

The Sound of Intellect: Speech Reveals a Thoughtful Mind, Increasing a Job Candidate's  
Appeal

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### Abstract

This study is an exact replication of Juliana Schroeder & Nicholas Epley's (2015) experiment of whether a potential job candidate is perceived more intelligent through text or audio. 39 Fortune 500 company recruiters rated job candidates on their intellect, a composite score of the candidate's intelligence, competence, and thoughtfulness. They hypothesized that speech communicates intelligence better than written words. This study recreated the analysis of regarding presentation of pitches and their favorability. Analysis supported that hypothesis.

*Keywords:* keywords

Word count: X

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### Introduction

An interview is a key moment in every job applicant's hiring process, as it provides the opportunity for the hiring manager and the interviewee to discuss a potential match within the company. For the interviewer, it's about picking the right candidate. For the interviewee, it's about picking the right style of presentation. Schroeder & Epley (2015) bring this into question with their study, in which they investigate the effects of audio and written presentations in an interview.

### Methods

#### *Participants*

In this study, there were 39 participants, all professional Fortune 500 recruiters. The average of age the recruiters was  $M = 30.85$  ( $SD = 6.24$ ). 10.3% of the participants are male and 76.9% are female.

#### *Materials*

Two materials were used in this analysis. The first material was the dataset used in Schroeder & Epley's study from github. The dataset could be accessed here [The data was analyzed so that the t-test could be reproduced.](#)

The second material was R Studio, the Integrated Development Environment (IDE) for R. The IDE was used as a platform to analyze the dataset in R.

### *Procedure*

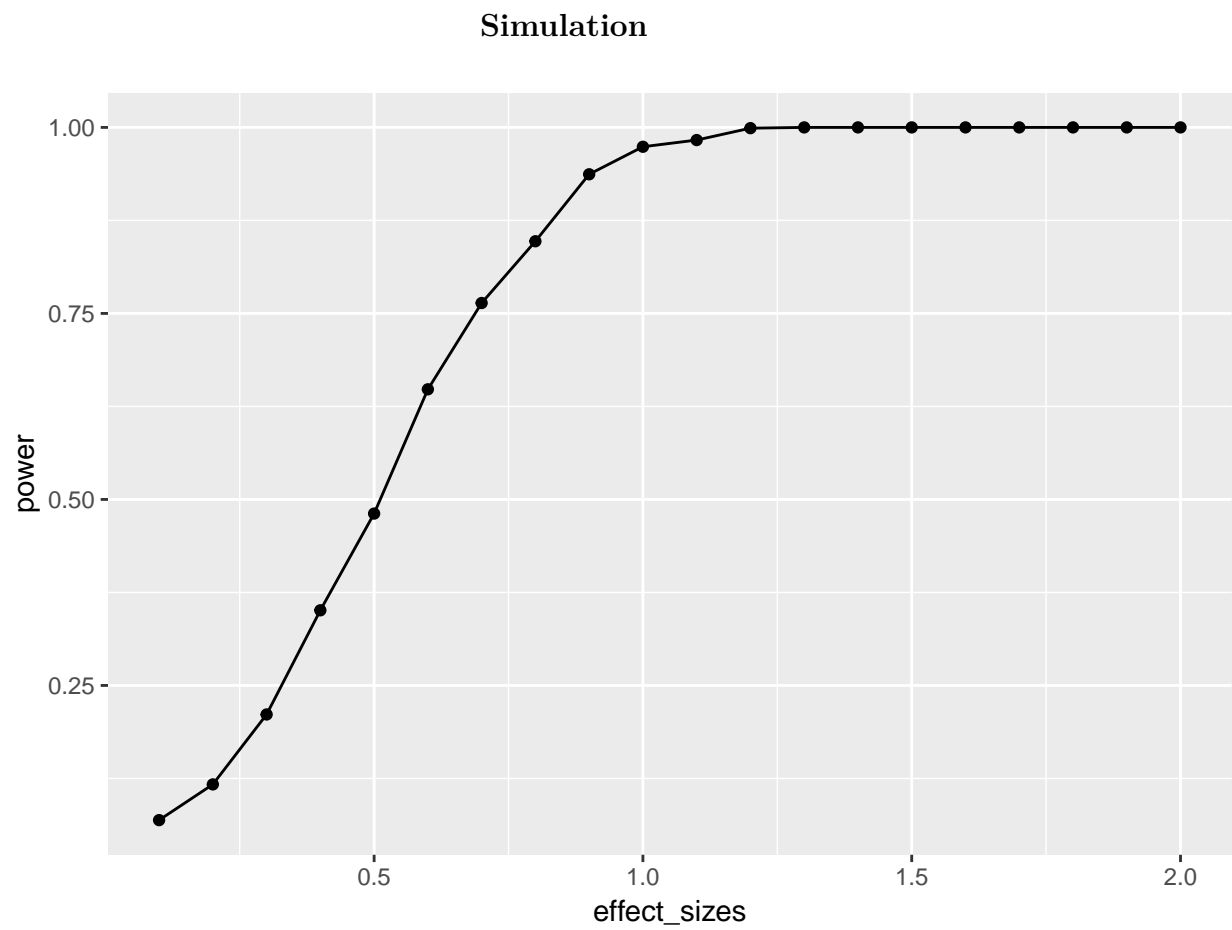
To recreate this analysis of the t-test the data was loaded into R from Github with the *fread* function of the *data.table* library (Dowle & Srinivasan, 2018).

