

Intervention Survey 1

File: InterventionsRawData1

P_id: Participant number

Table 1. Speaker's accents

Speaker initials	Speaker Accent
A1	EE
A2	EE
B1	GNE
B2	GNE
C1	UWYE
C2	UWYE
D1	MLE
D2	MLE
E1	RP
E2	RP

Accent acronyms: RP - Received Pronunciation; MLE - Multicultural London English; GNE - General Northern English; EE - Estuary English; UWYE - Urban West Yorkshire English

Table 2. Conditions

Condition	Intervention	1 st recording	2 nd recording	3 rd recording
1	1	D2 Q15	E2 Q6	A1 Q9
2	1	A1 Q15	E2 Q6	D2 Q9
3	2	D2 Q15	E2 Q6	A1 Q9
4	2	A1 Q15	E2 Q6	D2 Q9
5	3	D2 Q15	E2 Q6	A1 Q9
6	3	A1 Q15	E2 Q6	D2 Q9
7	4	D2 Q15	E2 Q6	A1 Q9
8	4	A1 Q15	E2 Q6	D2 Q9
9	5	D2 Q15	E2 Q6	A1 Q9
10	5	A1 Q15	E2 Q6	D2 Q9
11	control	D2 Q15	E2 Q6	A1 Q9
12	control	A1 Q15	E2 Q6	D2 Q9

Table 3. Interventions

Intervention code	Intervention
1	Raising awareness
2	Implementation Intention (Mendoza, Gollwitzer, & Amodio, 2010)
3	Accountability

4	Commitment to Fairness and Objectivity
5	Appeals to Multiculturalism
Control	No intervention

Table 4. Candidate rating variables

Item name in Qualtrics survey	Item content (repeated for two speaker/interview question combinations for each participant)	Variable name
Q5.2, 13.2, 15.2, 17.2	How would you rate the overall quality of the candidate's answer?	Q16, 46, 57, 69
Q5.3, 13.3, 15.3, 17.3	Does the candidate's answer show expert knowledge?	Q17, 47, 58, 70
Q5.4, 13.4, 15.4, 17.4	In your opinion, how likely is it that the candidate will succeed as a lawyer?	Q18, 48, 59, 71
Q5.5, 13.5, 15.5, 17.5	Is the candidate somebody that you personally would like to work with?	Q19, 49, 60, 72
Q5.6, 13.6, 15.6, 17.6	How would you rate the candidate overall?	Q20, 50, 61, 73

Table 5. Interventions

Item name in Qualtrics survey	Item content	Variable name
Q8.1	"If I hear any accent, I will ignore it and focus on what the candidate is saying."	Q27
Q10.1	Do you want your ratings to be influenced by a candidate's accent?	Q32
Q10.2	Should people's ratings be influenced by a candidate's accent?	Q33
Q10.3	How appropriate is it for the ratings to be influenced by a candidate's accent?	Q34
Q11.1	Please write a sentence or two that summarises the main points in this statement	Q37
Q11.2	Please list one or two reasons why acknowledging the unique aspects and identity of different ethnic groups in a society	Q38

Table 6. Measures of accent awareness

Item name in Qualtrics survey	Item content	Variable name
Q18.1	I noticed that the candidates were speaking in different accents of English.	Q76_1

	When listening (to the recordings), I tried to focus on what the candidate was saying.	Q76_2
	I found it difficult to ignore the candidates' accents.	Q76_3
	I tried hard not to let the candidate's accent of English influence my ratings.	Q76_4
Q18.2	Any further comments	Q77

Table 7. Psychological measure: Perception of discrimination 1

Item name in Qualtrics survey	Item content	Variable name
Q19.1	Some groups of people must be kept in their place.	Q84_1
	It's probably a good thing that certain groups are at the top and other groups are at the bottom.	Q84_2
	An ideal society requires some groups to be on top and others to be on the bottom.	Q84_3
	Some groups of people are simply inferior to other groups.	Q84_4
	Groups at the bottom are just as deserving as groups on top.	Q84_5
	No one group should dominate in society.	Q84_6
	Groups at the bottom should not have to stay in their place.	Q84_7
	Group dominance is a poor principle.	Q84_8

