

# Exploratory Data Analysis

This report outlines my findings after performing exploratory data analysis on the dataset provided.

## Dataset Description

The dataset contains emotion scores, transcript scores and corresponding transcripts extracted from the introduction videos of 10 candidates applying for a job. The dataset was divided into three major categories.

### 1. Emotion scores

The dataset contains the emotions of candidates throughout the video including emotion scores of angry, happy, sad, disgust, fear, surprise and neutral. It also contains binary gaze data, eye offset, blink data and the metadata of the image frames extracted from the video.

### 2. Transcript scores

The dataset contains positive, negative, neutral, confident, hesitant, concise, enthusiastic scores obtained after sentiment analysis on the transcripts of each candidate.

### 3. Transcript text

Contains the actual text of the transcript of the videos of each candidate.

## Objectives

- Perform prompt engineering and Exploratory Data Analysis on the given dataset to

generate valuable and actionable insights from the data.

- Analysis of communication skills and finding areas of expertise based on data.
- Gain any other insights that could be useful in making a decision on the recruitment of

the candidate.

- Decide whether the candidate should be recruited or not after a thorough analysis of the

data.

## Exploratory Data Analysis

Exploratory data analysis was performed on *emotion scores* and *transcript scores* datasets to

investigate these datasets and obtain valuable insights about each candidate applying for the

job. These are the steps in which the analysis was done.

1. Understanding the given data
2. Analyzation and Visualization of the data
3. Summarize the findings from the data analysis.
4. Decide whether the candidate should be recruited or not after a keeping into consideration both the prompt engineering findings and exploratory data analysis findings.

Data analysis of *transcript text* dataset was done using prompt engineering on ChatGPT to gain information about the candidates from the transcripts.

## Understanding the Data in Recruitment Video Analysis

### 1. Emotion Scores:

Emotion scores are the percentages of predicted emotions that a candidate displays in each frame of a video. These emotions include **angry, happy, sad, disgust, fear, surprise**, and **neutral**. These emotions, captured through facial expressions, hold key significance in recruitment analysis, as they offer insight into a candidate's emotional state and how they might perform under different circumstances. Let's break down what each emotion implies:

- **Happy:** A higher happy score suggests the candidate has a positive attitude, which is beneficial for workplace morale, collaboration, and interactions with clients.
- **Angry or Sad:** Elevated angry or sad scores might indicate emotional volatility, difficulty in handling stress, or a lack of resilience—factors that could affect both productivity and workplace well-being.
- **Fear or Disgust:** Higher scores in these areas may signal apprehension or anxiety. A candidate displaying these emotions might struggle under pressure or show discomfort in client-facing roles.
- **Surprise:** A higher surprise score often points to adaptability and openness to new challenges—traits valuable for growth, innovation, and adaptability within the company.
- **Neutral:** A balanced neutral score shows emotional composure and stability, suggesting a calm, focused individual who can maintain composure even in tense situations.

Apart from these emotional readings, additional metrics are captured:

- **Gaze:** Indicates whether the candidate is looking into the camera (1 for yes, 0 for no). Direct gaze may reflect engagement and confidence.
- **Blink:** A binary value (0 or 1) that tracks if the candidate is blinking in each frame, but it was found to have little relevance to recruitment.
- **Eye Offset:** Measures the deviation of the eyes from the camera. This metric, like gaze, is highly relevant to assessing candidate engagement.

