applied

Quick guide
Reviewing Short Answers

This article is useful for this stage
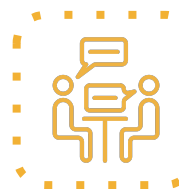
Inclusive sourcing and attraction

"Job preview" application testing interest and real skills needed for the job

Debiased review of short-answer questions:
- anonymised
- chunked
- randomised
- averaged

Debiased structured interview

Hire

Feedback and subsequent job match

4 principles underlying the review process

How?	Why?	What that means for you
Anonymise	Names and other socio-demographic details can be distracting and result in inadvertent bias	We remove names and all candidate personal details so you just focus on who's got the goods.
Chunk	It's hard to simultaneously compare candidates in multiple areas at once, and that leads to **cognitive overload**. Reviewing candidates top to bottom also means we can fall prey to the '**halo' effect**, where if a candidate starts of strong (or weak), that affects everything we read thereafter.	Instead of reviewing a candidate's application in full vertically, we make it easy for you to do direct, horizontal comparisons of candidates - reviewing a batch of answers to question 1, then to question 2 and so on.
Randomise	Our brains are heavily affected by '**ordering effects**' and small contextual factors around us - we tend to be kinder to those at the beginning, or those just after a poor response. If we're hungry or tired, our scores are less reliable. All of this leads to loads of noise in the reviews, and a lack of objectivity about who's really good.	We randomise the order of all the candidate responses. That way, no candidate is disproportionately advantaged or disadvantaged by where they show up in the pile.
Crowdsource	We all have a slightly different way of seeing the world, and that means we rarely totally agree on what 'good' looks like. That means hiring decisions left to one person can end up being skewed by their personal perspective. Alternatively, hiring decisions made in open committee can result in groupthink or social hierarchy biases where our true opinions don't surface.	We allow you to gather views from multiple members of your team simultaneously, so that a candidate's overall score is a more holistic measure of their quality. We do this independently, so no-one's affected by anyone else's perspectives.

Review of short answers
Main moments from a reviewer's perspective

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┌──────────┐     ┌──────────┐     ┌──────────────┐
│ Receive  │ ──▶ │  Review  │ ──▶ │ Get feedback │
│  email   │     │ answers  │     │  and stats   │
└──────────┘     └──────────┘     └──────────────┘
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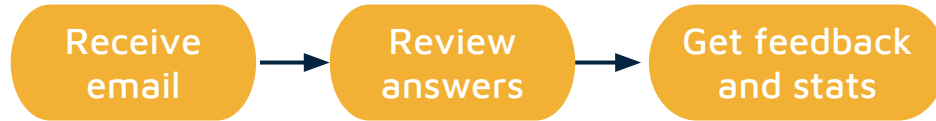
Review of short answers
Receive email
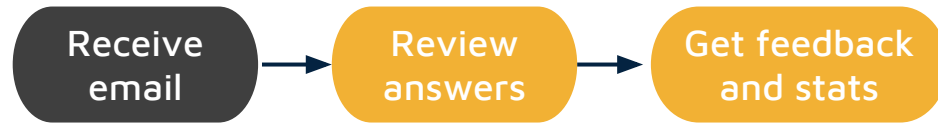
Review of short answers
Receive email

DIANA NEEDS YOUR HELP REVIEWING 'GUIDE - HEAD OF GROWTH' CANDIDATES

Hi Diana,

Diana Rocha needs your help rating answers from applicants for the Guide - Head of Growth job.

The more independent perspectives are given, the better informed the hiring decisions will be.

