

## Nationwide Survey

File: NationwideRawData.csv

**question:** The question to which the speaker responds to in the recording; 10 levels: Question 1, 2, 6, 8, 9, 11, 12, 13, 14, 15, see “interview\_script\_nationwide\_Survey.pdf” for stimuli

**speaker:** Initials of the speaker in the recording, 10 levels. For each speaker’s accent, see Table 2.

**eval\_ + identifier:** participants’ evaluative ratings on 5 measures (eval\_answer\_overall, eval\_answer\_expertise, eval\_candidate\_prospect, eval\_candidate\_collegiality, eval\_candidate\_overall) of each candidate answering an interview question. For rating items, see Table 3.

**condition:** The condition to which participants are randomly assigned to. Each condition contains a different combination of 10 speakers with 10 questions. For the exact combination in each condition, see Table 1.

**pd\_region/class\_ + number:** psychological measure for the perception of region and class based discrimination in UK based on four measures (pd\_region\_1, pd\_region\_2, pd\_class\_1, pd\_class\_2). See Table 4.

**mcpr\_ + number:** psychological measure for the motivation to control prejudiced reactions. See Table 5.

**ud\_ + number:** psychological measure for universality-diversity, see Table 6.

**P\_ + identifier:** Personal biography variables, see Table 7.

**Table 1. Speaker-question combination by condition, the nationwide survey**

	Question No.									
Condition (1-10)	Q1	Q2	Q6	Q8	Q9	Q11	Q12	Q13	Q14	Q15
1	E1	D1	A1	C1	A2	C2	E2	B2	D2	CL
2	B1	E1	D1	A1	C1	A2	C2	E2	B2	D2
3	D2	B1	E1	D1	A1	C1	A2	C2	E2	B2
4	B2	D2	B1	E1	D1	A1	C1	A2	C2	E2
5	E2	B2	D2	B1	E1	D1	A1	C1	A2	C2
6	C2	E2	B2	D2	B1	E1	D1	A1	C1	A2
7	A2	C2	E2	B2	D2	B1	E1	D1	A1	C1
8	C1	A2	C2	E2	B2	D2	B1	E1	D1	A1
9	A1	C1	A2	C2	E2	B2	D2	B1	E1	D1
10	D1	A1	C1	A2	C2	E2	B2	D2	B1	E1

For example: In condition 1, participants would hear (in random order) audio recordings of E1 answering Q1, AL answering Q2, A1 answering Q6, and so on.

**Table 2. 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 3. Candidate rating variables**

Item name in Qualtrics survey	Item content (repeated for ten speaker/interview question combinations for each participant)	Variable name
Q106-115.2	On a scale of 1 to 10, how would you rate the overall quality of the candidate's answer?	eval_answer_overall
Q106-115.3	Does the candidate's answer show expert knowledge?	eval_answer_expertise
Q106-115.4	In your opinion, how likely is it that the candidate will succeed as a lawyer?	eval_candidate_prospect
Q106-115.5	Is the candidate somebody that you personally would like to work with?	eval_candidate_collegiality
Q106-115.6	How would you rate the candidate overall?	eval_candidate_overall

**Table 4. Psychological measure: Perception of discrimination**

Item name in Qualtrics survey	Item content	Variable name
Q116.2	Some people face discrimination based on which region of the UK they come from.	pd_region_1

Q116.3	In some professions, people face barriers based on which region of the UK they come from.	pd_region_2
Q116.4	In the UK, some people face discrimination based on which social class they come from.	pd_class_1
Q116.5	In some professions, people face barriers based on which social class they come from.	pd_class_2

**Table 5. Psychological measure: Motivation to control prejudiced reactions**

Item name in Qualtrics survey	Text	Variable name
Q117.2	When speaking to a person from a different social background, it's important to me that they do not think I'm prejudiced.	mcpr_1
Q117.3	I always express my thoughts and feelings, regardless of how controversial they might be.	mcpr_2*
Q117.4	At work, when someone from a different social background expresses an opinion I disagree with, I am careful about how I respond.	mcpr_3

