

Relationship between the impressions that interview applicants intend to convey and that interviewers form: Subjective assessment and gaze measurement

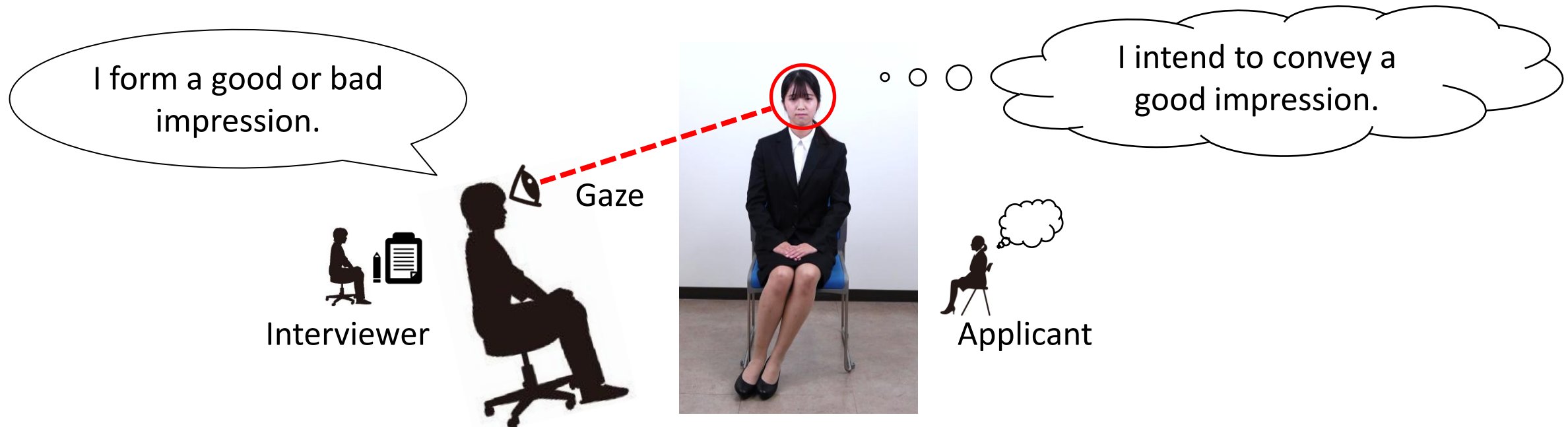
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Introduction

It is well known that the impression that an interviewer forms is greatly influenced by the applicant's behaviors.

[Gifford+, Journal of Applied Psychology, 1985]



We investigated how the behaviors performed by an applicant to convey a desired impression during an interview affect the impression that an interviewer forms.

Research positioning

- Applicants who expressed more behaviors, such as facial expressions, received better subjective ratings from interviewers. [McGovern+, Journal of Vocational Behavior, 1978]
- Visual cues from the applicant's behavior have a substantial effect on the personality attributions made by interviewers. [DeGroot+, Journal of Business and Psychology, 2009]

However, ...

They did not investigate the impression that an applicant intends to convey to an interviewer.



They did not investigate which body part of an applicant an interviewer focuses on.

