



Stress Effects During Simulated Interviews: In-Person vs. Online

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Introduction

- As online interviews rise, it’s important to discover how they differ from in-person.
- An interview simulation was created to assess the differences of stress experienced by interviewees between in-person and online interviews

Methods

- 6 participants were told they were interviewing to be a part of an ERAU promotional video.
 - There were three in-person interviews and three online. Their age ranged from 19-22 with five males and one female.
- In between filler questions, the participants had 5 trigger events they had to react to
 - These consisted of invasive questions, interruptions, an acting task, and whether or not they got the job.
 - The layout of the interview can be found under “Trigger Events”

Data Collection:

- Post interview survey (*subjective*)
 - Questions about the trigger events, qualitative feedback regarding the difficulty of the questions..
- Body Language Observations (*subjective/objective*)
 - Gestures, attitudes, and body language. Reactions created from the trigger events will be observed.
- Ambulatory monitor (*objective*)
 - Monitors and records heart rate and O2 saturation
- Communicative Measure
 - filler word count, brief summaries of answers



Example set up of the In-person interviews:

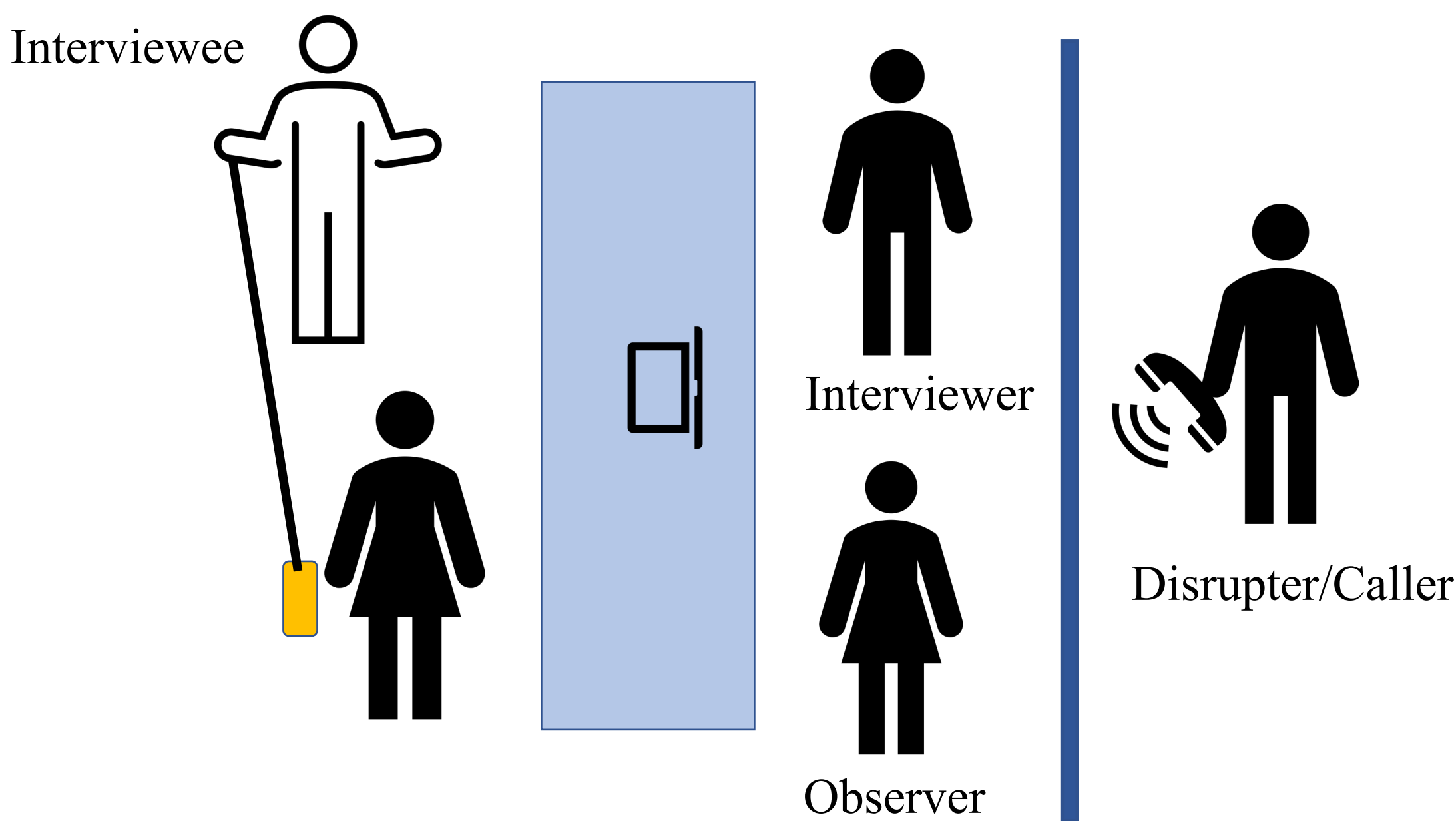


Figure 1: Layout of participants and interviewers during in-person interviews

Trigger Events

- Below is the timeline of events for each interview as well as a description for each the trigger events and filler questions

Event #	Event	Description
1	Introduction of interviewer	Baseline for heart rate
2	Question 1	What has so far been your favorite part of college?
3	Trigger Event 1 (Question 2)	Are you in a relationship and how does your status affect your performance in college?
4	Question 3	How is college getting you ready for your prospective future career?
5	Trigger event 2	Interruption DURING Q3/4 participant response In person: phone call , Virtual: muted audio
6	Question 4	How do you personally manage your college workload?
7	Trigger event 3 (Question 5)	Describe your worst personality aspect in one word?
8	Trigger event 4	Participant told to stand up and perform an enthusiastic catch phrase
9	Conclusion + Trigger event 5	Whether or not they got the position
10	Post Interview Survey measure	Google QR code
11	Debrief	

Table 1: Timeline of events during each interview

Results

- There were no significant differences between in person and virtual stress levels.

