

Supplemental Table 1*Correlations between VR-JIT Performance and Post-Test Effectiveness Outcomes*

	VR-JIT Performance (mean score across all virtual interviews)	<i>p</i>
Job interview skills (performance-based)	0.50	.013
Likeliness to be hired (Global Rating)	0.35	.066
Comfort level	0.10	.345
Discuss prior conviction	0.45	.023
Hard worker	0.26	.139
Works well with others	0.37	.053
Communicates in a positive way	0.10	.338
Sounds honest	0.18	.221
Sounds interested	0.18	.224
Sounds professional	0.50	.013
Overall rapport	-0.13	.290
Job interview skills (self-report)	0.15	.257
Job interview motivation	-0.18	.222
Job interview anxiety	-0.05	.416

Supplemental Figure 1. Targeted Job Interview Skills in Virtual Reality Job Interview Training (VR-JIT).

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Job Interview Training with Molly Pearson Introduction Interview Basics Practice the Application Interview with Molly

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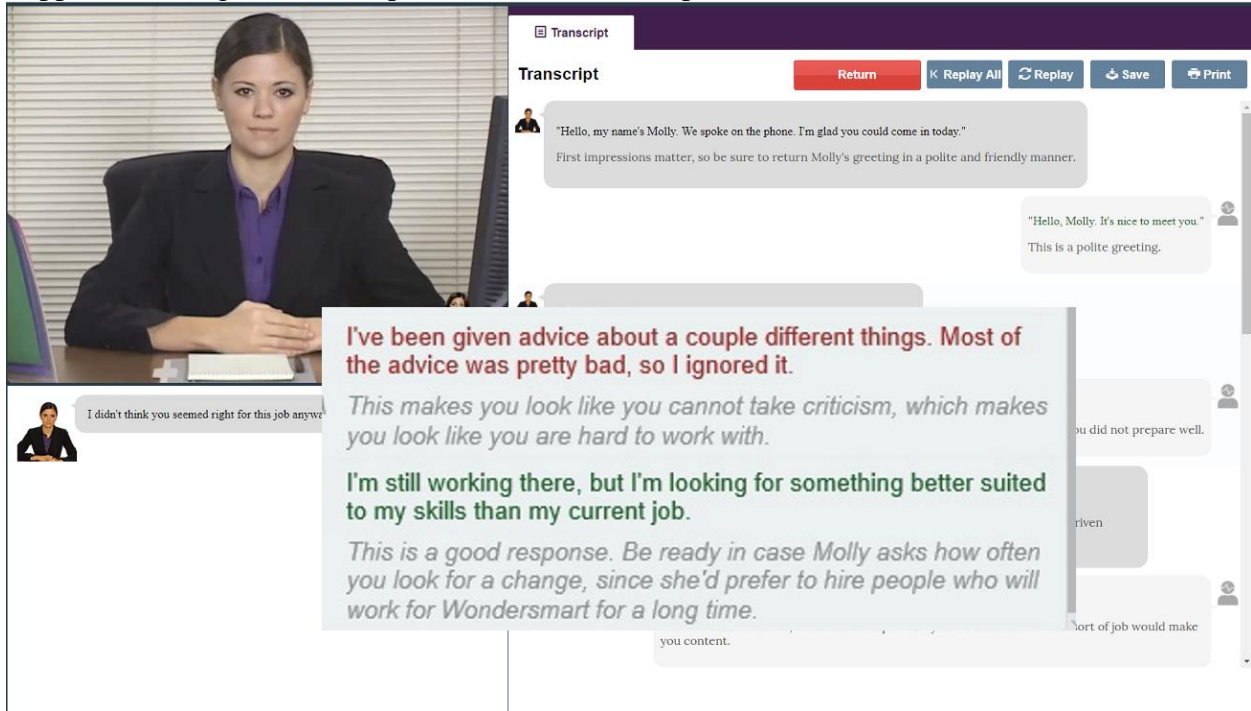
Scoring

Following your interview with Molly, you will receive feedback on how well it went. The areas in which you will receive feedback are described below.

<p>Be Honest</p> <p>Molly wants to hire people she can trust. Answer all of her questions honestly. Think carefully about her questions. She may ask about stealing or lying. If she does, be sure your answers let her know that you are honest and trustworthy.</p>	<p>Ask for Thursdays Off</p> <p>It is important that you find a job that will meet your needs. Be sure to tell Molly that you are not able to work on Thursday afternoons. You can tell her you have an appointment every Thursday. It is a good idea to wait to talk about this until Molly asks if you have any questions.</p>
<p>Be Dependable</p> <p>Molly wants to hire someone who will work hard and be on time. Respond in a way that shows you are a hard worker. Give examples of times when others were able to count on you.</p>	<p>Show Interest</p> <p>Molly wants to hire someone who cares about the job and the company. This is because people who care about their job tend to work harder. Showing interest in the job and the company will help Molly see that you want the job. Asking questions is another way to show interest.</p>
<p>Display Teamwork</p> <p>Molly wants to hire someone that works well with others. Respond to Molly's questions in ways that show you as a pleasant person. Give examples of times when you worked well with a boss, co-worker, or friend. Being flexible is another way to show Molly you are easy to work with.</p>	<p>Be Professional</p> <p>Molly wants to hire someone who is professional. Be polite and respectful when answering Molly's questions. Also, it is important to stay focused on the job and avoid topics that should not be discussed at work, like drinking or partying. If Molly asks a question that is off topic, it is a good idea to politely ask her to talk about work only.</p>
<p>Be Positive</p> <p>Molly wants to hire someone who can do a good job. Use every question as an opportunity to say something good about yourself. There may be times when you have to say something negative, but be sure to follow it up with something good. This will show Molly you have a positive attitude.</p>	<p>Make a Good Impression</p> <p>At the end of the interview, Molly will decide if she is going to hire you. Be sure to make a good impression on her during the whole interview. Be polite and conversational. Answer each question honestly.</p>

Note. The VR-JIT e-Learning curriculum provides summary descriptions of eight job interview skills that will be scored at the end of each virtual interview.

Supplemental Figure 2. Example of VR-JIT Transcript Feedback.



Note. VR-JIT provides feedback on each statement made by trainees during the virtual job interview. Positive feedback is color-coded in green, while negative feedback is color-coded in red.

Supplemental Figure 3. Example of Virtual Interview Performance Assessment.

Interview Assessment

You made the choice to end the interview early. Molly will not offer you the job, because you do not sound like you want this job.

Be Professional 0 / 10

You did a bad job of sounding polite and professional during your interview.

You missed several chances to be polite and show Molly that you know how to act in a work type setting. Molly wants to hire people she can trust to treat the customers with respect and who will not do anything to embarrass the company.

You also said several things that were rude, which damaged rapport.

Look for the red statements on the transcript to get a better idea of where you went wrong.

Make a Good Impression 10 / 20

- You did not make a great impression on Molly. You need to work to improve your rapport with her.
- In the future, remember to avoid statements that will upset Molly or make her think poorly of you.
- Look for the red statements on the transcript to get a better idea of where you went wrong.

You did not make a good first impression on Molly. First impressions can impact the entire conversation. If you make a good first impression, Molly might be more forgiving later. If you make a bad first impression, she might be quicker to condemn you.

Even if you made a good overall impression, your poor start damaged rapport. In the future, try to start on a better note.

Although you did not start well, you finished the interview well. The last few exchanges are very important, and help form Molly's overall opinion of you.

Score 33 / 100

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Note. VR-JIT provides summary feedback on each of the eight targeted job interview skills.