## **Results**

An independent samples t-test was conducted to examine the manipulation effects of audio and written expressions of intelligence in potential employees. Interviewees who expressed their intelligence through spoken during their interviews were rated significantly better ( $M = 6.43$ ,  $SD = 1.43$ ) than interviewees who wrote out their responses ( $M = 4.39$ ,  $SD = 2.17$ )  $t(37) = -3.53$ ,  $p = .001$ ,  $d_s = -1.13$

## **Discussion**

Schroeder and Epley hypothesized that a person is a more appealing job candidate if they communicated with their voice as opposed to with text. Results supported this hypothesis, which stated that candidates who communicated through audio were rated significantly more desirable than candidates who did not. This analysis was consistent across all five experiments that were conducted. This aligns well with other studies which have focused on speech style, particularly that interviewees who spoke more powerfully were rated positively for competence and employability (Parton, Siltanen, Hosman, & Langenderfer, 2002) This study could further build on their findings to identify the effects of tone pitch on likeability.



“ “

## References

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- Parton, S. R., Siltanen, S. A., Hosman, L. A., & Langenderfer, J. (2002). Employment interview outcomes and speech style effects. *Journal of Language and Social Psychology, 21*(2), 144–161.
- Schroeder, J., & Epley, N. (2015). The sound of intellect: Speech reveals a thoughtful mind, increasing a job candidate's appeal. *Psychological Science, 26*(6), 877–891.

Table 1

*Descriptive statistics of  
intellectual ratings by  
presentation method.*

CONDITION	Mean	SD
Transcript	4.65	1.91
Audio	6.63	1.61

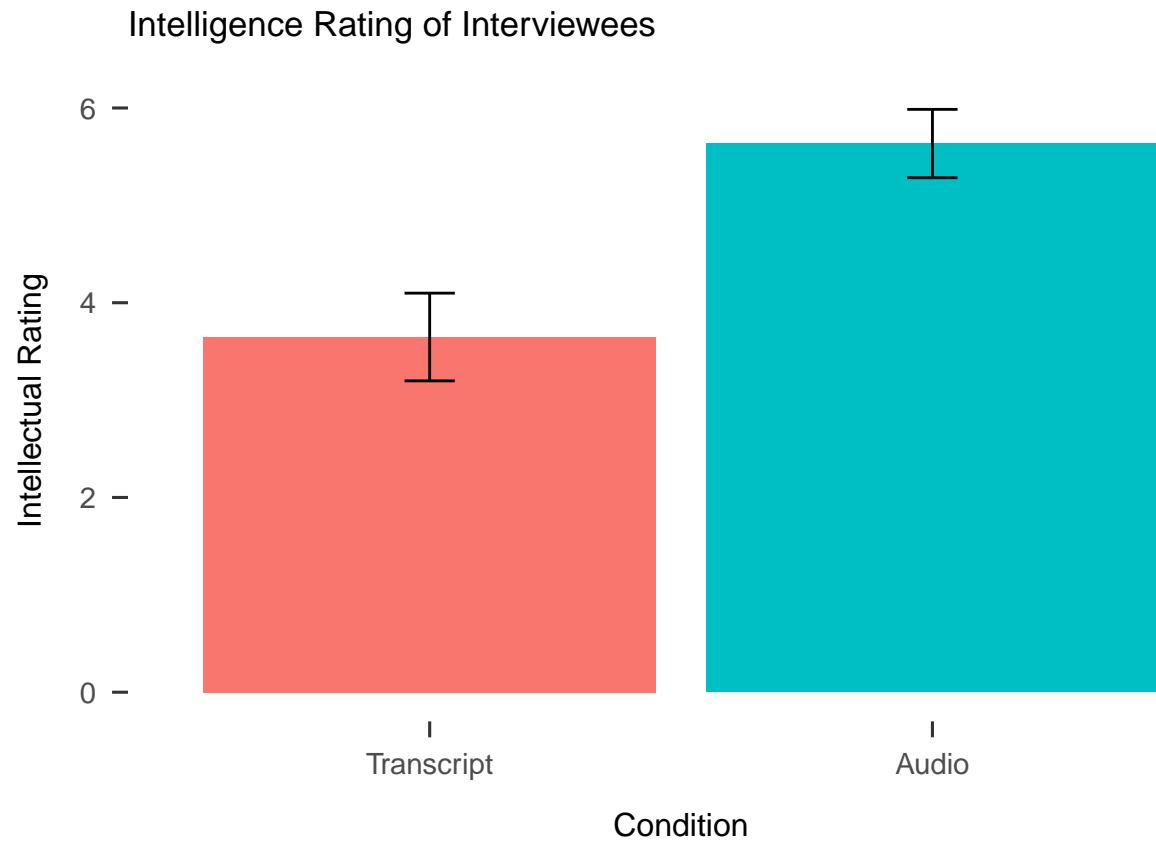


Figure 1. THE