



Thesis final

Survey Flow

Standard: Informed Consent (2 Questions)
Standard: Demographics (4 Questions)

BlockRandomizer: 1 - Evenly Present Elements

Block: Condition 1 (PlxA) (3 Questions)
Block: Condition 2 (RedxA) (3 Questions)
Standard: Condition 3 (PlxTE) (3 Questions)
Standard: Condition 4 (RedxTE) (3 Questions)

Standard: Comprehension (5 Questions)
Standard: Perceived Trustworthiness (2 Questions)
Standard: Hiring Likelihood (2 Questions)
Standard: Controls (4 Questions)
Standard: Debrief (2 Questions)

Page Break

Start of Block: Informed Consent

Information Letter **Job Applicants with Criminal Records** Dear participant, Welcome to the study Perceptions of Job Applicants with Criminal Records of the Faculty of Social and Behavioural Sciences of the University of Amsterdam (UvA) as part of a Bachelor's thesis project in the PPPE Programme. Please read the following text carefully before you start. If anything is unclear to you, feel free to contact the student researcher at (...), or the academic supervisor at d.fleming@uva.nl. Why is this research performed? This study investigates how people form opinions about job applicants with a criminal history. **What happens during my participation?** You will read a short job application profile and then answer a few short questions about your impressions of the applicant. Participation takes approximately 5 minutes. There are no risks associated with this study. Some people may find reading about criminal behaviour mildly sensitive. If you feel uncomfortable at any point, you are free to stop. **Is my participation voluntary?** Your participation is voluntary. If you want to stop, you can simply close the browser. After your participation the researchers cannot link the research data to you anymore. **What happens to my data?** In this study, the University of Amsterdam will not collect your personal data directly. We make use of a third party to collect the research data and have a contract in place to guarantee your privacy. Research data can be published and reused in other research, but only in such a way that it cannot be traced back to you. **How long will my data be stored?** The anonymous research data and related materials will be securely archived for a minimum of 10 years after the project has finished. **Additional information** For questions about the study (FMG-14217_2025), either before you participate or afterwards, please contact the responsible researcher: (...) or d.fleming@uva.nl. For complaints about this study, please contact the Ethics Review Board (ERB) of Psychology, by sending an email to melding-ethiek-psy-fmg@uva.nl. For complaints about the processing of your personal data, you can contact the Data Protection Officer of the University of Amsterdam through fg@uva.nl. Kind regards, ... (...) David Fleming (d.fleming@uva.nl)



Informed Consent

Informed consent In this form, we refer to the above information letter describing the research in which you participate. By signing this form, you declare that you understand the nature and methods of this study as described in the information letter.

By clicking on the button "I agree to participate in this study" I declare the following: I am 18 years old or older. I am currently enrolled at a higher education institution. I read and understood the information about the research study. I consent to the participation in the project and usage of my data. I reserve the right to withdraw this consent without a reason I reserve the right to stop the experiment at any time

- ☐ Yes, I agree to participate in this study (1)
- ☐ No, I would like to refrain from further participation in this study (2)

Skip To: End of Survey If Informed Consent = 2

Page Break



End of Block: Informed Consent

Start of Block: Demographics

DemTxt First, we would like to ask you to fill out some demographic information



Age How old are you in years?

Skip To: End of Survey If Condition: How old are you? Is Less Than 18. Skip To: End of Survey.

Gender What is your gender?

- ☐ Male (1)
- ☐ Female (2)
- ☐ Other, please specify (3) _____
- ☐ Prefer not to say (4)
-

TimerDem Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Demographics

Start of Block: Condition 1 (PlxA)

Cond1Txt Imagine you are part of a hiring committee reviewing applications for a **bus driver** position. Below is an excerpt from the CV and motivation letter of one applicant, Mr. A. Please



read it carefully. The "next" button to proceed will appear after 15 seconds, to give you time to read the application.