Adapted from Dunton, B. C., & Fazio, R. H. (1997). An individual difference measure of motivation to control prejudiced reactions. *Personality and Social Psychology Bulletin*, 23, 316-326. \*reverse scoring

**Table 6. Psychological measure: Two items from the Miville-Guzman Universality-Diversity Scale\***

Item name in Qualtrics survey	Text	Variable name
Q117.5	It appeals to me to work in an organisation that emphasises getting to know people from different social backgrounds.	ud_1
Q117.6	It's difficult for me to feel close to a person from a different social background.	ud_2

\* Fuertes, J. N., Miville, M. L., Mohr, J. J., Sedlacek, W. E., & Gretchen, D. (2000). Factor structure and short form of the Miville-Guzman Universality-Diversity Scale. *Measurement and Evaluation in Counseling and Development*, 33, 157–169.

**Table 7. Personal biography variables (demographics)**

Item name in Qualtrics survey	Item	Variable name
Q118.2	Gender (1=man, 2=woman, 3=other, 4=prefer not to say)	P_gender
Q118.3	Age (numeric, year)	P_age

Q118.4	Ethnicity (1= White, 2=Black, 3=South Asian, 4=East Asian, 5=Mixed or other, 6=Prefer not to say)	P_ethn
Q118.5	Specification of other ethnicity	P_ethn_spec
Q118.6	Born in UK (1=yes, 2=abroad)?	P_UK_born
Q118.7	If not born in UK, select country of birth	P_country_birth
Q118.8	Duration of living in UK (numeric, year)	P_UK_length_living
Q118.9	Grow up country (1=UK, 2=abroad)	P_UK_growup
Q118.11	If grown up abroad, select country growing up	P_country_growup
Q118.14_1	Native English speaker (1=yes, 2 = no)	P_ENG_native
Q118.15	Fluent in language other than English? (1=yes, 2 = no)	P_other_native
Q118.16	Specification of other languages fluent	P_other_native_spec
Q118.17	Describe own accent	P_self_accent
Q118.18	Own accent change? (1= “yes a lot”, 2 = “yes a little”, 3 = “no, not much”, 4 = “not sure”)	P_self_accent_change
Q118.21	Self’s recent occupation (list of 11, see Table 7b)	P_self_occup
Q118.22	Mother’s most recent occupation (list of 11)	P_mom_occup
Q118.23	Father’s most recent occupation (list of 11)	P_dad_occup
Q118.24	Self’s highest educational qualification (list of 6, see Table 7c)	P_edu
Q118.25	Ethnic homophily of network (gradient 1-5: None, Few, Some, Many, All)	P_circle_ethn_sim
Q118.26	Class homophily of network (gradient 1-5)	P_circle_class_sim
N/A	Region in which participant lives (according to panel company record)	P_region
N/A	District in which participant grows up (inferred from postcode information)	P_growup_district
N/A	Region in which participant grows up (inferred from postcode information)	P_growup_region
N/A	District in which participant lives (inferred from postcode information)	P_residence_district
N/A	Region in which participant lives (inferred from postcode information)	P_residence_region

**Table 7b. List of 11 occupations for Q118.21/22/23 (P\_self\_occup/P\_mom\_occup/P\_dad\_occup)**

Value	Code
1	Senior Management (e.g., CEO, director)
2	Professional (e.g., scientist, doctor, teacher, lawyer)
3	Technical (e.g., IT staff)

4	Administrative and Secretarial (e.g., administrative staff)
5	Skilled Trades (e.g., electrician, plumber)
6	Caring, Leisure, Service (e.g., nurse, hotel staff)
7	Sales and Customer Service (e.g., sales clerk)
8	Process, Plant, Machine operation (e.g., factory worker)
14	Primary Labour (e.g., agricultural, construction, security, cleaning)
16	Unwaged (including students and homemakers)
17	Prefer Not to Say