## 2. Transcript Scores:

The transcript of each candidate's interview is broken down into phrases, and each phrase is analyzed for its emotional tone and style of delivery. The key scores are:

- **Positive, Negative, and Neutral Sentiment:** Higher positive sentiment is linked to optimism, while higher negative scores might signal pessimism or frustration. A balance of positive and neutral tones could indicate rational, level-headed communication.
- **Confident and Hesitant Scores:** A high confident score implies assertiveness, a valuable trait in leadership or client-facing roles. On the other hand, a high hesitant score suggests uncertainty, possibly hinting at nervousness or a lack of conviction.
- **Concise Score:** Candidates with high concise scores tend to communicate clearly and efficiently—crucial for roles where precision and brevity are essential.
- **Enthusiastic Score:** A higher enthusiastic score suggests engagement, passion, and energy, valuable for positions that require drive and initiative.
- **Speech Speed:** Effective communication is often reflected in a balanced speech speed, around 2.5-3 words per second. Speaking too quickly may suggest nervousness, while speaking too slowly could signal over-cautiousness or hesitation.

## Data Analysis and Visualization

### 1. Emotion Scores:

- **Limited Data for Some Candidates:** Candidates 5 and 6 lacked sufficient emotional data, so their scores were excluded from deeper analysis.
- **Blink Data:** The analysis found that blink data was not meaningful in this context and was therefore excluded from further evaluation.

- **Gaze and Eye Offset Correlation:** A highly negative correlation was observed between gaze and eye offset values across all candidates. This correlation is intuitive; increased eye contact with the camera results in lower eye offset. Consequently, we focused solely on gaze metrics for subsequent analyses.
- **Visualizing Emotion Data:** Pie charts were created to display mean emotion scores for each candidate, enabling quick identification of dominant emotions expressed during interviews. For instance, while some candidates exhibited a mix of fear and sadness, others demonstrated positive engagement.
- **Gaze Data:** Step plots were generated for each candidate to visualize the frequency and duration of eye contact with the camera. This provides valuable insights into their level of engagement during interviews.

## 2. Transcript Scores:

- **Key Metrics:** The analysis examined critical metrics from the transcripts, including sentiment (positive, negative, and neutral), confidence, hesitation, conciseness, enthusiasm, and speech speed.
- **Bar Graphs:** Mean transcript scores were plotted in bar graphs for each candidate, offering a clear visualization of their communication styles and emotional tones. For example, candidates who demonstrated higher positive sentiment and lower negative sentiment tended to have more engaging communication styles.
- **Speech Speed Analysis:** Line plots were created to track each candidate's speech speed, indicating whether they communicated at an ideal pace. Candidates who maintained a stable speech speed were found to convey confidence and clarity, enhancing their overall effectiveness in communication.

## Summary of Findings for Each Candidate

After conducting both **emotion score analysis** and **transcript score analysis**, we evaluated each candidate's potential fit for recruitment. Candidates 5 and 6

were excluded from the emotion analysis due to insufficient data, but for the remaining candidates, we considered a blend of emotional stability, engagement level, communication clarity, and sentiment. The individual findings from each candidate's emotion and transcript data were then used to form recruitment recommendations.

## **Candidate 1: Monique McCormick**

### **Education:**

- Engineering graduate in Electronics and Communication.
- GATE rank: 5300.

### **Work Experience:**

- Internship at PSK VLSI Design Center.
- 19 months as an Academic Advisor.

### **Relevant Skills:**

- VLSI Design.
- Academic Advising.
- Consulting, Data Analysis, Machine Learning.
- Problem Solving, Communication, Teamwork.

### **Unique Qualities:**

- Strong academic foundation with diverse coursework in consulting, data analysis, and machine learning.
- Adaptive and inquisitive learner, eager to tackle challenges.
- Proven problem-solving skills, making her a valuable asset in dynamic team environments.

### **Interests:**

- Enjoys sports like badminton and chess, indicating a well-rounded personality and an interest in physical activities.