Table 8. Psychological measure: Perception of discrimination 2

Item name in Qualtrics survey	Item content	Variable name
Q19.4	We should not push for group equality.	Q87_1
	We shouldn't try to guarantee that every group has the same quality of life.	Q87_2
	It is unjust to try to make groups equal.	Q87_3
	Group equality should not be our primary goal.	Q87_4
	We should work to give all groups an equal chance to succeed.	Q87_5
	We should do what we can to equalise conditions for different groups.	Q87_6

	No matter how much effort it takes, we ought to strive to ensure that all groups have the same chance in life	Q87_7
	Group equality should be our ideal.	Q87_8

Table 9. Psychological measure: Perception of discrimination 3

Item name in Qualtrics survey	Item content	Variable name
Q20.2	Some people face discrimination based on which region of the UK they come from	Q91
Q20.3	In some professions, people face barriers based on which region of the UK they come from.	Q92
Q20.4	In the UK, some people face discrimination based on which social class they come from.	Q93
Q20.5	In some professions, people face barriers based on which social class they come from.	Q94

Table 10. Psychological measure: Perception of discrimination 4

Item name in Qualtrics survey	Item content	Variable name
Q21.2	When speaking to a person from a different social background, it's important to me that they do not think I'm prejudiced.	Q98
Q21.3	It bothers me a great deal when I think I've offended someone, so I'm always careful to consider other people's feelings.	Q99
Q21.4	At work, when someone from a different social background expresses an opinion I disagree with, I am careful about how I respond.	Q100
Q21.5	It appeals to me to work in an organisation that emphasises getting to know people from different social backgrounds.	Q101
Q21.6	People from different social backgrounds can teach me things I could not learn elsewhere.	Q102

Table 11. Personal biography variables (demographics)

Item name in Qualtrics survey	Item	Variable name
Q22.2	Gender	Q106

Q22.3	Age (numeric, year)	Q107
Q22.4	Which categories best describes your ethnicity?	Q108
Q22.5	Ethnicity (specific)	Q109
Q22.6	Which region did you grow up in?	Q110
Q22.7	Which region do you currently live in?	Q111
Q22.8	Native English speaker?	Q112
Q22.9	Highest educational qualification	Q113

Intervention_Experiment 1

Start of Block: Screening



Q1.1 Thank you for your interest in this survey.

Before you start, please note:

This survey is designed for desktops or laptops and will not work on a mobile device. Please do not continue if you are using a mobile device. You can come back later when you have access to a computer. The survey contains sound clips. Please make sure that you can listen to sound (preferably through headphones) on your computer.

Please select one of the following options and click "Next".

- ☐ I am using a computer with sound. I would like to continue. (1)
- ☐ I would like to leave the survey now. (0)

Q1.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break

Q1.3 The program detects that you are using a smart phone. As this survey is designed for desktops or laptops, you won't be able to continue. Please feel free to come back when you have access to a desktop or laptop.

You will be automatically re-directed in a few seconds.

Q1.4 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Screening

Start of Block: Information

Q2.1

Evaluating Performance of Job Candidates Information

Thank you for your interest in this study. We are interested in how people form impressions about job candidates based on their performance in job interviews. During the first part of the survey, you will be asked to listen to recordings of job candidates answering interview questions and to provide your personal impression of their performance. In the second part of the survey, you will be asked to complete a few short questionnaires and provide some information about yourself.

The entire survey should take about 12 minutes to complete and you will receive £1.25 for completing the survey. Please note that in order to complete the survey, you will need to be able to play and listen to sound on your computer using speakers or headphones. The survey should be completed in one sitting without interruption. Please do not start the survey unless you have about 12 minutes to dedicate to it. The decision to take part in this study is entirely up to you. You are free to withdraw at any time during the study (by closing this browser window) without giving a reason. There are no foreseeable risks to participating.

If you have any questions about this study, please don't hesitate to contact the researchers Dr. Erez Levon, email: e.levon@qmul.ac.uk or Dr. Yang Ye, email: yang.ye@qmul.ac.uk.

If you have any questions or concerns about the manner in which the study was conducted please, in the first instance, contact the researchers above. If you prefer, you can also contact the Queen Mary Ethics of Research Committee, email: research-ethics@qmul.ac.uk.

If you would like to take part in this study, please continue.

