

Experiment 3b

Instructions

Imagine that you have been put in charge of hiring a human resources consultant to advise your boss on strategy. On each page you will see information taken from the resumes of each of the candidates.

Note that the position of the candidates will change on each page. Please pay attention to whether the information presented corresponds to Candidate A or Candidate B!

You will see 30 trials like this and then make 2 decisions. It is fine if you need to take a bit of time to answer on each page. Please just do your best not to make any errors as you are responding!

Hit begin when you are ready to start.

Begin

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Warmth Exposure:

Which candidate is more warm?	
Candidate A: Nominated for a mentorship award.	
Candidate B: Won a mentorship award.	
<div>Candidate A</div>	<div>Candidate B</div>

Warmth items:

1.
 - Candidate A: Customer satisfaction rating: 89%
 - Candidate B: Customer satisfaction rating: 95%
2.
 - Candidate A: Employee retention rate: 65%
 - Candidate B: Employee retention rate: 89%
3.
 - Candidate A: Nominated for a mentorship award.
 - Candidate B: Won a mentorship award.
4.
 - Candidate A: Successfully mediated 83% of internal disputes.
 - Candidate B: Successfully mediated 98% of internal disputes.
5.
 - Candidate A: Built productive teams in different departments, facilitating communication and cooperation among 5 service units.
 - Candidate B: Built productive teams in different departments, facilitating communication and cooperation among 14 service units.
6.
 - Candidate A: Cultivated level of employee loyalty, achieving retention of 75% of employees over a 10-year period.
 - Candidate B: Cultivated level of employee loyalty, achieving retention of 86% of employees over a 10-year period.

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Competence Exposure:

Which candidate is more competent?	
<p>Candidate A: Guided recruitment of 100 technical, professional, and management staff.</p>	
<p>Candidate B: Guided recruitment of 50 technical, professional, and management staff.</p>	
<div>Candidate A</div>	<div>Candidate B</div>

Competence items:

1.
 - Candidate A: Provided one-on-one training to a major corporate client, leading to a \$4 million increase in the contract value.
 - Candidate B: Provided one-on-one training to a major corporate client, leading to a \$1 million increase in the contract value.
2.
 - Candidate A: Managers across different departments express 98% satisfaction with organization of job searches.
 - Candidate B: Managers across different departments express 83% satisfaction with organization of job searches.
3.
 - Candidate A: Supervised up to 200 employees.
 - Candidate B: Supervised up to 75 employees.
4.
 - Candidate A: Enabled operational change essential to a \$5 million reduction in HR costs.
 - Candidate B: Enabled operational change essential to a \$3 million reduction in HR costs.
5.
 - Candidate A: Guided recruitment of 100 technical, professional, and management staff.
 - Candidate B: Guided recruitment of 50 technical, professional, and management staff.
6.
 - Candidate A: Provided HR leadership during a period of rapid growth with better than 18% increase in annual revenues and 10% gain in profitability.
 - Candidate B: Provided HR leadership during a period of rapid growth with better than 10% increase in annual revenues and 5% gain in profitability.

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Likelihood of hiring:

How likely are you to hire this candidate as an HR consultant?

Candidate A

Very Unlikely

Unlikely

Somewhat Unlikely

Undecided

Somewhat Likely

Likely

Very Likely

How likely are you to hire this candidate as an HR consultant?

Candidate B

Very Unlikely

Unlikely

Somewhat Unlikely

Undecided

Somewhat Likely

Likely

Very Likely

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Demographics:

Please enter the following information:

What is your age?*

With which gender do you most identify?*

☐ Male

☐ Female

☐ Not otherwise specified

☐ I do not wish to provide this information

With which race/ethnicity do you most identify?*

☐ American Indian or Alaska Native

☐ Asian

☐ Black or African-American

☐ Native Hawaiian or Other Pacific Islander

☐ White

☐ Other

Are you currently employed or were you employed in the last six months?*

☐ Yes

☐ No

Do you have experience evaluating resumes as part of your current job or a past job?*

☐ Yes

☐ No

Continue