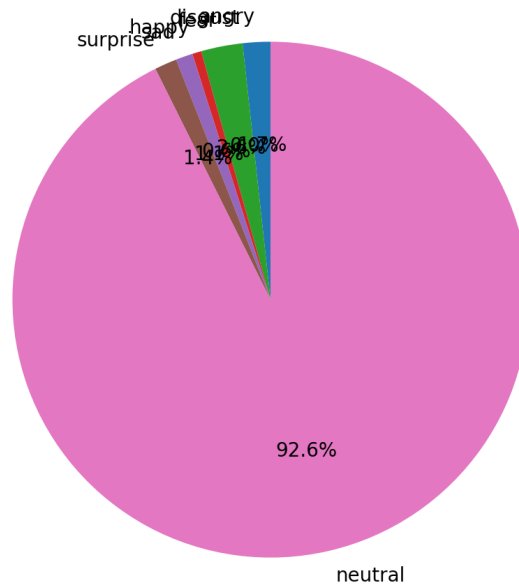
### **Language Proficiency:**

- Good.

### Emotional and Communication Analysis:

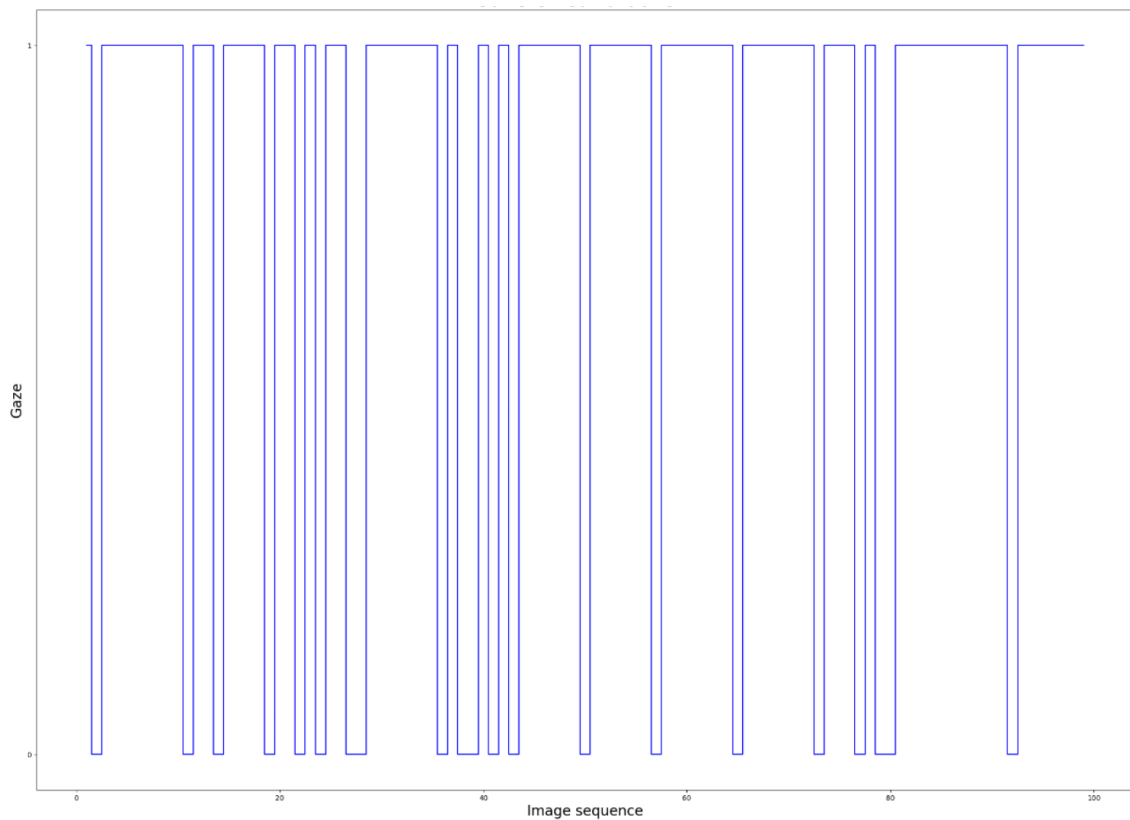
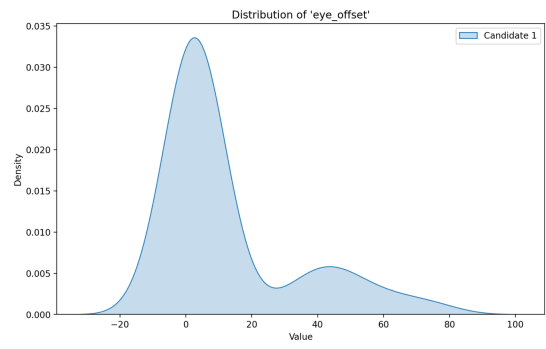
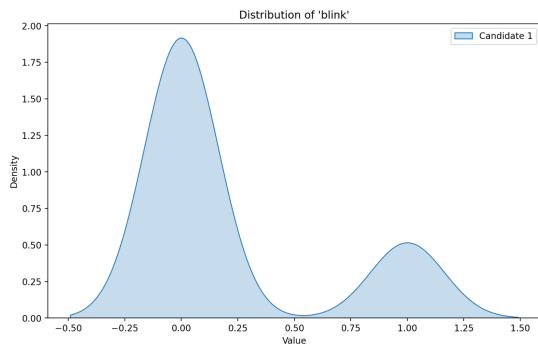
- **Emotional Distribution:**