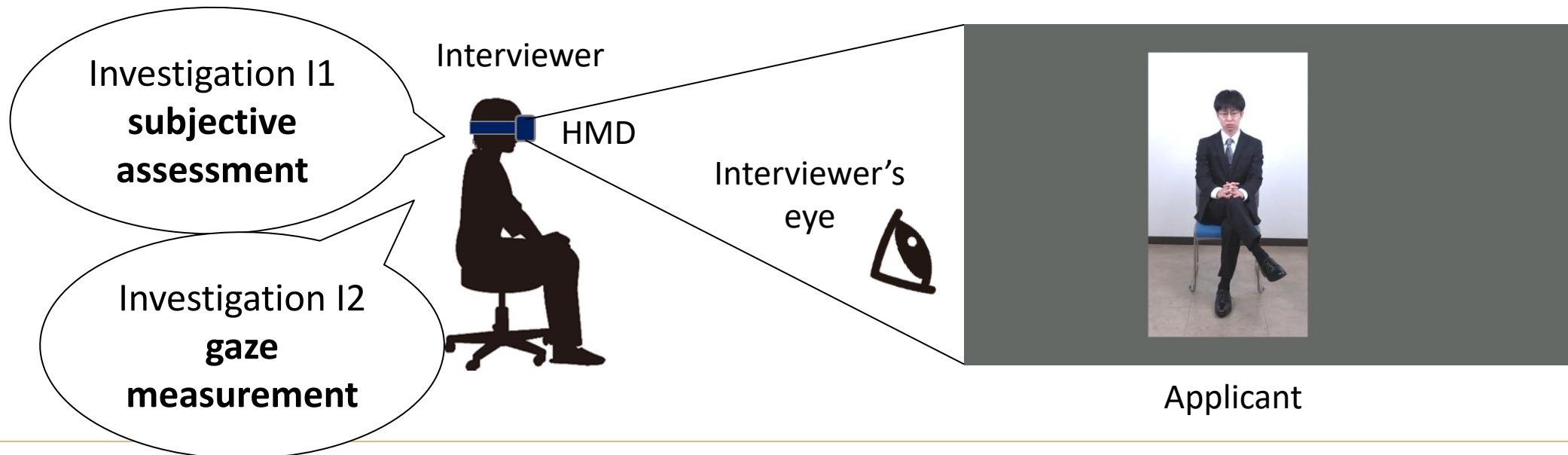


Exploring the relationship between the impression that an applicant intends to convey to an interviewer through their behavior and the impression that an interviewer forms could transform our understanding of interview dynamics.

Purpose

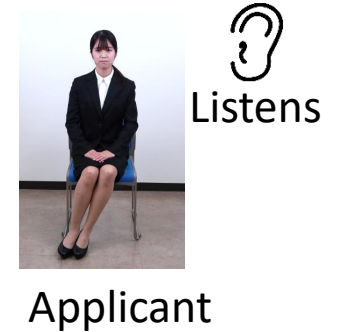
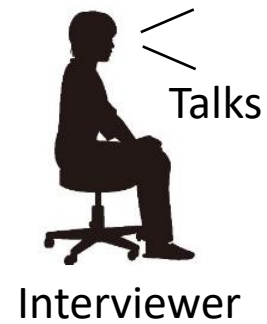
Investigation I1: We clarified the relationship between the impression that an applicant intends to convey to an interviewer and the impression that an interviewer forms of an applicant.

Investigation I2: We clarified which body part attracted the interviewer's gaze when an interviewer formed a good or bad impression of an applicant.



Hypotheses

We focused on a situation in which the interviewer talks to the applicant, which means that the applicant mostly listens to the interviewer.



Investigation I1

H1-1: An interviewer will form a **good** impression of an applicant who intends to convey a **good** impression to an interviewer.