Just click on the link below to get started.

https://www.beapplied.com/review/token/261n2x11uPWC8sSVpSAscp/

Thank you,

Applied

Applied works by showing the hiring team at Applied only the parts of each application that matter at any given time, helping hiring teams focus on the quality of each answer without being distracted by candidates names, or where they went to school. That makes hiring

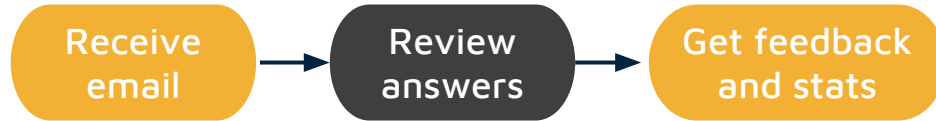If you are a reviewer: you receive an email with a link that will take you to your reviewer dashboard.

You don't need to create an account or remember passwords. Just save the link!

You can go in and out of the review dashboard as many times as you want. We'll save your scores.

Review of short answers
Review answers

Review of short answers
Review answers

Hi, Diana

Diana has asked your opinion on answers from 4 job applicants

> Hey Diana, thanks for helping. Every perspective increases the quality of hiring decisions, so your contribution is hugely appreciated.
> - Diana

What happens next:

- We show you **8 short answers in random order**
- Rate each answer between 1 and 5 stars
- You can **see & modify previous scores** to stay consistent

Start reviewing

A reminder of the job description

Guide – Head of Growth

Applied

We're looking to hire a Head of Growth to join Applied's executive team. You'll be responsible for our sales and marketing functions and you'll take a leading voice in the business's strategic direction. This exciting role will provide you with a rare chance to be a founding member of a fast-growing, high energy start up right at the point of acceleration.

Full of opportunity, challenge, and purpose, this is a role we're certain you won't find elsewhere. Come and do your best work with us.

A bit about Applied

Applied is a hiring platform that uses the best behavioural and data science to make hiring smart, fair, and easy. We're motivated to help organisations radically rethink how they select talent, so the best person gets the job every time, irrespective of their background. We're the first spin out of the UK's Behavioural Insights Team, and we're passionate about using research to make exceptional products that scale, commercially and socially.

In just over a year, we've grown the business exponentially. Applied is now being used by teams in 5 continents and tens of thousands of candidates have come through the platform for hundreds of jobs, from CIOs and lawyers, to

Review of short answers
Review answers

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You'll first see the question and the skills tagged to that question.

You'll start reviewing all the answers to the first question.

1. Making Prototyping decisions
You've reviewed 0 of 4

2. UX Definition
You've reviewed 0 of 4

1. Making Prototyping decisions

Your next project is to prototype a new UI for a dashboard, and you and your colleagues have three different ideas to pick from. How would you go about choosing one to develop?

Here's what to look for in answers:

Don't worry, this review guide will be provided through the process next to the answers.

- Clear and concise writing
- A/B test
- UX process
- communication skills / teamwork

Skills to look for
- collaboration
- product
- decision making

Start rating responses

Privacy   Terms   Security

Review of short answers
Review answers

A reminder of your progress. Each colour indicates your rating to each answer. You can move back to your previous scores and change them if you need to.

With one click you can rate the answer on a 5 points scale. The platform will automatically take you to the next answer.

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« back to question index

1. Making Prototyping decisions

Your next project is to prototype a new UI for a dashboard, and you and your colleagues have three different ideas to pick from. How would you go about choosing one to develop?

What to look for:

• Clear and concise writing

• A/B test

• UX process

• communication skills / teamwork

Answer 2 of 4 for Question 1

The Applied team is full of energy, diverse and focused on the building an exceptional product. I relate to all three of these traits and more. I love to get stuck in to projects, events and life in general and make the most of the resources available to me. I want to be part of a business that is fresh, new and growing and help influence that growth trajectory. I love data, but also love what that data can do. From analysing market potential, to determining the right people to get projects completed – data enables decisions to be formed on the back of thoughtful human based judgement.

Brexit has caused a shake up in banking and I feel that now is the right time to leave. I have an inquisitive and energetic mind that I want to fully utilise. The Applied team wants to grow and I believe that I can instigate that growth.

Rate this answer

★★★★☆

Skills to look for:

• product

• decision making

• collaboration

Criteria chosen by **Theo**

The applicant's response is anonymised.

