GAMES ARE BETTER THAN BOOKS

In-Situ Comparison of an Interactive Job Interview Game with Conventional Training

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To succeed in job interviews, one has to master both verbal and nonverbal behaviour [Hollandsworth 1979]

Common training techniques: coaching, reading/watching guides

source: youtube.com/v/KVIPZO8yg3A
TARDIS: a job interview training system for young adults
TARDIS: a job interview training system for young adults

User takes part in a **gamified** job interview **simulation** lead by a **virtual recruiter**
Physical game cards give hints on how to behave.

- Long answers
- Don’t freeze up
- Talk lively
- Don’t smile except...

- Smile
- Hold eye-contact
- Use open gestures
- Speak loudly
- Don’t freeze up
During the game, sensors record and analyse the user’s behaviour in real time.
A scoring system tracks the quality of the user’s behaviour.
Location: School in Bavaria
Participants:
- 20 job seeking pupils (10 m/f), aged 14-16
- 2 practitioners
2 conditions: experimental, control
### EVALUATION

2 conditions: experimental, control

3 days: pre-test, training, post-test

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### Evaluation

**3 days: pre-test, training, post-test**

- **2 conditions:** experimental, control
- **2 questioners after each session (pupil + practitioner)**

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**EVALUATION**
No significant differences in practitioners ratings

* Two-tailed t-tests + Bonferroni-Holm
EG’s overall performance rating is significantly higher

* Two-tailed t-tests + Bonferroni-Holm
EG: significant improvements between Day 1 and 3 across 5 dimensions

* Two-tailed t-tests + Bonferroni-Holm
RESULTS

CG: no significant difference

* Two-tailed t-tests + Bonferroni-Holm
“[...] using the system, pupils seem to be highly motivated and able to learn how to improve their behaviour [...] they usually lack such motivation during class.”

“[...] transports the experience into the youngster’s own world.”

“[...] makes the feedback be much more believable.”

RESULTS
TARDIS: technology-enhanced job interview training system

Pupils training with TARDIS system improved more than those reading a job interview guide

After just a single session, pupils training with TARDIS were rated better than those in CG
Thank you

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