Screening

Thank you for deciding to participate in this survey!

Please read the questions on the screen carefully, and answer them honestly.

There are no right or wrong answers, we are simply interested in your opinion.

We thank you in advance for your honest and thoughtful responses.

These page timer metrics will not be displayed to the recipient.

First Click: *0 seconds*

Last Click: *0 seconds*

Page Submit: *0 seconds*

Click Count: *0 clicks*

Please click at least five times (more is fine too) anywhere on this text before moving on to the next page. The number of clicks will be registered automatically even if you do not see any change on this page. This is an attention check. Failing this attention check will result in rejecting your HIT. Thank you.

Attention check not passed.

If you see this note, it means that you did not pass the attention check that was presented on the previous page: "Please click at least five times (more is fine too) anywhere on this text before moving on to the next page. The number of clicks will be registered automatically even if you do not see any change on this page. This is an attention check. Failing this attention check will result in rejecting your HIT. Thank you."

Algorithm

A multinational company recently posted a job announcement to recruit an Executive Director.

The first step in the hiring process was to select 5 candidates to interview for the position, out of the pool of candidates who applied. The selection was based on the results of an analysis of the candidates conducted by an artificial intelligence software.

What conducted the analysis of the candidates?

[   ]

The company received applications from 100 candidates. The demographics of the candidates were as follow:

- 62 men
- 38 women

The artificial intelligence software selected 5 men to be interviewed for the position of Executive Director. No woman was selected by the artificial intelligence software.

How likely do you think it is that the decision made by the artificial intelligence software was biased?

Very Unlikely   Very Likely

○   ○   ○   ○   ○   ○   ○

Why do you think that only men were selected by the artificial intelligence software?

Next, we will present you with a few possible responses. Please rate the extent to which you agree or disagree with each response.

Why do you think that only men were selected by the artificial intelligence software?

Other positions were a better fit for the women who applied.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

The position was a better fit for the men selected.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

The women who applied possessed skills that are better suited for other positions.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

The men selected possessed better skills for the position.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

Human

A multinational company recently posted a job announcement to recruit an Executive Director.

The first step in the hiring process was to select 5 candidates to interview for the position, out of the pool of candidates who applied. The selection was based on the results of an analysis of the candidates conducted by a recruiter.

Who conducted the analysis of the candidates?

[   ]

The company received applications from 100 candidates. The demographics of the candidates were as follow:

- 62 men
- 38 women

The recruiter selected 5 men to be interviewed for the position of Executive Director. No woman was selected by the recruiter.

How likely do you think it is that the decision made by the recruiter was biased?

Very Unlikely   Very Likely
  ○   ○   ○   ○   ○   ○   ○

Why do you think that only men were selected by the recruiter?

Next, we will present you with a few possible responses. Please rate the extent to which you agree or disagree with each response.

Why do you think that only men were selected by the recruiter?

Other positions were a better fit for the women who applied.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

The position was a better fit for the men selected.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

The women who applied possessed skills that are better suited for other positions.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

The men selected possessed better skills for the position.

Strongly disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Strongly agree
○	○	○	○	○	○	○

Demos

What is your gender?

○ Male

○ Female

○ Prefer not to say

What is your age?

[   ]