

Overall class verdict on the 4 applicants.

The tutors passed me all the purple forms so I was able to consolidate the verdicts from the 8 classes.

Table 1: Consolidated score from all classes' rankings, using a Borda count.
(100 is maximum possible score for best candidate; 0 is lowest)

applicant	score when identified	score when de-identified
Ang	61	77
George	28	39
Charlotte	76	54
Athikom	35	30

You see that Charlotte & Ang were much more popular than George & Athikom. I found it interesting how much better Charlotte scored when you knew more about her! Note that (i) every applicant was ranked first by at least one group, both when identified and when not and, (ii) likewise, every applicant was ranked last by at least one group, both when identified and when not.

Based on the reasons for being ranked first and last, I could see what you all liked and didn't like. Some of you didn't put a reason; some put 2; and some wrote reasons for those ranked 2 & 3 as well which was even more fun for me to read. Thank you. I will use this information to make the applicants more "balanced" next time we use the exercise.

Table 2: Strong points of applicants

applicant	strength when identified	strength when de-identified
Ang	good potential good with groups/people multilingual	good with people (6) potential all-round "confidence not an issue" (9)
George	proven in industry	proven in industry
Charlotte	team/project experience speaking skills (7) confidence adds diversity	team/project experience speaking skills inter-personal skills
Athikom	academic ability	academic ability

Table 3: Weak points of applicants

applicant	weakness when identified	weakness when de-identified
Ang	insecure	insecure poor with people
George	narrow-minded (6) postgrad over-qualified poor team player	narrow-minded postgrad poor team player
Charlotte	time availability	aloof (6) might be bossy
Athikom	bad team player (7)	bad team player (8)

The number in brackets shows how often a characteristic was described when it was noted at least 6 times. Note that Charlotte is the only one for whom the nominated weakness changed with information.