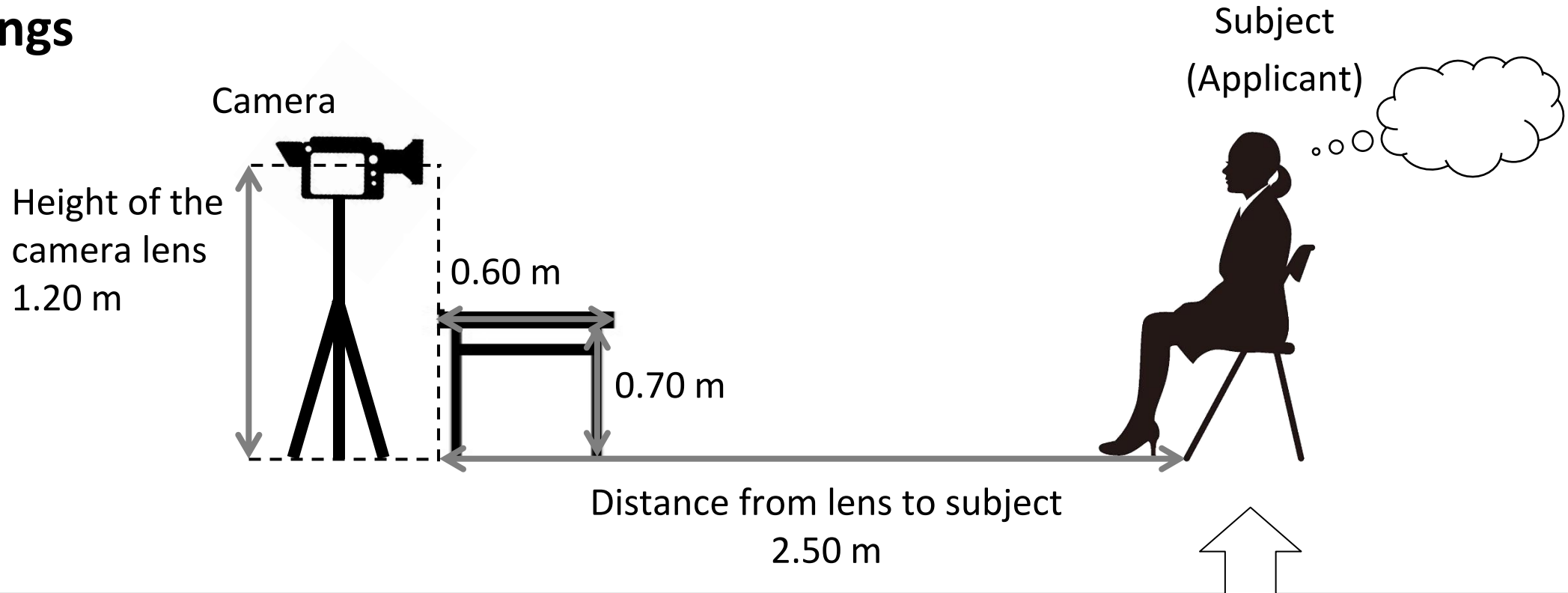
H1-2: An interviewer will form a **bad** impression of an applicant who intends to convey a **bad** impression to an interviewer.

Investigation I2

H2: The body part that attracts the interviewer's gazes will change depending on whether an interviewer forms a **good** or **bad** impression of an applicant.

Acquisition of stimulus video sequences

Settings



22 (Japanese university students, men: 12, women: 10, average age: 22.4 ± 2.7)

Per subject, we obtained 4 stimulus video sequences of good impressions (TS1) and 4 of bad impressions (TS2).

Examples of behaviors performed by subjects simulating applicants

TS1: When you listen to the interviewer, you should perform behaviors that convey a **good** impression to the interviewer.



[2x]

S_g : The stimulus video sequences acquired for TS1.

Examples of behaviors performed by subjects simulating applicants

TS2: When you listen to the interviewer, you should perform behaviors that convey a **bad** impression to the interviewer.



S_b : The stimulus video sequences acquired for TS2.

Design of subjective assessment and gaze measurement

Participants (Interviewer)



8 (Japanese university students, men: 8,
mean age: 22.0 ± 1.2 years)