Distribution of Emotions in Candidate 1



- Neutral: 92.63%
- Fear: 2.60%
- Anger: 1.73%
- The candidate exhibits low overall emotional variability, indicating a focus on rational and unemotional responses.

- **Gaze-Related Features:**



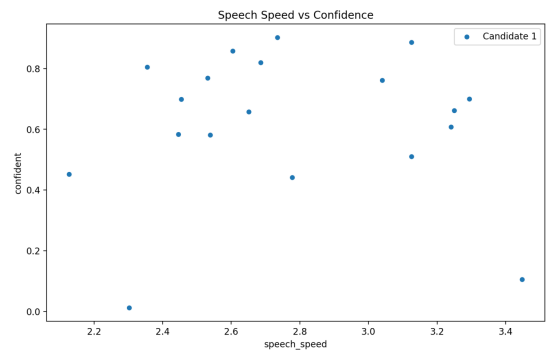
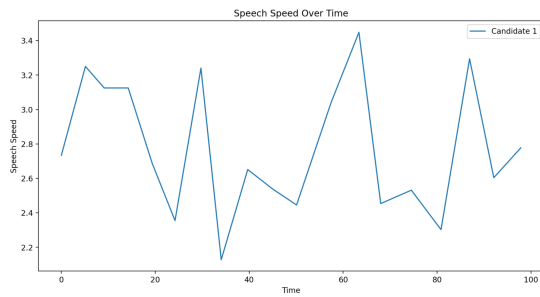
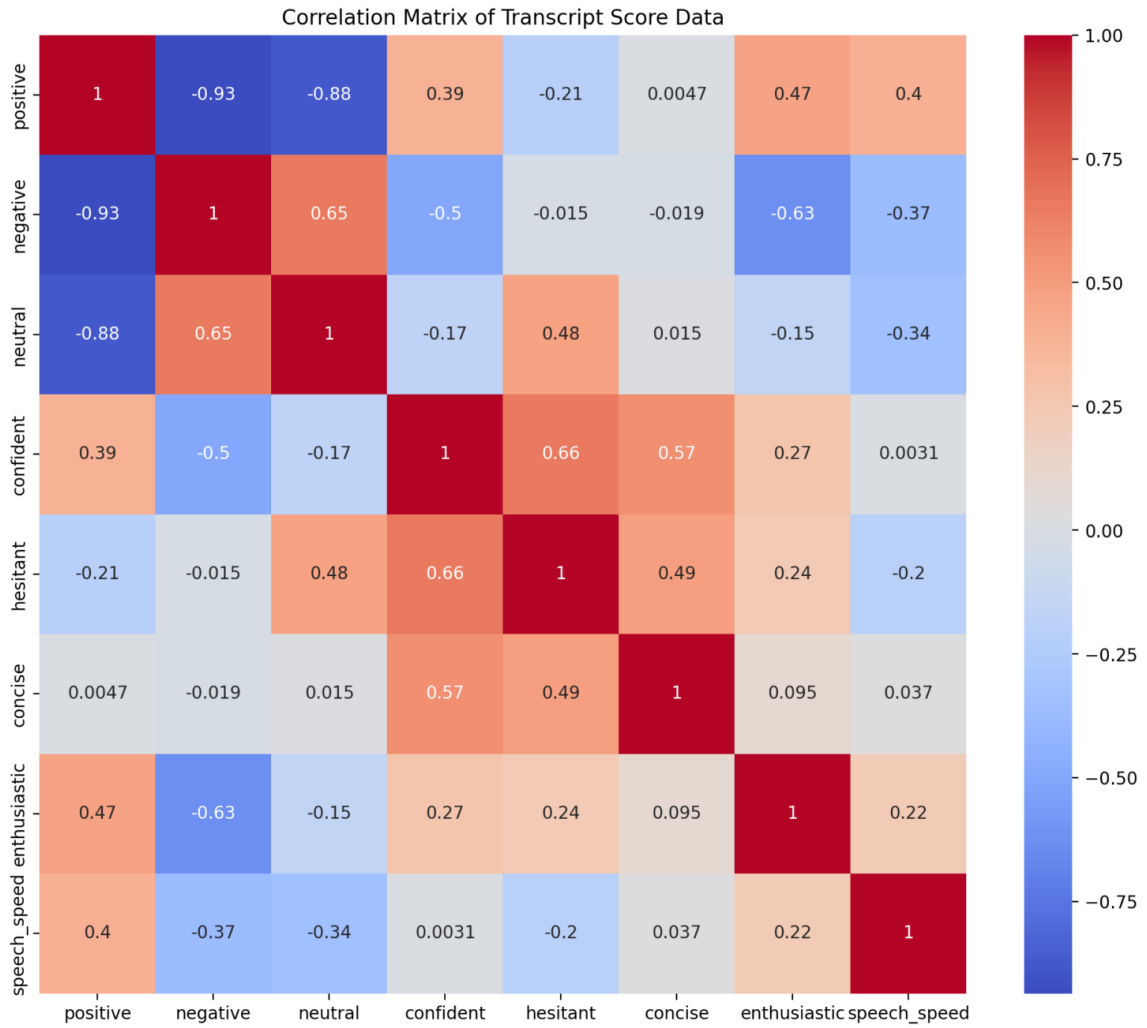
Percentage of frames looked into the camera: 78.79%

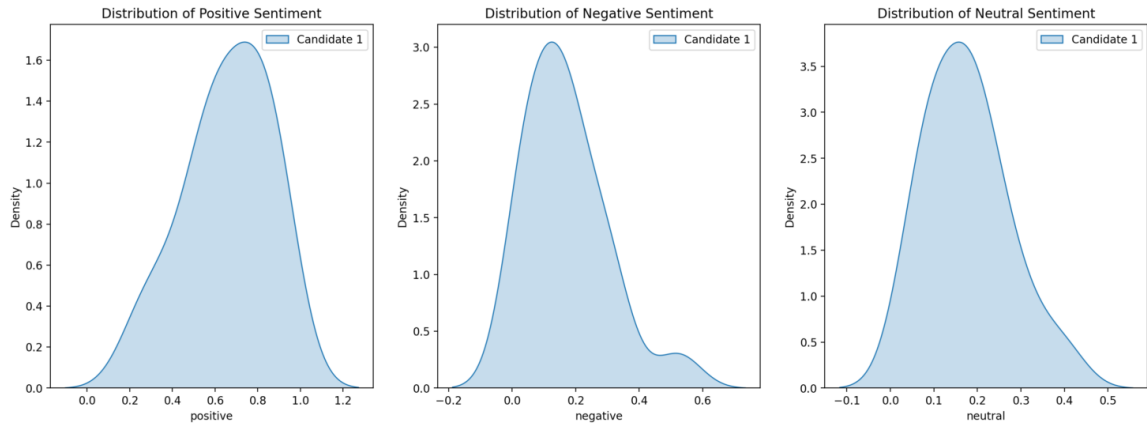
Gaze 1 = Person looked into the camera  
Gaze 0 = Person did not look into the camera