**Table 7c. List of 6 levels of education for Q118.24 (P\_edu)**

Value	if 16/17 in above, then use this for class coding	Code (=dummy occupation)
6	1	Entry/Level 1 (=1)
1	2	GCSE or equivalent (=2)
2	3	A-level or equivalent (=3)
3	4	Further Education (=4)
4	6	Undergraduate Degree (=6)
5	8	Postgraduate Degree (=8)

**Table 8. Measure of accent familiarity and self-similarity**

Item name in Qualtrics survey	Text (for A1, B2, C1, D1, E2)	Variable name
Q119-123.3	How familiar are you with this person's accent? (1=not at all; 6 = very)	A1, B2, C1, D1, E2_familiarity
Q119-123.4	Which city/region of England do you think this person is from? (list of 15, see Table 8b)	A1, B2, C1, D1, E2_region
Q119-123.5	In my life, I've spent a lot of time interacting with people from this city/region. (1-5, disagree-agree)	A1, B2, C1, D1, E2_interaction
Q119-123.6	The speaker's accent is similar to mine (1-5, disagree-agree).	A1, B2, C1, D1, E2_similarity

**Table 8b. List of 15 regions for Q(119-123).4:**

Value	Code
4	Birmingham
5	East Midlands
6	Essex
7	Leeds

8	Liverpool
9	London
10	Manchester
11	Newcastle
12	North East
13	North West
14	South East
15	South West
16	West Midlands
17	Yorkshire
18	Not sure/Could not tell

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## Nationwide\_Survey

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## 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 and would like to continue. (1)
- ☐ I would like to leave the survey now. (0)

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Q1.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

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Page Break



*Display This Question:*

*If Thank you for your interest in this survey. Before you start, please note: This survey is design... = I am using a computer with sound and would like to continue.*

*AndDevice TypelsMobile*

Q1.3 It seems like you are on a mobile device and won't be able to continue.

In a few seconds, you will be automatically re-directed to leave the survey. If nothing happens, please click "Next".

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Q1.4 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Screening

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Start of Block: Information

Q2.1

**Judging the Performance of Job Candidates  
Information**

Thank you for your interest in this survey. The following information tells you about the survey and why it is being done. Please read the information carefully before deciding whether to take part.

In this survey, 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 audio recordings of job candidates answering interview questions and to provide your impression of them. In the second part of the survey, you will be asked to provide some information about yourself and your beliefs. You will then be asked to listen to a few more brief audio recordings and answer some short questions. The entire survey should take about 25 minutes to complete. Once you have finished, you will receive compensation according to Research Now's incentive scheme.

Please note that in order to complete the survey, you need to be able to listen to sound on your computer (either via speakers or headphones). The survey should be completed in one sitting without interruption. Please do not start the survey unless you have at least 25 minutes to dedicate to it.

The decision to take part in this survey is entirely up to you. You are free to withdraw at any time during the survey (by closing your browser window) without giving a reason. There are no foreseeable risks to participating.

If you have any questions about the survey, don't hesitate to contact the researchers Dr. Erez Levon, email: [e.levon@qmul.ac.uk](mailto:e.levon@qmul.ac.uk) or Dr. Yang Ye, email: [yang.ye@qmul.ac.uk](mailto:yang.ye@qmul.ac.uk).

If you have any questions or concerns about the manner in which the survey was conducted please, in the first instance, contact the researchers above. If you prefer, you could also contact the Queen Mary Research Ethics Committee, email: [research-ethics@qmul.ac.uk](mailto:research-ethics@qmul.ac.uk).

If you would like to download a copy of this information sheet, please click here: [Information for Participants](#)

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

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Q2.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

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Page Break



### Q2.3

#### Judging 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](mailto: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](mailto:data-protection@qmul.ac.uk)). Please click the text box below before continuing:

☐ I agree with the above statements. (1)

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### Q2.4 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

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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 or using a different**  
**browser**  
When ready, please continue.