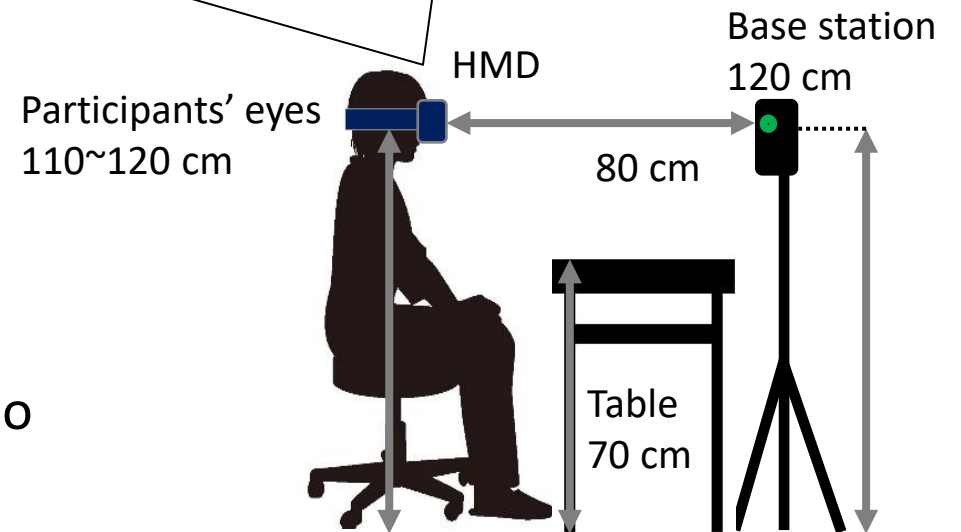
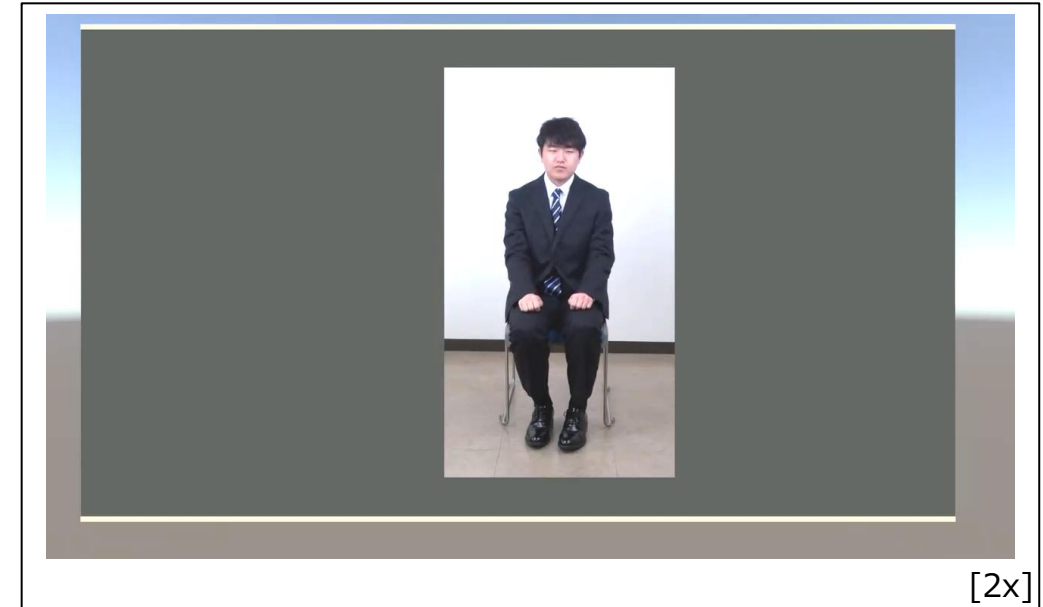
Questions for participants simulating the interviewers

Q_1 : Are you forming a **good** impression of the applicant?

Q_2 : Are you forming a **bad** impression of the applicant?

Scores

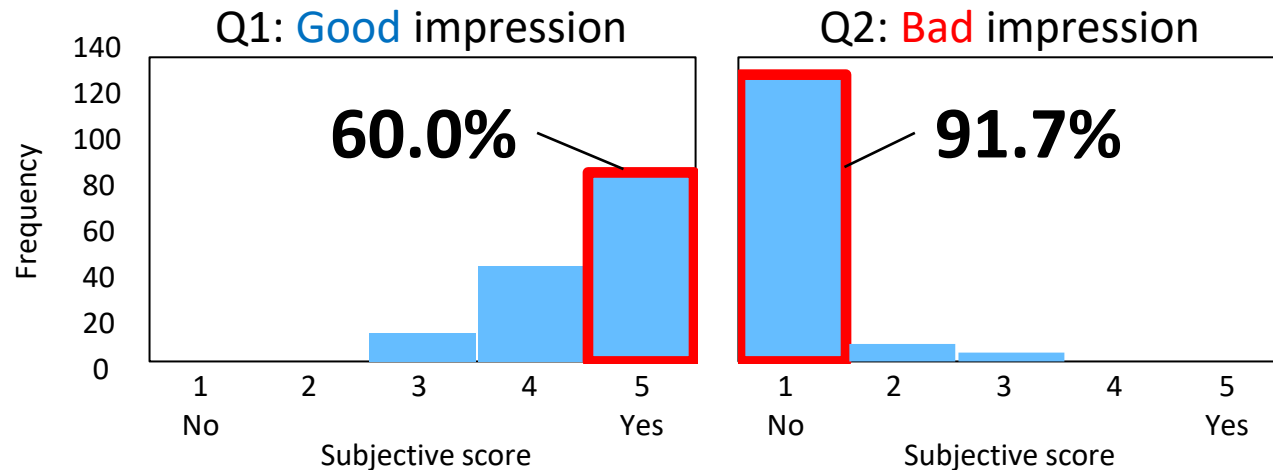
5: yes, 4: probably yes, 3: neutral, 2: probably no, 1: no



Results of subjective assessment

H1-1: An interviewer will form a **good** impression of an applicant who intends to convey a **good** impression to the interviewer.

