Contribution ID: **29** Type: **Mini-talks**

Beyond the Screen: A Neuroscientific Approach to Remote vs. In-Person Job Interviews

Monday, September 23, 2024 3:40 PM (10 minutes)

In the contemporary landscape of job recruitment, characterized by an ever-growing digital presence, the utilization of digital platforms for conducting job interview simulations is becoming increasingly significant. Nevertheless, there exists a notable gap in understanding the impact of these simulations in contrast to traditional interviews on stress management. This study aims to examine this impact through the analysis of behavioral, autonomic, and neurophysiological responses in a sample of 53 healthy adults (Mage = 25.25, SDage = 3.435, age range: 22-35, Nmale = 17, Nfemale = 35). Using a multi-method approach, participants were divided into two groups: one underwent a modified Digital Trier Social Stress Test (D-SST), the other a real-life simulated version (R-SST). Data on stress regulation (RegStress), resilience capacities (ResStress), reaction times, electroencephalographic (EEG) and autonomic responses were collected during interview preparation. Regardless of group, better stress regulation correlated with higher resistance. However, the D-SST group showed higher RegStress scores, likely due to perceiving the digital scenario as less stressful. EEG analysis revealed distinct patterns between groups, indicating greater cognitive effort in the R-SST group but lower self-awareness in the D-SST group. Skin conductance response was higher in the R-SST group, suggesting greater emotional engagement. These findings indicate varied stress responses to digital versus realistic interviews, with differing behavioural, EEG, and autonomic profiles.

If you're submitting a poster, would you be interested in giving a blitz talk?

No

If you're submitting a symposium talk, what's the symposium title?

If you're submitting a symposium, or a talk that is part of a symposium, is this a junior symposium?

No

Primary authors: CIMINAGHI, Flavia (1 - International research center for Cognitive Applied Neuroscience (IrcCAN), Faculty of Psychology, Catholic University of the Sacred Heart, Milan, Italy. 2 - Research Unit in Affective and Social Neuroscience, Department of Psychology, Catholic University of the Sacred Heart, Milan, Italy); Ms ROVELLI, Katia (1 - International research center for Cognitive Applied Neuroscience (IrcCAN), Faculty of Psychology, Catholic University of the Sacred Heart, Milan, Italy. 2 - Research Unit in Affective and Social Neuroscience, Department of Psychology, Catholic University of the Sacred Heart, Milan, Italy); Mrs ANGIOLETTI, Laura (1 - International research center for Cognitive Applied Neuroscience (IrcCAN), Faculty of Psychology, Catholic University of the Sacred Heart, Milan, Italy. 2 - Research Unit in Affective and Social Neuroscience, Department of Psychology, Catholic University of the Sacred Heart, Milan, Italy); Prof. BALCONI, Michela (1 - International research center for Cognitive Applied Neuroscience (IrcCAN), Faculty of Psychology, Catholic University of the Sacred Heart, Milan, Italy. 2 - Research Unit in Affective and Social Neuroscience, Department of Psychology, Catholic University of the Sacred Heart, Milan, Italy)

Presenter: CIMINAGHI, Flavia (1 - International research center for Cognitive Applied Neuroscience (IrcCAN), Faculty of Psychology, Catholic University of the Sacred Heart, Milan, Italy. 2 - Research Unit in Affective and Social Neuroscience, Department of Psychology, Catholic University of the Sacred Heart, Milan, Italy)

Session Classification: Mini-talks: EMOTION (1)