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

End of Block: Information

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Start of Block: Instructions

### Q3.1 Judging the Performance of Job Candidates

#### Instructions

In this part of the survey, you will be asked to evaluate a total of ten job candidates who are applying for the position of “trainee solicitor” at a corporate law firm in the UK. All candidates have completed a 3-year Law degree programme offered by a UK university. They have also completed a 1-year course in professional legal practice, which is the final vocational step to becoming a solicitor in Britain.

You will hear an audio recording of each candidate responding to an interview question. The question will be displayed on the screen. Each recording is about 30 seconds long. Each recording can only be played once. Therefore, please pay close attention and listen carefully.

After listening to a response from a candidate, you will be asked to evaluate the candidate by answering a few questions. We are interested in what you personally think about each candidate.

To help you get familiar with the layout of the survey, you will first complete a practice round. When you are ready, please continue to the practice round.

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Q3.2 Timing  
First Click (1)  
Last Click (2)  
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Click Count (4)

End of Block: Instructions

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Start of Block: Practice

Q4.1

**Practice Round**

Below is an audio recording of a candidate providing an answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Please pay close attention and listen very carefully. If necessary, adjust the volume on the computer to make sure that you can hear the candidate's answer clearly. During this practice round, you can replay the recording.



Q4.2 Interviewer:

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

Candidate:

0:00 / 0:00

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Q4.3

When you have finished, please click "Next" to continue.

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Page Break

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Q4.4 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

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Q4.5 **On a scale of 1 to 10** (where 1 means 'Poor' and 10 means 'Excellent'), **how would you rate the overall quality of the candidate's answer?**

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

**Q4.6 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)

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**Q4.7 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)

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**Q4.8 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)

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**Q4.9 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)
- 

**Q4.10** This is the end of the practice round.

When ready, please move on to the next page.

**End of Block: Practice**

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**Start of Block: Start**

**Q5.1**

You will now be asked to complete 10 rounds that are similar to the practice round.

Before moving on, please note:

- In each round, the job candidate and interview question will be different from previous rounds.
- The audio recordings can only be played once. Therefore, please listen carefully.

When you are ready to begin, move on to the next page.

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Q5.2 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: Start

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Start of Block: Q1\_E1

Q6.1

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Remember: The recording can only be played once. Please pay close attention when listening.

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Q6.2 Interviewer:

What effect will Brexit have on UK law firms?

Candidate:

0:00 / 0:00

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Q6.3

When you have finished listening to the recording, please move on.

End of Block: Q1\_E1

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Start of Block: Eval\_Q1

Q106.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

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Q106.2 **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)
-

**Q106.3 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)

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**Q106.4 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)

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**Q106.5 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)

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**Q106.6 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)
- 

**Q106.7 When ready, please move on to the next page.**

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**Q106.8 Timing**

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

**End of Block: Eval\_Q1**

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**Start of Block: Q2\_D1**

**Q17.1**

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.



Remember: The recording can only be played once. Please pay close attention when listening.

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Q17.2 Interviewer:

Think about the 2008 recession. What effects do you think that had on us as a firm?

Candidate:

0:00 / 0:00

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Q17.3

When you have finished listening to the recording, please move on.

End of Block: Q2\_ D1

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Start of Block: Eval\_Q2

Q107.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

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**Q107.2 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)

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**Q107.3 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)

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**Q107.4 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)

---

**Q107.5 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)

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Q107.6 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)
- 

Q107.7 When ready, please move on to the next page.

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Q107.8 Timing

First Click (1)

Last Click (2)

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Click Count (4)

End of Block: Eval\_Q2

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Start of Block: Q6\_A1

Q29.1

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Remember: The recording can only be played once. Please pay close attention when listening.

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Q29.2 Interviewer:

Explain the difference between contract and tort.

Candidate:

0:00 / 0:00

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Q29.3

When you have finished listening to the recording, please move on.

End of Block: Q6\_A1

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Start of Block: Eval\_Q6

Q108.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q108.2 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)

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**Q108.3 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)

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**Q108.4 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)

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**Q108.5 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)

---

**Q108.6 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)
- 

**Q108.7 When ready, please move on to the next page.**

---

**Q108.8 Timing**

First Click (1)

Last Click (2)

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Click Count (4)

**End of Block: Eval\_Q6**

---

**Start of Block: Q8\_C1**

**Q41.1**

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Remember: The recording can only be played once. Please pay close attention when listening.