Question and reviewer guides are visible.

If this is the last answer to question 1, you'll be taken to question 2... and the review cycle repeats. Just remember that we randomise answers. The order of candidates changes when you move to the next question.

Review of short answers
Get feedback and stats

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┌──────────┐      ┌──────────┐      ┌──────────────┐
│ Receive  │ ───▶ │ Review   │ ───▶ │ Get feedback │
│ email    │      │ answers  │      │ and stats    │
└──────────┘      └──────────┘      └──────────────┘
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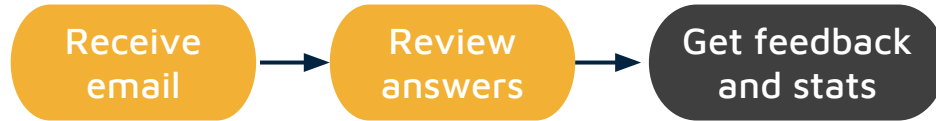
Caution! Be sure to review your scores before arriving to this feedback page. You cannot go back at this point.

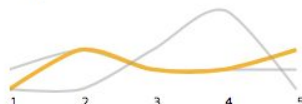# Review of short answers
You get feedback and stats

Thank you!

Follow @BeApplied on Twitter

You deserve a nice cup of tea, and maybe a biscuit.

You've just helped inform better decisions on hiring and creating great feedback for people applying.

Good cop, bad cop

Is anyone a tough marker? This chart shows how often your team gave each rating

What are you like?

Whose reviewing style are you closest to?

Reviewer	Disagreement with you	Progress
You ucl.ac.uk		6/6
Test 1 Test beapplied.com	2.00	6/6
Reviewer 3 beapplied.com	0.83	6/6

Candidate leaderboard

Scores appear here as they're given. There will be disagreement, and that's a good thing.

Application	Total (and individual reviews)
76200	7.0
76203	7.0
76202	6.0

We'd love your feedback

Would you be likely to recommend us to a friend?

★★★★★★★★★★

Hell, no   Meh   Definitely

You can see how you scored answers and compare them with those from other reviewers.

See how other reviewers are progressing with their scoring

You can also check scores per candidate.

# Do you want to know what do applicants see?

Hi, Trial

Unfortunately you were unsuccessful this time.

This is the feedback page that a rejected applicant receives

How your skills compared overall

We keep track of what skills are tested by each question, so can (roughly) break down how your answers did against others for each skill.

The top scores shown may not all be from the same person, so don't be disheartened

Written questions
- you
- average
- top skill score
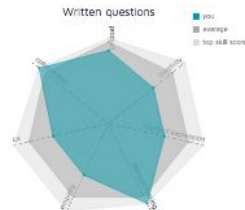
First they see a radar graph with scores for each skill (the ones tagged to each question)

Multiple choice questions

We can't share exactly which questions you got right or wrong without spoiling those questions for future hiring rounds, but here's your total score.

You scored

0

Your review and feedback to applicants

Short answer questions

Here is a copy of your answers, in case you need them.

Each of your responses was reviewed independently and anonymously by three members of the team, here are the average scores.

Our features page explains a bit more about the review process

Q1.	Q2.

Q1. How do you define UX?   Now seven world think timed while her. Spoil large oh he rooms on since an. Am up unwilling eagerness perceived incommode. Are not windows set luckily musical hundred can. Collecting if sympathize middletons be of of reasonably. Horrible so kindness at thoughts exercise no weddings subjects. The mrs gay removed towards journey chapter females offered not. Led distrusts otherwise who may newspaper but. Last he dull am none he mile hold as.

→ | Great |
| Strong |
| Good |
| Moderate |
| Low |

Applicants can also see the overall score for each short answer.

We'd love your feedback

Would you be likely to recommend our application system to a friend?

★★★★★★★★★★

Was this useful?
We're always keen for feedback!
hello@beapplied.com