Q2.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break



Q2.3

Evaluating the Performance of Job Candidates

Participant Consent Form

Please read and confirm the following statements: I agree that the research project named above has been explained to me to my satisfaction in verbal and/or written form. I understand that if I decide at any time during the study that I no longer wish to participate, I can withdraw from the study by closing this browser window. I have read the information about the project on the previous screen, and understand what the research study involves. I consent to the processing of any personal information collected during the study for the purposes of this research project. I understand that such information will be treated as strictly confidential and handled in accordance with the current relevant data protection legislation. I understand that if I have any questions or concerns about the manner in which this study was conducted, I can contact the Research Ethics Committee at Queen Mary University of London (research-ethics@qmul.ac.uk). If I have any questions related to data protection, I can contact the Data Protection Officer at Queen Mary University of London (data-protection@qmul.ac.uk). Please click the text box below before continuing:

☐ I agree with the above statements. (1)

Q2.4 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break



Q2.5 Thank you. Before getting started, please: **Make sure you are in a quiet place**
Maximize your browser window **Make sure the sound on your computer is on and**
set at an appropriate level **If you are using headphones, please put them on now** **If the audio**
does not load properly during the survey, try reloading the survey page (recommended browser:
Google Chrome) **Make sure to your Prolific ID is displayed in the text box below. If not,**
please copy and paste it into the text box:

Q2.6 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: Information

Start of Block: Instructions

Q3.1

Evaluating Performance of Job Candidates

Instructions

In this section, you will be asked to evaluate the performance of several job candidates for a “trainee solicitor” position at a corporate law firm in the UK. The candidates have all completed a 3-year Law degree programme offered by a UK university and a 1-year professional legal practice course, which is the final vocational step to becoming a solicitor in Britain.

You will be asked to listen to audio recordings of the candidates responding to interview questions. Each recording is from a different candidate and is in response to a different interview question. After each recording, you will be asked to rate each candidate's performance. The recordings are about 30 seconds long. Each recording can only be played once without replay. Therefore, please pay close attention when listening.

End of Block: Instructions

Start of Block: practice

Q4.1

Practice

Before we get to the actual task, this page allows you to familiarise yourself with the format of the survey. On each page of the survey, you will see an interview question and a play button beneath it. Click the play button to play the audio recording.

When you click the play button on this page, you will hear a music clip instead of a recording from a job interview. Please adjust the volume on your computer until you can clearly hear the music. You can replay the audio on this page as many times as you need.



Q4.2 Interviewer:

What are the key skills and qualities for a successful solicitor?

Candidate:

0:00 / 0:00

Q4.3 When the audio has reached the end, you can click "Next" to continue.

End of Block: practice

Start of Block: practice_eval

Q5.1

After hearing each recording, you will be asked to answer the questions below. Please take a moment to practice answering these questions so that you are familiar with them.

Q5.2 On a scale of 1 to 10, how would you rate the overall quality of the candidate's answer? (1 = Poor; 10 = Excellent)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q5.3 Does the candidate's answer show expert knowledge?

(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q5.4 In your opinion, how likely is it that the candidate will succeed as a lawyer?

(1 = Not at all likely; 10 = Very likely)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q5.5 Is the candidate somebody that you personally would like to work with?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q5.6 How would you rate the candidate overall? (1 = Poor; 10 = Excellent)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q5.7

This is the end of the demonstration.

When ready, please move on to the next page.

Q5.8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: practice_eval

Start of Block: Intro

Q6.1 Now you will start the actual rating task. During the task, you will listen to audio recordings of three candidates providing responses to three different interview questions. Again, after listening to

each recording, you will be asked to rate the performance of the candidate by answering the same questions that you saw in the practice round.

Please continue when ready.

Q6.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Intro

Start of Block: Intervention_1_awareness

Q7.1 Before you start, please note that the candidates may speak different accents of English. Recent research has shown that, when evaluating candidates' performance, interviewers in the UK can be influenced by the candidates' accents of English. In particular, they tend to rate candidates who speak with a "standard" accent more favourably than candidates who speak with "non-standard" accents. This is an example of so-called "accent bias". We ask you please keep this in mind during this task.

When ready, please continue.

Q7.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Intervention_1_awareness

Start of Block: Intervention_2_implementation_intention

Q8.1 Before you start, please be careful not to let the candidates' accent of English influence your evaluation in any possible way (either favourable or unfavourable). Recent research has shown that, in order to do this, an effective method is to say the following sentence to yourself during the task:

“If I hear any accent, I will ignore it and focus on what the candidate is saying.”
To help you remember this, please first repeat the sentence to yourself quietly.

