

# Introduction

Welcome!

- You are participating in a study funded by:



UNIVERSITY  
OF AMSTERDAM

- Your decisions and information provided will be recorded **anonymously** (Your response in this experiment cannot be traced back to you.).
- Your data will only be used for **academic research**.
- You can choose at any point during the experiment to stop your participation and your data will be discarded.
- If you choose to participate, you will have to make multiple decisions that can lead to **additional payments**.
- In this experiment we will be recording your decisions and your eye movements. For this we will use the device below the screen.
- The study will last about **30 minutes**.

# Informed Consent

To participate in this experiment you need to:

- Be **18 or older**
- Be fluent in **English**.
- Focus only on the experiment (It will take around 30 minutes).
- Sit up straight and move as little as possible

In this experiment we will be recording your eye movements. In order to do this, we will need to calibrate the device positioned below the screen. Please, do not touch this device at any moment.

☐ I agree to the [Terms and Conditions](#) above and to participate in this experiment.

Next

# The experiment

- In this study you will evaluate applicants for a job.
- The information you will see comes from real applicants
- A company needed to hire a large amount of workers for the same job.
- The applicants you are going to evaluate were hired.
- Three months after being hired, the workers' performance was evaluated.

# The job and the applications

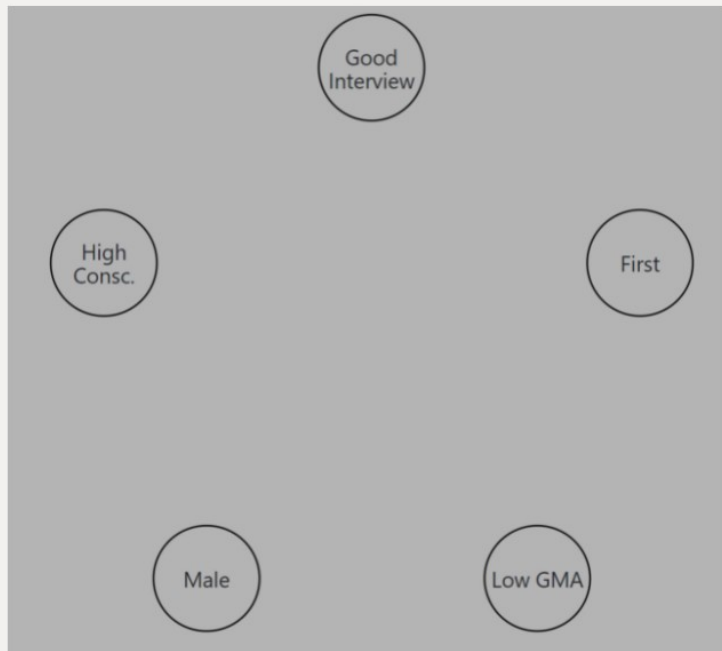
- We have a random sample from all the hired workers.
- The information that you will see about the applicants is:
  - **General Mental Ability (GMA)**: measures the ability to process verbal information, numbers and graphs.
  - **Personality (Conscientiousness)**: measures the tendency to be responsible, organized, hard-working, goal-directed, and to adhere to norms and rules.
  - **Unstructured Interview**: An interview without prespecified questions, held by the manager.
  - **Gender**: Stated gender.
  - **Number in sample** : Whether the participant id number is odd or even. This has nothing to do with the selection process.

# Your task

All these variables can have two values (in parenthesis above).

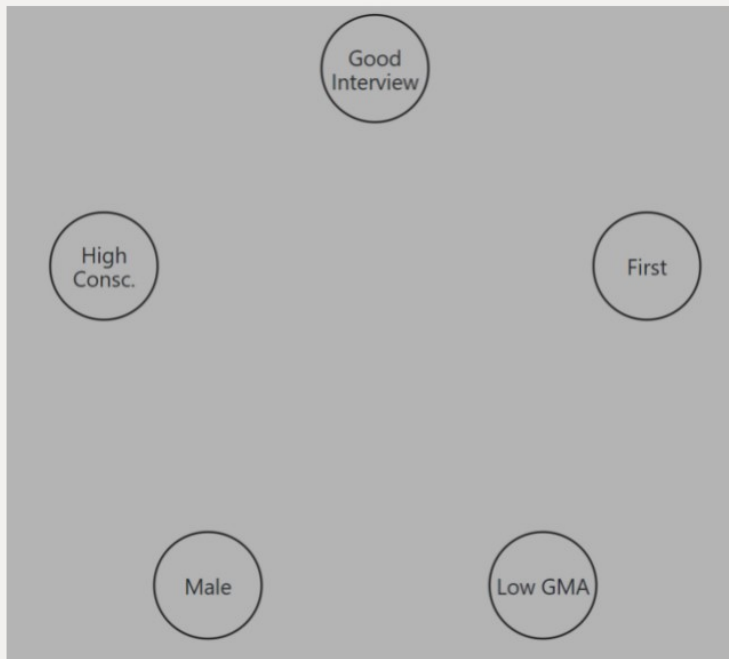
The possible values are:

- **General Mental Ability (GMA):**
  - High GMA (above average)
  - Low GMA (below average)
- **Personality (Conscientiousness):**
  - High Consc. (above avg.)
  - low Consc. (below avg.)
- **Unstructured Interview:**
  - Good Interview (above avg.)
  - Bad Interview (below avg.)
- **Gender:**
  - Female
  - Male
- **Number in sample :**
  - Odd
  - Even



# Your task

- The characteristics will be displayed as in the figure on the right.
- The order of these values can be different from the ones on this picture, but whichever order you get, will be the same throughout the experiment.
- You will have up to 45 seconds to evaluate the information
- Once you have made your decision, press the 'Enter' key to go to the next screen.



# Decision

- Candidates can get a performance rank that goes from 1 to 7 (1 - Lowest score, 7 - Highest Score)
- There are as many candidates in each category.
- In a previous online study (people from different countries) guessed the rank of the candidates based on the same information you are going to observe.
- You need to guess the rank that most of these previous participants guessed for the candidate.
- To make your decision, move the selected value (darker tone) by pressing the keys 'A' (left) or 'D' (right).
- When you have selected the desired score, press the key 'Enter'

How well do you think the candidate will do?

1	2	3	4	5	6	7
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# Payment

- You will do two blocks of 32 rounds (plus 3 practice rounds) with different candidates.
- By the end of the experiment, we will randomly select one round from each block and will pay you a bonus payment according to your decision in that round.
- If you accurately guessed the most selected ranking for the applicant, you will obtain 3 euros.



# Review

- You will have to evaluate the candidate in a scale from 1 to 7 (1 - Lowest score, 7 - Highest Score)
- To make your decision, move the selected value (darker tone) by pressing the keys 'A' (left) or 'D' (right).
- When you have selected the desired score, press the key 'Enter'
- We will recalibrate the eye-tracker along the experiment.
- Finally, after you have made all your decisions, we will ask you to fill a small questionnaire.

# Review

- How many rounds will be selected for payment?

- Is the information about the applicants real?

- What are the buttons to move left, right and proceed?

Submit

Now we will start recording your eye-movements.

For that, we need to set up the recording

On your left (on the wall), there is a button which say 'Call'  
please press it.

The calibration will start shortly.

Please sit straight and try not to move much throughout the experiment.

Remember, the keys for left and right are A and D.

The key to proceed is "Enter"

When you are ready, press "Enter".

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The calibration will start shortly.

Please sit straight and try not to move much throughout the experiment.

Remember, the keys for left and right are A and D.

The key to proceed is "Enter"

When you are ready, press "Enter".