Applicants intend to convey a **good** impression



- Nodding at appropriate times
- Generating a serious facial expression

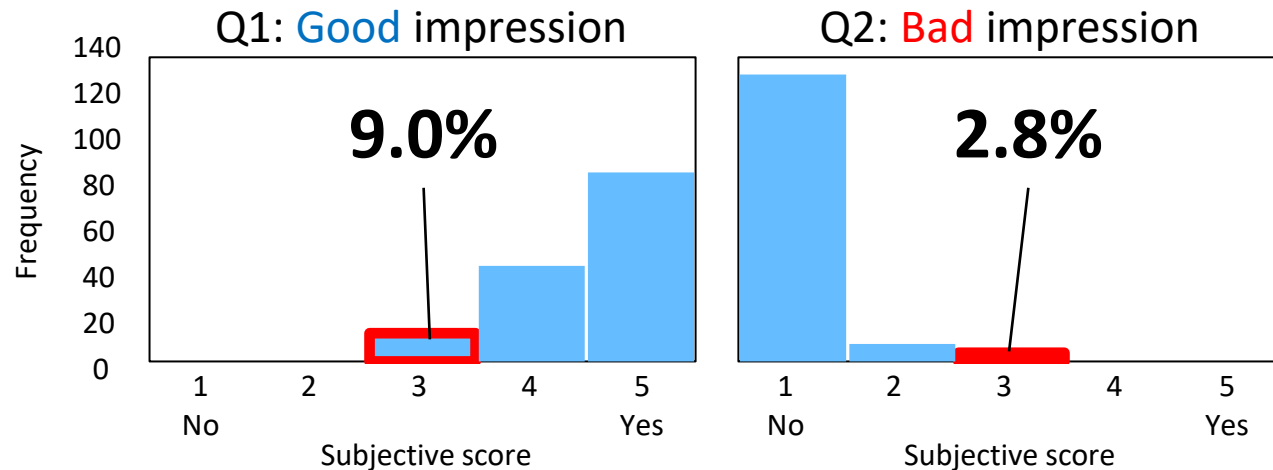
[2x]

When the subjects simulating *applicants intended to convey a **good** impression* to the participants simulating interviewers, the *participants tended to form a **good** impression* of the subjects.

Results of subjective assessment

H1-1: An interviewer will form a **good** impression of an applicant who intends to convey a **good** impression to the interviewer.

Applicants intend to convey a **good** impression



- Nodding occasionally
- Generating a tough facial expression

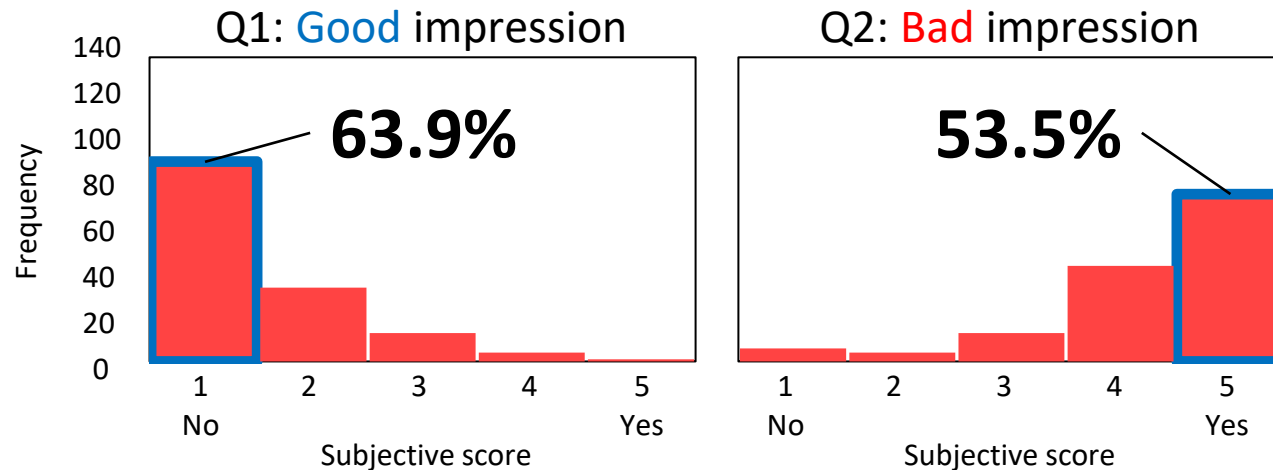
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When the subjects simulating ***applicants intended to convey a good impression*** to the participants simulating interviewers, ***some participants tended to form a neutral impression*** of the subjects.

