to talk very loud nor fully understandable. Do you have any questions?

TSST TREATMENT CONDITION

TSST TREATMENT 1: JOB INTERVIEW

FROM HERE, THE ACTIVE STRESSOR WILL SPEAK. The researcher leaves the room.

Active and passive stressor: DO NOT SMILE, DO NOT ENGAGE IN SMALL TALK, DO NOT BE OVERLY FRIENDLY. BE STERN AND SERIOUS.

A participant will be called randomly by their number and asked to begin the talk.

Number XY: Please begin! **TIME: 0:00**

Second (passive) stressor starts the stopwatch for that participant.

First let the participant speak freely for as long as possible.

If the participants stop talking before 2 minutes are up, advise them that they still have some time:

(0) You still have time; please go on.

If the participant is speaking too fluently:

(1a) Thanks, that's of little interest to us. Please talk about to your greatest strengths.

(1b) Thanks, that's of little interest to us. Please talk about your problem-solving strengths.

(1c) Thanks, that's of little interest to us. Which weaknesses do you see in yourself?

If a participant does not know what to say before the two minutes are up you may ask some of the following questions. You do not need to ask all the questions, these question should just help the participant to start his speech. All participants should be asked different questions.

(2) Why do you consider yourself qualified for this job?

(3) Why do you think that you are more qualified than the other applicants?

(4) What do your family and your friends particularly appreciate about you?

(5) You told us that you are very good in What other special qualities do you have?

(6) You have just expressed your special qualities with regard to... What do you find special about (a) Opportunism in the job (b) ... ?

(7) You have just expressed you special qualities with regard to... . What other qualities make you the best candidate for this job?

(8) You just spoke about.... What do you think of... ?

(9) Complete the sentence: I am the best at...

- (10) Which leadership qualities do you possess?
- (11) What are your career goals?
- (12) What do you think of teamwork?
- (13) Are you vain?
- (14) What do you think of job interviews?
- (15) Please talk about your non-academic qualities.
- (16) Is there a mistake you did from which you learnt something? And what was your key learning?
- (17) In which area have you recently improved yourself the most?
- (18) How much would you sacrifice for our company?
- (19) How important is work life balance to you?
- (20) In your first week of work, you observe that your supervisor does not comply with the rules of the company. How do you react?

As soon as the first two minutes are over, the volunteer will be interrupted and the next one randomly called in by number. In total, the 10 minutes (5 x 2) should not be exceeded!

- Many thanks. That will do. **Time: 10:00**

SALIVETTE 3: BLUE (TSST-Treatment)

TSST TREATMENT 2: ARITHMETICS

Active stressor: We will now explain you the second exercise. It is an arithmetic task. Please count backwards from a particular number in steps of sixteen. Do this as fast and as error-free as it is possible for you. Again, we will call you by your number. If you make a mistake, we will notify you, and then you or another participant will have to start again from the beginning.

Number X, please start now; start at the number...:

1	4878	4862	4846	4830	4814	4798	6	4782
4766	2	4750	4734	4718	4702	5	4686	4670
4654	4638	3	4622	4606	4	4590	4574	4558
4542	4526	4510	4494	4478	4462	4446		
4430	4414	4398	4382	4366	4350	4334		
4318	4302	4286	4270	4254	4238	4222		
4206	4190	4174	4158	4142	4126	4110		
4094	4078	4062	4046	4030	4014	3998		
3982	3966	3950	3934	3918	3902	3886		
3870	3854	3838	3822	3806	3790	3774		
3758	3742	3726	3710	3694	3678	3662		
3646	3630	3614	3598	3582	3566	3550		
3534	3518	3502	3486	3470	3454	3438		
3422	3406	3390	3374	3358	3342	3326		
3310	3294	3278	3262	3246	3230	3214		
3198	3182	3166	3150	3134	3118	3102		
3086	3070	3054	3038	3022	3006	2990		
2974	2958	2942	2926	2910	2894	2878		
2862	2846	2830	2814	2798	2782	2766		

Each participant does this for a total of ~1:30 min. The passive stressor stops the time.

- Thanks, that will do.

TIME: 20:00

The active stressor opens the doors → The researcher comes back into the room, the stressors leave the room.

TSST CONTROL CONDITION

FROM HERE, THE ACTIVE STRESSOR WILL SPEAK. The researcher leaves the room

→ **No CAMERA, no white lab coats**

TSST CONTROL 1: TALKING ABOUT YOUR FRIEND

- Good day. We will now wait for 5 minutes, before you begin with your talk. During this time, you may read the magazine, which is lying in front of your computer. However, I'd ask you, to stand while waiting or reading.
- Wait 5 minutes.
- After 5 minutes: all of you should now begin with the talk about your friend. While you do this, you will not be observed and evaluated. (Every participant should now be speaking – they do not need to speak too loudly. A general “babbel” should be audible. During this time, the panel will read something and not observe the participants. Should one of the participants not talk at all, then requask them to start talking again.)
- Wait 2 Minutes
- At Minute 7 (that is, after 2 minutes): Many thanks, this is enough. We'll now wait for a few minutes; if you'd like, you can read a bit more, but again you need to stand while you do this.
- Wait 3 minutes
- At Minute 10 (that is, after 3 minutes):

SALIVETTE 3: BLUE (TSST-Control)

TSST CONTROL 2: ARITHMETIC

- We now come to the second task. You are asked to count backwards **from 4750 in steps of 16**. Please speak at the same volume as during the previous task. We will let you know when you can begin counting backwards. Again, this exercise is not about your performance, this means you will not be rated.
- We will now wait for 3 minutes first, before we begin with the task. During this time, you may read the magazine, which is lying in front of your computer. However, I'd ask you, to stand while waiting or reading.
- Wait 3 minutes
- After 3 minutes: please begin, all at the same time, with counting backwards from 4750. We are not interested in your performance. (Every participant should now be speaking – they do not need to speak too loudly. A general “babbel” should be audible. During this time, the panel will read something and not observe the participants. Should one of the participants not talk at all, then requask them to start talking again.)
- Wait ~1:30 minutes
- At Minute 4:30 (that is, after 1:30 minutes): many thanks, this is enough. We will now wait for a few minutes. You can, if you like, read a bit more, but I would like to ask you to stand while doing this.
- Wait until 20:00 minutes have elapsed from beginning of task: Thanks, that's enough.

The active stressors opens the doors → the researcher comes back into the room, the stressors leave the room.