Then, please type this sentence into the box below:

Q8.2 Again, during the task, please remember:

“If I hear any accent, I will ignore it and focus on what the candidate is saying.”

When ready, please continue.

Q8.3 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Intervention_2_implementation_intention

Start of Block: Intervention_3_accountability

Q9.1 Before you start, please note that your ratings will be used for developing training materials for law school students in order to improve their performance in job interviews.

To make sure that these ratings are informative, at the end of the task you will be asked to briefly explain how you came up with the ratings for each candidate in a few sentences. Researchers will then examine whether your ratings reflect the true quality of the responses (e.g., what the candidates say in the recording) or whether they are influenced by unrelated factors.

Hence, please try pay close attention when listening and provide ratings carefully.

When ready, please continue.

Q9.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Intervention_3_accountability

Start of Block: Intervention_4_fairness_objectivity

Q10.1 Before you start, please note that different candidates might speak different accents of English. While some candidates might speak in a “standard” accent, others might speak in accents that are considered “non-standard” in the UK.

Please be as fair as possible when you rate the performances of different candidates. To help you with this, please answer some questions below about how you would like to do the rating, and how you think it should be done:

Do you want your ratings to be influenced by a candidate's accent?

☐ No (4)

☐ Yes (5)

Q10.2 Should people's ratings be influenced by a candidate's accent?

☐ No (5)

☐ Yes (6)

Q10.3 How appropriate is it for the ratings to be influenced by a candidate's accent?

- ☐ Not at all appropriate (5)
- ☐ Somewhat appropriate (6)
- ☐ Very appropriate (7)
-

Q10.4

When ready, please continue.

Q10.5 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Intervention_4_fairness_objectivity

Start of Block: Intervention_5_multiculturalism

Q11.1 Before you start, please first complete a small task. Read the following statement and answer a few questions:

Many sociologists, psychologists, economists, and political scientists agree that improving relations between people of different ethnicities should be a vital priority for the United Kingdom. We are in the unique position of having many different cultural groups living within our borders. This could potentially be a great asset because different cultural groups bring different perspectives to life, providing a richness in styles of interaction, problem solving strategies, food, dress, music, and art. Each ethnic group within the United Kingdom can contribute in its own unique way. Recognising this diversity would help to build a sense of harmony and complementarity among the various ethnic groups.

Each group has its own talents, as well as its own problems. By acknowledging both these strengths and weaknesses, we validate the identity of each group and we recognise its existence and its importance to the social fabric. We can allow each group to utilise its assets, to be aware of its own particular problems or difficulties, and overall to live up to its potential. Understanding both the similarities and differences among ethnic groups is an essential component of long-term social harmony in the United Kingdom, and recognising the unique social characteristics of each cultural or

ethnic group will lead to smoother interactions between people.

Please write a sentence or two that summarises the main points in this statement:

Q11.2 Based on what you read from the statement, please list one or two reasons why acknowledging the unique aspects (e.g., strength and weakness) and identity of different ethnic groups in a society might be a good way of improving relationships between these groups:

Q11.3 When finished, please continue.

Q11.4 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Intervention_5_multiculturalism

Start of Block: Q15

Q12.1

Here is the audio recording from the first candidate. Please first read the interview question, then

click the play button and listen to the candidate's response to the question. Remember the recording can only be played once. Please pay close attention.

Display This Question:

If condition = 2
Or condition = 4
Or condition = 6
Or condition = 8
Or condition = 10
Or condition = 12

JS

Q12.2 Interviewer:

What attracts you about working in law?

Candidate:

0:00 / 0:00

Display This Question:

If condition = 1
Or condition = 3
Or condition = 5
Or condition = 7
Or condition = 9
Or condition = 11

JS

Q12.3 Interviewer:

What attracts you about working in law?

Candidate:

0:00 / 0:00

Q12.4 When you have finished, please move on to the next page.

End of Block: Q15

Start of Block: Q15_eval

Q13.1 Please provide your ratings below. We are interested in your personal opinions. If unsure, just provide your best guess.

Q13.2 How would you rate the overall quality of the candidate's answer?

(1 = Poor; 10 = Excellent)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q13.3 Does the candidate's answer show expert knowledge?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q13.4 In your opinion, how likely is it that the candidate will succeed as a lawyer?

(1 = Not at all likely; 10 = Very likely)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q13.5 Is the candidate somebody that you personally would like to work with?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q13.6 How would you rate the candidate overall? (1 = Poor; 10 = Excellent)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q13.7

When ready, please move on to the next page.

