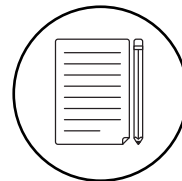
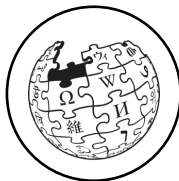
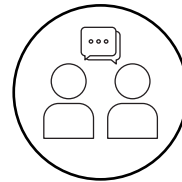


Google assembles large corpus of text  
(i.e., over 3 billion words from Wikipedia  
and published books)



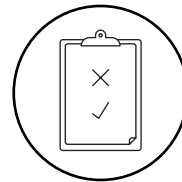
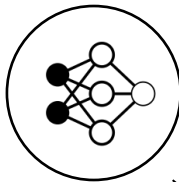
Applicants write 150-word essays in response to  
this prompt: "Please briefly elaborate on one of your  
extracurricular activities or work experiences."

Google pre-trains BERT algorithm using  
masked language modeling and next sentence  
prediction for use in its search engine

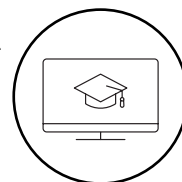


Criteria for identifying personal qualities are developed

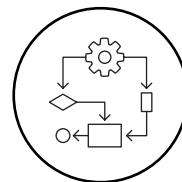
BERT is made available  
as open-source code



Human raters use criteria to code essays of  
about 3,000 applicants



Human ratings are used to fine-tune BERT



Computer model generates personal qualities  
scores for over 300,000 applicants