---



Q41.2 Interviewer:

Give an example of a recent legal decision that you disagreed with and explain why.

Candidate:

0:00 / 0:00

---

Q41.3

When you have finished listening to the recording, please move on.

End of Block: Q8\_C1

---

Start of Block: Eval\_Q8

Q109.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q109.2 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)

---

Q109.3 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)

---

**Q109.4 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)

---



**Q109.5 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)

---

Q109.6 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)
- 

Q109.7 When ready, please move on to the next page.

---

Q109.8 Timing

First Click (1)

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Click Count (4)

End of Block: Eval\_Q8

---

Start of Block: Q9\_A2

Q53.1

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Remember: The recording can only be played once. Please pay close attention when listening.

---



Q53.2 Interviewer:

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

Candidate:

0:00 / 0:00

---

Q53.3

When you have finished listening to the recording, please move on.

End of Block: Q9\_A2

---

Start of Block: Eval\_Q9

Q110.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q110.2 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)

---

**Q110.3 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)

---

**Q110.4 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)

---

**Q110.5 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)

---

**Q110.6 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)
- 

**Q110.7 When ready, please move on to the next page.**

---

**Q110.8 Timing**

First Click (1)

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Click Count (4)

**End of Block: Eval\_Q9**

---

**Start of Block: Q11\_C2**

**Q65.1**

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.



Remember: The recording can only be played once. Please pay close attention when listening.

---



Q65.2 Interviewer:

Tell us of a time you worked in a team.

Candidate:

0:00 / 0:00

---

Q65.3

When you have finished listening to the recording, please move on.

End of Block: Q11\_C2

---

Start of Block: Eval\_Q11

Q111.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q111.2 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)

---

**Q111.3 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)

---

**Q111.4 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)

---

**Q111.5 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)

---

**Q111.6 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)
- 

**Q111.7 When ready, please move on to the next page.**

---

**Q111.8 Timing**

First Click (1)

Last Click (2)

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Click Count (4)

**End of Block: Eval\_Q11**

---

**Start of Block: Q12\_E2**

**Q74.1**

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Remember: The recording can only be played once. Please pay close attention when listening.

---



Q74.2 Interviewer:

Tell us of a time you solved a problem.

Candidate:

0:00 / 0:00

---

Q74.3

When you have finished listening to the recording, please move on.

End of Block: Q12\_E2

---

Start of Block: Eval\_Q12

Q112.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q112.2 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)

---



**Q112.3 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)

---

**Q112.4 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)

---

**Q112.5 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)

---

**Q112.6 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)
- 

**Q112.7 When ready, please move on to the next page.**

---

**Q112.8 Timing**

First Click (1)

Last Click (2)

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Click Count (4)

**End of Block: Eval\_Q12**

---

**Start of Block: Q13\_B2**

**Q82.1**

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Remember: The recording can only be played once. Please pay close attention when listening.

---



Q82.2 Interviewer:

Why do you want to be a lawyer?

Candidate:

0:00 / 0:00

---

Q82.3

When you have finished listening to the recording, please move on.

End of Block: Q13\_B2

---

Start of Block: Eval\_Q13

Q113.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q113.2 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)

---

**Q113.3 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)

---

**Q113.4 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)

---



**Q113.5 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)

---

**Q113.6 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)
- 

**Q113.7 When ready, please move on to the next page.**

---

**Q113.8 Timing**

First Click (1)

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Click Count (4)

**End of Block: Eval\_Q13**

---

**Start of Block: Q14\_D2**

**Q90.1**

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.

Remember: The recording can only be played once. Please pay close attention when listening.

---



Q90.2 Interviewer:

Tell us about what you've found most interesting at university.

Candidate:

0:00 / 0:00

---

Q90.3

When you have finished listening to the recording, please move on.

