

Experiment Instructions

Video interview recording instruction

In this experiment we will simulate a video interview, which is a standard activity for companies nowadays in the recruitment process. A new aspect with this interview setting, is that instead of having a conversation with an interviewer, you will be asked to record your answers as a monologue. You will be asked four different questions. It is desirable that you approximately use one minute for each question. Following is the instruction details for the experiment:

Prerequisites: Phone, Tablet or Computer/Laptop that captures video and audio, Zoom installed on the device.

Sit in an upright position, body facing 40-60 centimeters from the camera. Make sure there is sufficient lighting so your face and upper body are clearly visible. Do not wear headphones or airpods.

NB: Please do not read the questions before you start to record the video. The questions can be found on page three. During the interview, you are allowed to re-record each question up to three times to ensure you provide the best response possible.

Steps to record a video:

1. Open the Zoom application. Make sure you are logged into your account.
2. Press the new meeting button.
3. Press join with computer audio, and make sure you are unmuted and you can see yourself on the screen.
4. When you are ready to record, choose one of the provided questions.
5. Press the record button, which is located in the lower center of the screen.
6. Select record on this computer.
7. Read each question out loud before answering. Make sure to look into the camera when answering the questions.
8. When one question is answered, press pause and get ready for the next question. Press the Resume button and repeat this process until all questions are answered.
9. Press stop recording.
10. Press the end button, and end the meeting for all. Now, zoom will convert your recording into video and audio files.
11. Save your files into a folder.

When you have completed the steps described above, please send your recording to: hptaralr@stud.ntnu.no.

Personality test instruction

We also want you to complete a standard Big Five personality test in order to compare the results received from the video recordings. This test takes approximately 10 minutes to complete. Please do the following steps:

1. Go to the following page: <https://bigfive-test.com/>
2. Press the "Take The Free Test Now" button.
3. Select your preferred language.
4. Once you have answered all questions, save your participation ID.

When you have completed the steps described above, please send your participation ID to: hptaralr@stud.ntnu.no.

Interview Questions NB: Please do not read the questions before you start to record.

1. What motivates you? What are you passionate about?
2. Not everyone agrees all the time. Have you had a peer, teammate or friend disagree with you? What did you do?
3. Give an example of a time you have gone over and above to achieve something. Why was it important for you to achieve this?
4. Sometimes things don't always go to plan. Describe a time when you failed to meet a deadline or personal commitment. What did you do? How did that make you feel?