Results of subjective assessment

H1-2: An interviewer will form a **bad** impression of an applicant who intends to convey a **bad** impression to the interviewer.

Applicants intend to convey a **bad** impression



- Touching body parts
- Crossing hands and feet

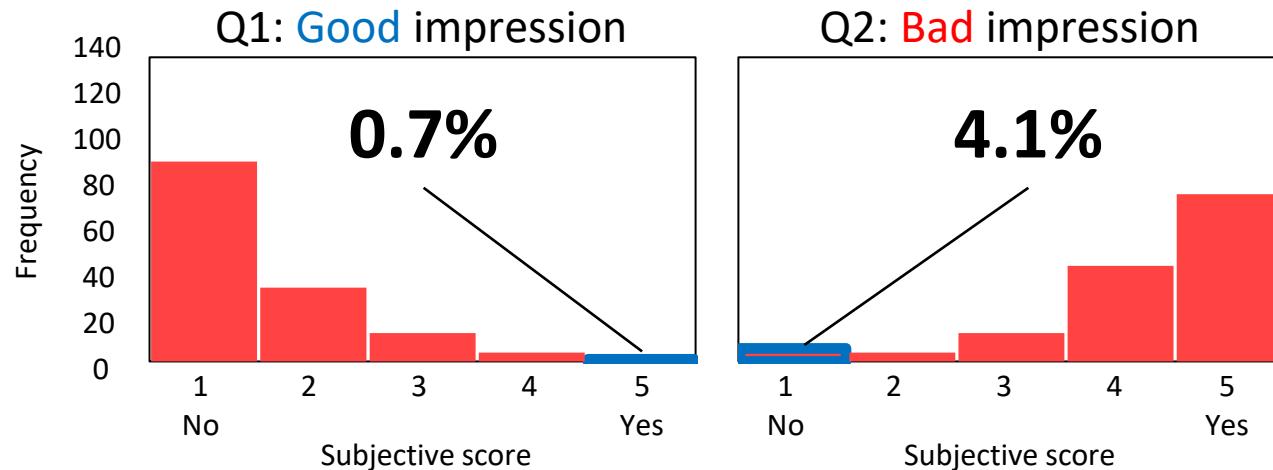
[2x]

When the subjects simulating *applicants intended to convey a **bad** impression* to the participants simulating interviewers, the *participants tended to form a **bad** impression* of the subjects.

Results of subjective assessment

H1-2: An interviewer will form a **bad** impression of an applicant who intends to convey a **bad** impression to the interviewer.

Applicants intend to convey a **bad** impression



- Looking at the interviewer
- Nodding sometimes

[2x]