Condition 1 (PlxA) Curriculum Vitae

Name: Mr. A **Date of Birth:** 04.05.1991 I am interested in applying for the position of bus driver. I believe my experience in logistics and driving-related roles makes me a strong candidate. I would like to be transparent about my background: in 2019, I was convicted of assault. The incident occurred during a bar fight that got out of hand, and another individual was injured. This led to a conviction and I served a prison sentence. I am now looking to rebuild my life, and have held stable employment for the last two years **Education:** 2007–2011 Secondary School Certificate (Realschulabschluss), Munich 2011–2013 Vocational Training – Transport & Logistics Assistant **Employment History:** 2013–2016 Driver, Munich Logistics GmbH 2016–2019 Delivery Assistant, Hermes Parcel Services 2019–2022 — 2022–2024 Warehouse Staff, ReWe Group

TimerCond1 (PlxA) Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Condition 1 (PlxA)

Start of Block: Condition 2 (RedxA)

Cond2Txt Imagine you are part of a hiring committee reviewing applications for a **bus driver** position. Below is an excerpt from the CV and motivation letter of one applicant, Mr. A. Please read it carefully. The "next" button to proceed will appear after 15 seconds, to give you time to read the application.

Condition 2 (RedxA) Curriculum Vitae **Name:** Mr. A **Date of Birth:** 04.05.1991 I am interested in applying for the position of bus driver. I believe my experience in logistics and driving-related roles makes me a strong candidate. I would like to be transparent about my background: in 2019, I was involved in a bar fight that escalated, resulting in an injury to another person. I was convicted of assault and served a prison sentence. This incident became a major



turning point in my life. Since then, I have completed rehabilitation programs, including anger management, and have maintained steady employment for the past two years. I am committed to contributing positively to society and earning a second chance through meaningful work.

Education: 2007–2011 Secondary School Certificate (Realschulabschluss), Munich 2011–2013 Vocational Training – Transport & Logistics Assistant **Employment History:** 2013–2016 Driver, Munich Logistics GmbH 2016–2019 Delivery Assistant, Hermes Parcel Services 2019–2022 — 2022–2024 Warehouse Staff, ReWe Group

TimerCond2 (RedxA) Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Condition 2 (RedxA)

Start of Block: Condition 3 (PlxTE)

Cond3Txt Imagine you are part of a hiring committee reviewing applications for a **bus driver** position. Below is an excerpt from the CV and motivation letter of one applicant, Mr. A. Please read it carefully. The "next" button to proceed will appear after 15 seconds, to give you time to read the application.

Condition 3 (PlxTE) Curriculum Vitae **Name:** Mr. A **Date of Birth:** 04.05.1991 I am interested in applying for the position of bus driver. I believe my experience in logistics and driving-related roles makes me a strong candidate. I would like to be transparent about my background: in 2019, I was convicted of tax evasion after failing to declare income over several years. This led to a conviction and a custodial sentence. I served my time and have since been working to get back on track both personally and professionally and have held stable employment for the last two years. **Education:** 2007–2011 Secondary School Certificate (Realschulabschluss), Munich 2011–2013 Vocational Training – Transport & Logistics Assistant **Employment History:** 2013–2016 Driver, Munich Logistics GmbH 2016–2019 Delivery Assistant, Hermes Parcel Services 2019–2022 — 2022–2024 Warehouse Staff, ReWe Group



TimerCond3 (PlxTE) Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Condition 3 (PlxTE)

Start of Block: Condition 4 (RedxTE)

Cond4Txt Imagine you are part of a hiring committee reviewing applications for a **bus driver** position. Below is an excerpt from the CV and motivation letter of one applicant, Mr. A. Please read it carefully. The "next" button to proceed will appear after 15 seconds, to give you time to read the application.