Q13.8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Q15_eval

Start of Block: Q6

Q14.1

Here is the audio recording from the second candidate. Please first read the interview question, then press the play button to hear the candidate's response. Remember: the recording can only be played once. Please pay close attention.



Q14.2 Interviewer:

Explain the difference between contract and tort.

Candidate:

0:00 / 0:00

Q14.3 When you have finished, please move on to the next page.

End of Block: Q6

Start of Block: Q6_eval

Q15.1 Please provide your ratings below. We are interested in your personal opinions. If unsure, just provide your best guess.

Q15.2 How would you rate the overall quality of the candidate's answer?

(1 = Poor; 10 = Excellent)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q15.3 Does the candidate's answer show expert knowledge?

(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q15.4 In your opinion, how likely is it that the candidate will succeed as a lawyer?

(1 = Not at all likely; 10 = Very likely)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q15.5 Is the candidate somebody that you personally would like to work with?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q15.6 How would you rate the candidate overall? (1 = Poor; 10 = Excellent)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q15.7

When ready, please move on to the next page.

Q15.8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Q6_eval

Start of Block: Q9

Q16.1

Here is the audio recording from the third candidate. Please first read the interview question and then click the play button to hear the candidate's response. Remember: the recording can only be played once. Please pay close attention.

Display This Question:

- If condition = 2
- Or condition = 4
- Or condition = 6
- Or condition = 8
- Or condition = 10

JS

Q16.2 Interviewer:

How has the Human Rights Act 1998 affected law in this country?

Candidate:

0:00 / 0:00

Display This Question:

- If condition = 1
- Or condition = 3
- Or condition = 5
- Or condition = 7
- Or condition = 9

JS

Q16.3 Interviewer:

How has the Human Rights Act 1998 affected law in this country?

Candidate:

0:00 / 0:00

Q16.4 When you have finished, please move on to the next page.

End of Block: Q9

Start of Block: Q9_eval

Q17.1 Please provide your ratings below. We are interested in your personal opinions. If unsure, just provide your best guess.

Q17.2 How would you rate the overall quality of the candidate's answer?

(1 = Poor; 10 = Excellent)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q17.3 Does the candidate's answer show expert knowledge?
(1 = Not at all; 10 = Very much)

- ☐ 1 (1)
 - ☐ 2 (2)
 - ☐ 3 (3)
 - ☐ 4 (4)
 - ☐ 5 (5)
 - ☐ 6 (6)
 - ☐ 7 (7)
 - ☐ 8 (8)
 - ☐ 9 (9)
 - ☐ 10 (10)
-

Q17.4 In your opinion, how likely is it that the candidate will succeed as a lawyer?

(1 = Not at all likely; 10 = Very likely)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q17.5 Is the candidate somebody that you personally would like to work with?
(1 = Not at all; 10 = Very much)

☐ 1 (1)

☐ 2 (2)

☐ 3 (3)

☐ 4 (4)

☐ 5 (5)

☐ 6 (6)

☐ 7 (7)

☐ 8 (8)

☐ 9 (9)

☐ 10 (10)

Q17.6 How would you rate the candidate overall? (1 = Poor; 10 = Excellent)

- ☐ 1 (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)
- ☐ 7 (7)
- ☐ 8 (8)
- ☐ 9 (9)
- ☐ 10 (10)
-

Q17.7

When ready, please move on to the next page.

Q17.8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Q9_eval

Start of Block: Recall



Q18.1

Thank you for completing the rating task.

Now, please take a moment to reflect on your experience during the rating task, especially how you

decided on the ratings for each candidate.

Then, please indicate how much you agree or disagree with each of the following statements according to your experience. There are no right or wrong answers.

	Strongly disagree (1)	Somewhat disagree (2)	Neither agree nor disagree (3)	Somewhat agree (4)	Strongly agree (5)
I noticed that the candidates were speaking in different accents of English. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When listening (to the recordings), I tried to focus on what the candidate was saying. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I found it difficult to ignore the candidates' accents. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I tried hard not to let the candidate's accent of English influence my ratings. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18.2 If you have any additional comments about how you decided on the ratings or anything about the rating task, please feel free to type them into the text box below:

Q18.3

When ready, please move on to the next page.

Q18.4 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Recall

Start of Block: SDO7

Q19.1

Thank you for completing the rating task.

