

Reproducing the analysis of Schroeder and Epley (2015)

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Abstract

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10 A reproduction of the analysis for Experiment 4 from Schroeder and Epley (2015).

11 *Keywords:* Voice, Intellect

12 Word count: X

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Introduction

This report reproduces the analysis of Experiment 4 reported in Schroeder and Epley (2015). The citation for the article is:

Schroeder, J., & Epley, N. (2015). The sound of intellect: Speech reveals a thoughtful mind, increasing a job candidate's appeal. *Psychological science*, 26(6), 877-891.

The data were downloaded from <https://raw.githubusercontent.com/CrumpLab/statisticsLab/master/data/SchroederEpley2015data.csv>

Schroeder and Epley (2015) investigated perception of intellect inferred from speech involved in hiring process. In Experiment 4, the professional recruiters rated hypothetical candidates' intellect, impression, and hiring likeliness based on pitches delivered via audio or transcript. This report replicates the authors' analysis of the effects of two conditions (audio vs. transcript) on the impression and hire rating using independent samples t tests.

Methods

Participants

There were 39 professional recruiters from Fortune 500 companies.

Material

Three randomly selected candidate pitches from Experiment 1 were used.

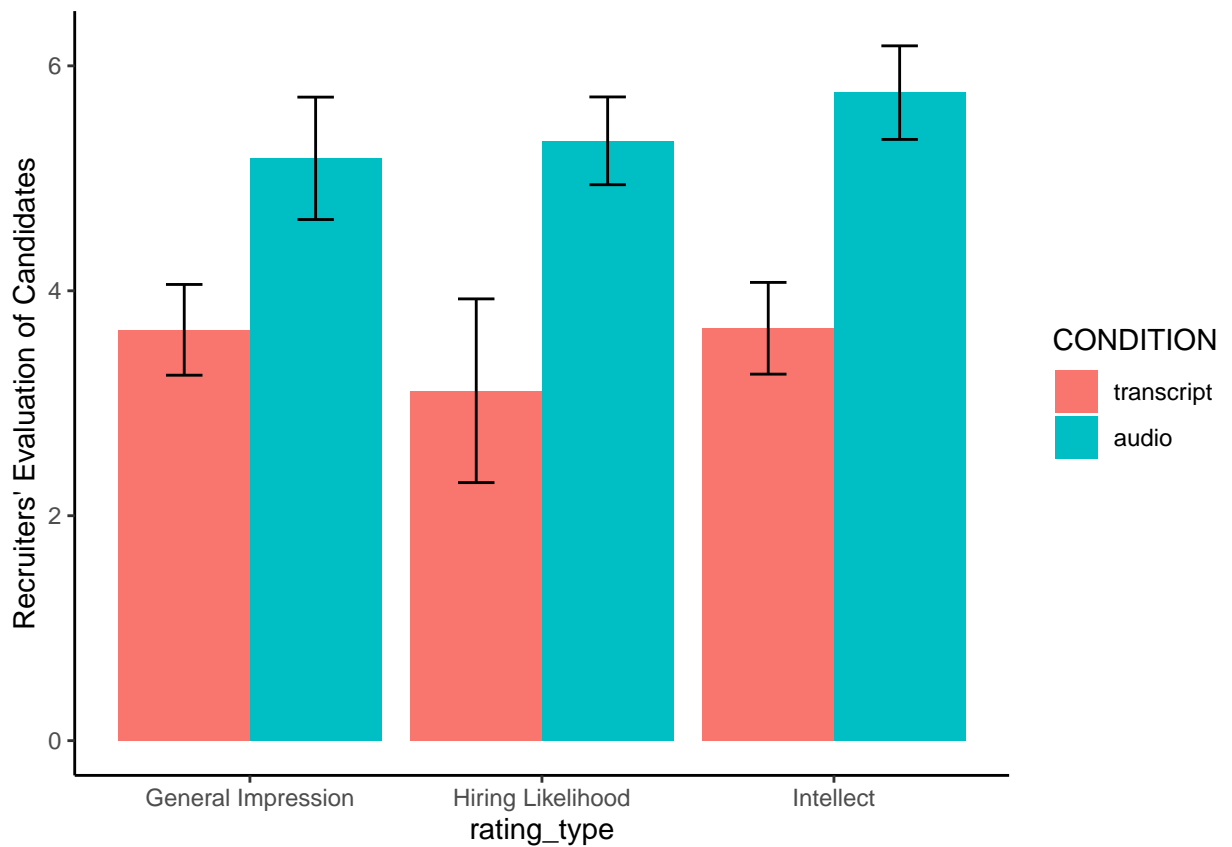
Procedure

The experiment was conducted online. Randomly assigned recruiters either read or listened to candidates' pitches. The recruiters' responses on intellect, impression and hire

ratings of candidates were recorded.

Results

For each dimension (impression and hire), mean rating scores for each condition (transcript and voice) were submitted to independent samples t tests. Means and standard deviations in each condition for Impression ratings dimension are displayed in Table 1, and Figure 1. Means and standard deviations in each condition for Hire ratings dimension are displayed in Table 2, and Figure 1.



Discussion

References

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- 44 Schroeder, J., & Epley, N. (2015). The sound of intellect: Speech reveals a thoughtful
45 mind, increasing a job candidate's appeal. *Psychological Science*, 26(6), 877–891.
46 <https://doi.org/10.1177/0956797615572906>

Table 1
Impression Rating
samples.

condition	Mean	SD
transcript	4.07	2.23
audio	5.97	1.92

Table 2
Hire Rating samples.

condition	Mean	SD
transcript	2.89	2.05
audio	4.71	2.26