End of Block: Q14\_D2

---

Start of Block: Eval\_Q14

Q114.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q114.2 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)

---

**Q114.3 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)

---

**Q114.4 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)

---

**Q114.5 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)

---

**Q114.6 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)
- 

**Q114.7 When ready, please move on to the next page.**

---

**Q114.8 Timing**

First Click (1)

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Click Count (4)

**End of Block: Eval\_Q14**

---

**Start of Block: Q15\_B1**

**Q98.1**

Below is an audio recording of another candidate's answer to an interview question. Please first read the interview question and, when ready, click the play button to hear the candidate's answer.



Remember: The recording can only be played once. Please pay close attention when listening.

---



Q98.2 Interviewer:

What attracts you about working in law?

Candidate:

0:00 / 0:00

---

Q98.3

When you have finished listening to the recording, please move on.

End of Block: Q15\_B1

---

Start of Block: Eval\_Q15

Q115.1 Please indicate your impressions of this candidate by answering the questions below. We are interested in your personal opinion. If unsure, just provide your best guess.

---

**Q115.2 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)

---

**Q115.3 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)

---

**Q115.4 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)

---

**Q115.5 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)

---

**Q115.6 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)
- 

**Q115.7 When ready, please move on to the next page.**

---

**Q115.8 Timing**

First Click (1)

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Click Count (4)

**Start of Block: PostQ1**

**Q116.1** 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.

---

Q116.2 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)
- 

Q116.3 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)
-

**Q116.4 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)
- 

**Q116.5 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)
- 

**Q116.6 When finished, please move on to the next page.**

---

**Q116.7 Timing**

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

**End of Block: PostQ1**

---



Start of Block: PostQ2

Q117.1 Again, please indicate how much you agree or disagree with each statement below.

---

Q117.2 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)
- 

Q117.3 I always express my thoughts and feelings, regardless of how controversial they might be.

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

**Q117.4 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)
- 

**Q117.5 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)
-

Q117.6 It's difficult for me to feel close to a person from a different social background.

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

Q117.7 When finished, please move on to the next page.

---

Q117.8 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

End of Block: PostQ2

---

Start of Block: Demographics

Q118.1 Please answer some additional questions about yourself:

---

Q118.2

**What is your gender?**

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



Q118.3 **What is your age (in years)?**

---

Q118.4 **Which of the following categories best describes your ethnicity?**

- ☐ White (1)
- ☐ Black (2)
- ☐ South Asian (3)
- ☐ East Asian (4)
- ☐ Mixed or other (please specify) (5)
- ☐ Prefer not to say (6)

---

*Display This Question:*

*If Which of the following categories best describes your ethnicity? = Mixed or other (please specify)*

Q118.5 **Please specify:**

---

**Q118.6 Where were you born?**

☐ UK (1)

☐ Abroad (2)

*Display This Question:*

*If Where were you born? = Abroad*



**Q118.7 Please select the country where you were born from the dropdown list:**

▼ Afghanistan (1) ... Zimbabwe (1357)

*Display This Question:*

*If Where were you born? = Abroad*



**Q118.8 How long (in years) have you lived in the UK?**

\_\_\_\_\_

**Q118.9 Where did you grow up?**

☐ UK (1)

☐ Abroad (2)

*Display This Question:*

*If Where did you grow up? = UK*

**Q118.10 Please provide the first half of the postcode (e.g., E1W) of the city/town in which you grew up:**

\_\_\_\_\_

Display This Question:

If Where did you grow up? = Abroad



Q118.11 Please select the country where you grew up from the dropdown list:

▼ Afghanistan (1) ... Zimbabwe (1357)

Q118.14 Where in UK do you currently live? Please provide the first half of the postcode:

\_\_\_\_\_

Q118.12 Please continue when ready.