In this part, please indicate how much you favour or oppose each idea below by clicking the corresponding button. You can work quickly; your first feeling is generally best.

[illegible]

No one group should dominate in society.
(6)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Groups at the bottom should not have to stay in their place.
(7)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Group dominance is a poor principle.
(8)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Q19.2
When ready, please move on to the next page.

Q19.3 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

Q19.4

Show how much you favour or oppose each idea below by clicking the corresponding button. You can work quickly; your first feeling is generally best.

[illegible]

No matter how much effort it takes, we ought to strive to ensure that all groups have the same chance in life (7)

Group equality should be our ideal. (8)

☐☐☐☐☐☐☐☐☐☐☐☐☐☐

Q19.5
When ready, please move on to the next page.

Q19.6 Timing
First Click (1)
Last Click (2)
Page Submit (3)
Click Count (4)

End of Block: SDO7

Start of Block: PostQ1

Q20.1 In this next part of the survey, we are interested in your opinion on certain social issues. Please indicate how much you agree or disagree with each statement below. There are no right or wrong answers.

Q20.2 Some people face discrimination based on which region of the UK they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q20.3 In some professions, people face barriers based on which region of the UK they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q20.4 In the UK, some people face discrimination based on which social class they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q20.5 In some professions, people face barriers based on which social class they come from.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q20.6 When finished, please move on to the next page.

Q20.7 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: PostQ1

Start of Block: PostQ2

Q21.1 Again, please indicate how much you agree or disagree with each statement below.

Q21.2 When speaking to a person from a different social background, it's important to me that they do not think I'm prejudiced.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q21.3 **It bothers me a great deal when I think I've offended someone, so I'm always careful to consider other people's feelings.**

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q21.4 At work, when someone from a different social background expresses an opinion I disagree with, I am careful about how I respond.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q21.5 It appeals to me to work in an organisation that emphasises getting to know people from different social backgrounds.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q21.6 People from different social backgrounds can teach me things I could not learn elsewhere.

- ☐ Strongly Disagree (1)
 - ☐ Disagree (2)
 - ☐ Slightly Disagree (3)
 - ☐ Slightly Agree (37)
 - ☐ Agree (38)
 - ☐ Strongly Agree (39)
-

Q21.7 When finished, please move on to the next page.

Q21.8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: PostQ2

Start of Block: Demographics

Q22.1

Thank you. Please answer a few final questions about yourself.

Q22.2

What is your gender?

- ☐ Man (1)
 - ☐ Woman (2)
 - ☐ Other (3)
 - ☐ Prefer not to say (4)
-

Q22.3 **What is your age (in years)?**

Q22.4 **Were you born in the UK?**

- ☐ Yes (1)
 - ☐ No (2)
-

Q22.5 **Do you currently live in the UK?**

- ☐ Yes (1)
 - ☐ No (2)
-

Q22.6 **Do you speak English as a native language?**

- ☐ Yes (1)
 - ☐ No (2)
-

Q22.7

When ready, please continue to the next page.

Q22.8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break

Q22.9

Thank you.

Please answer two final questions about your experience with the survey.

Were there any general technical problems or "glitches" that you noticed?

☐ Yes (1)

☐ No (2)

Q22.10 Please specify:

Q22.11

Is there anything that you would like to comment on?

☐ Yes (1)

☐ No (2)

Q22.12 Please provide your comment:

Q22.13

Thank you. Please continue to the next page.

End of Block: Demographics

Start of Block: End

Q23.1

Evaluating the Performance of Job Candidates

This is the end of the study. Thank you very much for your participation!

IMPORTANT: To receive your compensation, you must click the "Next" button to be re-directed to the payment page at Prolific.

If you have any questions, please feel free to email the Principal Investigator of this project Dr Erez Levon (e.levon@qmul.ac.uk).

If you have any questions or concerns about the manner in which the study was conducted please, in the first instance, contact Dr Levon. If this is unsuccessful, or not appropriate, please contact the Secretary at the Queen Mary Ethics of Research Committee, Room W104, Queens' Building, Mile End Campus, Mile End Road, London, E1 4NS or research-ethics@qmul.ac.uk. If you have any questions relating to data protection, please contact Data Protection Officer, Queens' Building, Mile End Road, London, E1 4NS or data-protection@qmul.ac.uk.

Again, to receive your compensation, please make sure you click the "Next" button.

End of Block: End
