

Imagine that you are a manager at a large company. You are in charge of hiring decisions for your department. Right now, you are looking to hire a new employee.

You receive an application from an internal candidate. She is currently employed in a different but related department at your company. Here is some information from this person's application:

Name: Monica Sheffield

Education: Relevant undergraduate degree, graduate-level certificate program completion

Time with company: 4 years

Among other relevant details, this employee's current manager has told you that they would rank Monica **[#3 out of the 12 / #6 out of the 24] employees at her level** within the department based on her work output and performance.

Please answer the following questions about Monica based on this information.

How would you evaluate this candidate?

- ☐ 1 - Not particularly well (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 - Extremely well (7)
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How well do you think this candidate would perform in this new position?

- ☐ 1 - Very poorly (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 - Very well (7)
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How likely would you be to hire this candidate?

- ☐ 1 - Extremely unlikely (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)
- ☐ 7 - Extremely likely (7)

End of Block: ranking 1

Start of Block: ranking 2

You also receive an application from another internal candidate, who is currently employed in another different but related department. Here is some information from this person's application:

Name: Jessica Hatton

Education: Relevant graduate degree

Time with company: 2 years

Among other relevant details, this employee's current manager has told you that they would rank Jessica **#6 out of the 24 / #3 out of the 12** employees at her level within their department based on her work output and performance.

Please answer the following questions about Jessica based on this information.

How would you evaluate this candidate?

- ☐ 1 - Not particularly well (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 - Extremely well (7)
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How well do you think this candidate would perform in this new position?

- ☐ 1 - Very poorly (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)
- ☐ 7 - Very well (7)

How likely would you be to hire this candidate?

- ☐ 1 - Extremely unlikely (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)
- ☐ 7 - Extremely likely (7)

End of Block: ranking 2

Start of Block: ranking3

As a reminder, here is the same application information for Jessica and Monica, the two candidates you read about on the previous pages:

Monica Sheffield

Education: Relevant undergraduate degree, graduate-level certificate

Time with company: 4 years

Rank: [#3 out of the 12 / #6 out of the 24] employees in her department

Jessica Hatton

Education: Relevant graduate degree

Time with company: 2 years

Rank: [#6 out of the 24 / #3 out of the 12] employees in her department

Which candidate would you hire?

- ☐ Monica, who is ranked [#3 out of the 12 / #6 out of the 24] employees in her department (1)
- ☐ Jessica, who is ranked [#6 out of the 24 / #3 out of the 12] employees in her department (2)

End of Block: ranking3

Start of Block: demo

What is your age?

What is your gender

- ☐ Male (1)
 - ☐ Female (2)
 - ☐ Non-binary / third gender / other (3)
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Have you held a management position where you had to make hiring decisions?

- ☐ Yes, I currently have this type of job (1)
 - ☐ Yes, I used to have this type of job (2)
 - ☐ No, I have never had this type of job (3)
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Do you have any comments?

End of Block: demo