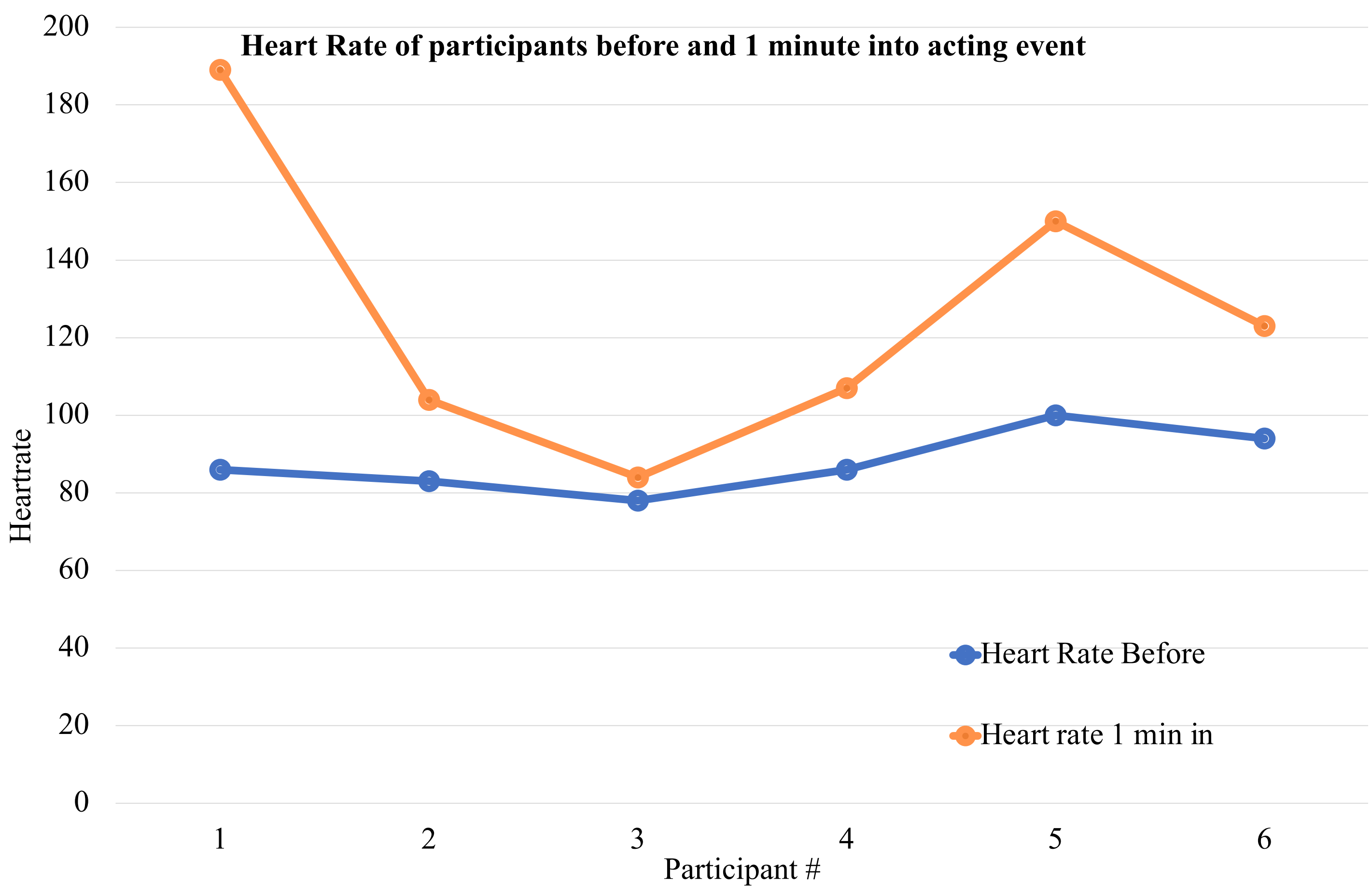


Figure 2: Table displaying participants and their heartrates before the acting event and 1 minute into the event

- A Paired samples T-Test was done that showed a significant difference between heart rate before and after within each participant (sig = .011)

Results Cont.

Person	Type	Job Offered	Facial Expression	Verbal Response tone	Nervous Responses	Score
1	In-Person	Yes	Smile	Happy	None	4
2	In-Person	Yes	Smile	Happy	None	4
3	In-Person	No	Smile	None	None	2
4	Virtual	Yes	Smile	Happy	None	4
5	Virtual	No	Smile	None	Fidgeting hands	1
6	Virtual	No	Smile	None	None	2

Table 2: displays participant number, interview type, whether or not they were offered the job, and several nonverbal responses they had.

- An Independent sample T-Test was done that showed a significant difference between reaction score in whether they got the job or not (sig = .002)
- The score was calculated by giving +2 points for every positive or happy reaction reaction and -1 for every negative or nervous reaction
- Neutral or no reactions were +0

Discussion

- All online participants said that the interview in all aspects according to the survey was not invasive at all
- Greatest BPM spike came from the spontaneous scripted trigger event rather than from the random interruption
- Most participants had a decrease in BPM for the interruption, possibly due to the attention being shifted off them
- All the virtual participants responded to the muted call by immediately informing the interviewer and trying to help
- All participants smiled after the interview regardless of whether or not they got the job
- The reaction score results speak to the fidelity of the interview and how the reactions of participants can be real despite the interview being a simulation
- Future research could validate or explore the topic with a higher number of participants.

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