Q118.13 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

Page Break

**Q118.14 Do you speak English as a native language?**

☐ Yes (1)

☐ No (2)

---

**Q118.15 Are you a fluent speaker of any language(s) other than English?**

☐ Yes (1)

☐ No (2)

---

*Display This Question:*

*If Are you a fluent speaker of any language(s) other than English? = Yes*

**Q118.16 If yes, please list:**

---

**Q118.17 How would you describe your own accent in English (for example, typical Newcastle, BBC English, traditional West Country)?**

---

**Q118.18 Do you think your accent in English has changed over your lifetime?**

☐ Yes, quite a lot (1)

☐ Yes, a little (2)

☐ No, not much (3)

☐ I'm not sure (4)

---

Q118.19 Please continue when ready.

---

Q118.20 Timing

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

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Page Break

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Q118.21 What is your current or most recent occupation? Please select from the dropdown list:

▼ Senior Management (e.g., CEO, director) (1) ... Prefer Not to Say (17)

---



Q118.22 What is your mother's current or most recent occupation? Please select.

▼ Senior Management (e.g., CEO, director) (1) ... Prefer Not to Say (17)

---



Q118.23 What is your father's current or most recent occupation?

▼ Senior Management (e.g., CEO, director) (1) ... Prefer Not to Say (17)

---

Q118.24 **What is the highest educational qualification you have received?**

- ☐ Entry/Level 1 (6)
  - ☐ GCSE or equivalent (1)
  - ☐ A-level or equivalent (2)
  - ☐ Further Education (3)
  - ☐ Undergraduate Degree (4)
  - ☐ Postgraduate Degree (5)
-

**Q118.25 How many people in your personal network are similar to you in terms of ethnicity?**

- ☐ None (1)
  - ☐ Few (2)
  - ☐ Some (3)
  - ☐ Many (4)
  - ☐ All (5)
- 

**Q118.26 How many people in your personal network are similar to you in terms of social class?**

- ☐ None (1)
  - ☐ Few (2)
  - ☐ Some (3)
  - ☐ Many (4)
  - ☐ All (5)
- 

**Q118.27**

Thank you.

In the next and final section, you will be asked to listen to 5 short audio recordings and to comment briefly on each. Please continue when ready.

---

**Q118.28 Timing**

First Click (1)

Last Click (2)

Page Submit (3)

Click Count (4)

**End of Block: Demographics**

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Start of Block: D1\_Check

Q119.1

Here is a short extract from one of the speakers you heard earlier in the survey. When ready, please click the play button to listen to the recording, and then answer the questions below. You can replay the audio clip, if necessary.



Q119.2

0:00 / 0:00

---

Q119.3 **How familiar are you with this person's accent?**

(1 = Not familiar at all; 6 = Very familiar)

- ☐ 1 (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)

---

Q119.4 **Which city/region of England do you think this person is from? Please select:**

▼ Birmingham (4) ... Not sure/Could not tell (18)

Q119.5 Please indicate how much you agree with the following statements.

**In my life, I've spent a lot of time interacting with people from this city/region.**

- ☐ Completely disagree (1)
  - ☐ Somewhat disagree (2)
  - ☐ Neither agree nor disagree (3)
  - ☐ Somewhat agree (4)
  - ☐ Completely agree (5)
- 

Q119.6

**The speaker's accent is similar to mine.**

- ☐ Completely disagree (1)
  - ☐ Somewhat disagree (2)
  - ☐ Neither agree nor disagree (3)
  - ☐ Somewhat agree (4)
  - ☐ Completely agree (5)
- 

Q119.7 When ready, please move on to the next page.

End of Block: D1\_Check

---

Start of Block: End\_of\_survey

Q124.1

**Title of Study: Judging the Performance of Job Candidates**

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

**IMPORTANT: Please make sure to click the "Next" button on this page. Doing so will re-direct you to Research Now for your compensation.**

If you are interested in this survey or the research project behind it, or 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 this survey was conducted, please contact Dr. Levon (e.levon@qmul.ac.uk) or the Research Ethics Committee at Queen Mary University of London (research-ethics@qmul.ac.uk).

When ready, please click the "Next" button.

End of Block: End\_of\_survey