Condition 4 (RedxTE) Curriculum Vitae **Name:** Mr. A **Date of Birth:** 04.05.1991 I am interested in applying for the position of bus driver. I believe my experience in logistics and driving-related roles makes me a strong candidate. I would like to be transparent about my background: in 2019, I was convicted of tax evasion after failing to declare income over several years. I served a short prison sentence as a result. This incident became a major turning point in my life. Since then, I have taken steps to rebuild my life—I completed a reintegration program, received job coaching, and have held stable employment for the last two years. I am committed to contributing positively to society and earning a second chance through meaningful work. **Education:** 2007–2011 Secondary School Certificate (Realschulabschluss), Munich 2011–2013 Vocational Training – Transport & Logistics Assistant **Employment History:** 2013–2016 Driver, Munich Logistics GmbH 2016–2019 Delivery Assistant, Hermes Parcel Services 2019–2022 — 2022–2024 Warehouse Staff, ReWe Group

TimerCond4 (RedxTE) Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Condition 4 (RedxTE)

Start of Block: Comprehension



CompTxt Here are some questions about the profile you viewed. Please indicate the correct answer for each question.

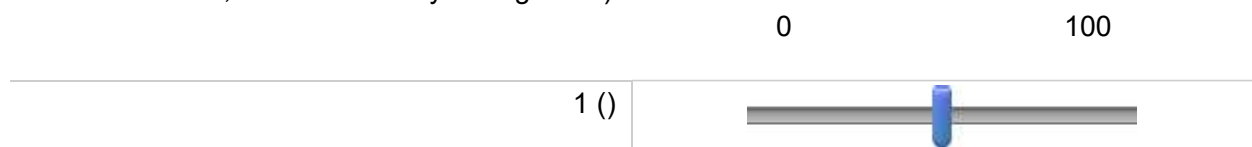
CompCheck The applicant indicated that they have a criminal history. Which crime did they commit?

- ☐ Theft (1)
 - ☐ Physical Assault (2)
 - ☐ Tax Evasion (3)
 - ☐ I don't remember (4)
-

ManCheck: crime type How serious do you consider the crime committed by the applicant? (0 = not serious at all; 100 = extremely serious)



ManCheck: narrative To what extent do you feel the applicant has made an effort to change? (0 = no effort at all; 100 = extremely strong effort)



TimerComp Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Comprehension

Start of Block: Perceived Trustworthiness



Trustworthiness Based on the information you have, please indicate to what extent you agree or disagree with the following statements. (0 = strongly disagree; 100 = strongly agree)

0 100

This applicant is very capable of performing their job ()	
I feel confident about the skills of the applicant ()	
Strong principles seem to guide the behaviour of this applicant ()	
This applicant acts with integrity ()	
I really wish I had a good way to keep an eye on this applicant ()	
I would be comfortable giving this applicant a task or problem which was critical to me, even if I could not monitor their actions ()	
Please select 'strongly agree (100)' to show you are paying attention ()	

TimerTrust Timing

First Click (1)

Last Click (2)

Page Submit (3)


Click Count (4)

End of Block: Perceived Trustworthiness

Start of Block: Hiring Likelihood

Hiring Likelihood Based on the application you read, how likely would you be to hire this candidate for a bus driver position? (0 = not at all likely; 100 = extremely likely)

0 100

1 ()	
-------	--

TimerHL Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)



End of Block: Hiring Likelihood

Start of Block: Controls

ControlTxt The following questions are about your general beliefs and orientations. Please read them **carefully** before you answer.

Redeemability Please indicate to what extent you generally agree or disagree with the following statements. (0 = strongly disagree; 100 = strongly agree)

0 100

Given the right conditions, a great many offenders can turn their lives around and become law-abiding citizens ()	
Most criminal offenders are unlikely to change for the better ()	



L-R Scale Please indicate your political orientation on a scale from left to right. (0 = very left wing; 100 = very right wing)

	0	100
1 ()		

TimerControl Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Controls

Start of Block: Debrief

Debrief Letter Thank you for participating in this study. The aim of this research is to understand how different factors—such as the type of crime someone has committed and the way they disclose it—can influence people's judgments about their trustworthiness and likelihood of being hired. You were randomly assigned to read one version of a fictional job applicant's background, which varied along these lines. We did not reveal these conditions in advance so that we could measure your genuine impressions without influence or bias. If you have any questions, concerns, or would like to learn more about the study, feel free to contact the researcher ... or the academic supervisor David Fleming (d.fleming@uva.nl). Thank you again for your time—your participation is very much appreciated!

TimerDebrief Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Debrief