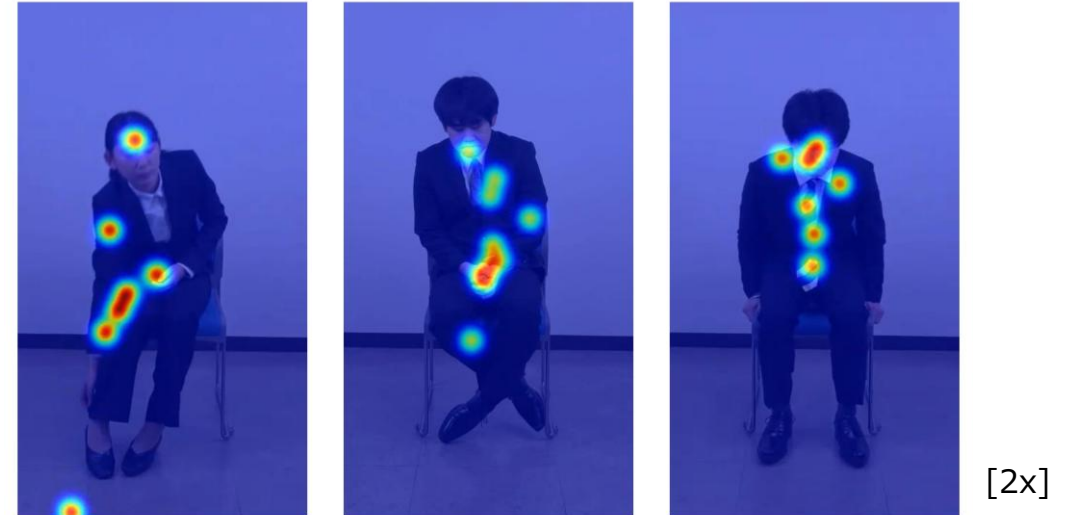
When the subjects simulating *applicants intended to convey a **bad** impression* to the participants simulating interviewers, some participants tended to form a **good** impression of the subjects.

Results of gaze measurement

H2: The body part that attracts the interviewer's gazes will change depending on whether an interviewer forms a **good** or **bad** impression of an applicant.

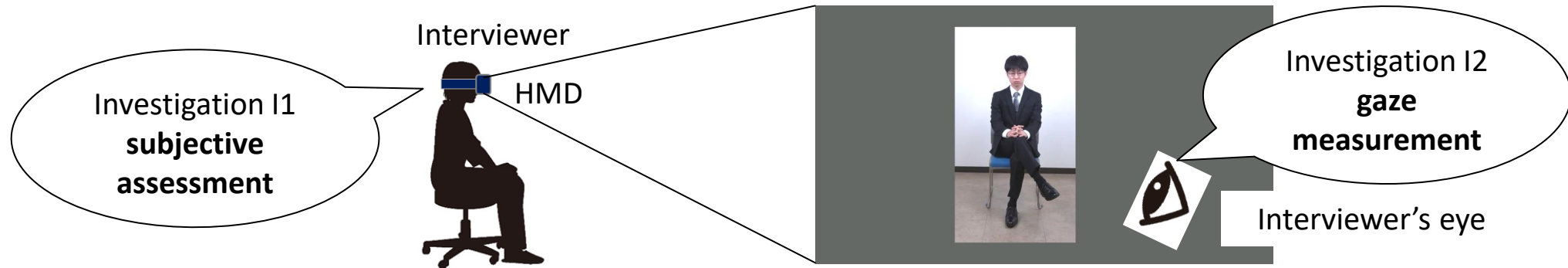


When *the interviewers formed a **good** impression*, their gaze tended to be focused on the *applicant's head*.

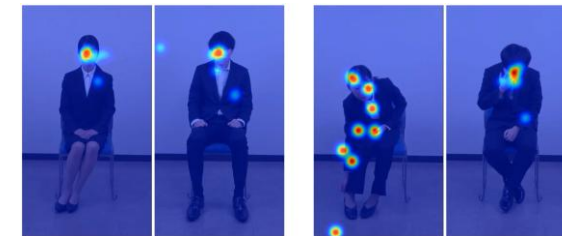


When *the interviewers formed a **bad** impression*, the focus of their gaze tended to be distributed to the parts of the *applicant's body linked to the behaviors performed*, in addition to the applicant's face.

Conclusions



- When the subjects simulating *applicants intended to convey a **good** impression* to the participants simulating interviewers, *the participants tended to form a **good** impression* of the subjects.
- When the subjects simulating *applicants intended to convey a **bad** impression* to the participants simulating interviewers, *the participants tended to form a **bad** impression* of the subjects.
- When the *interviewers formed a **good** impression*, their gaze tended to be focused on the *applicant's head*.
- When *the interviewers formed a **bad** impression*, the focus of their gaze tended to be distributed to the parts of the *applicant's body linked to the behaviors performed*, in addition to the applicant's face.



Future work:

- We plan to investigate how the subjective score changes at each time point of the stimulus video sequences.
- We aim to expand this work by carrying out subjective assessments and gaze measurement using a wider range of subjects and participants.