- Gaze concentrated near the screen center (mean: 0.79), suggesting engagement.
- Moderate blink rate (mean: 0.21) with eyes often offset to the right (mean: 12.49), indicating attentiveness to visual stimuli.



- Transcript Sentiment and Speech Speed:**





- Mixed sentiments of positivity, confidence, and hesitation, with a stable speech pace of 2.4 to 3 words per minute.
- High positivity and low negativity in speech contribute to a persuasive communication style, suitable for roles requiring engagement.

**Overall Assessment:**

Monique McCormick presents as a well-qualified candidate with a robust educational background, valuable work experience, and a comprehensive skill set in consulting, data analysis, and machine learning. Her adaptive learning approach, combined with strong problem-solving abilities, makes her a suitable fit for roles in consulting, data analysis, or machine learning. Her emotional composition, characterized by high neutrality and minimal fear or anger, suggests a composed and confident individual who is capable of handling challenging situations effectively. This, coupled with her engaging communication style, positions her as a strong candidate for management or strategic roles within an organization.

**Recommendation:**

I strongly recommend hiring Monique McCormick for relevant positions within your organization. Her diverse skill set, combined with her confident demeanor and problem-solving capabilities, makes her a potential asset to your team.

## Candidate 2 : Sakshi

### Education:

- Undergraduate degree in Mass Media with specialization in Advertising.

### Certifications:

- Entrepreneurship (Turnip)
- Foundations of Management (Google)

### Work Experience:

- Participation in an international art competition hosted by Krezkazad.

### Relevant Skills:

- Advertising
- Entrepreneurship
- Drawing, Painting, Singing, Writing Movie Reviews

### Unique Qualities and Experiences:

- Winner of an international art competition, showcasing creativity and high-quality work.
- Strong passion for mental health issues and neurodevelopmental disorders, with an innovative idea to create an AI program to assist students with these challenges.

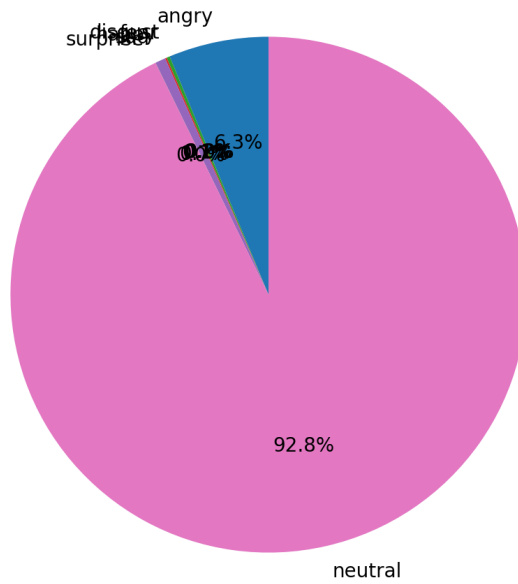
### Skills Assessment:

- **Drawing:** 3/5
- **Painting:** 2.5/5
- **Singing:** 2/5
- **Writing:** 4/5
- **Mass Media Education:** 3/5
- **Entrepreneurship Certification:** 2/5
- **Foundations of Management Certification:** 2/5
- **Creativity:** 4/5

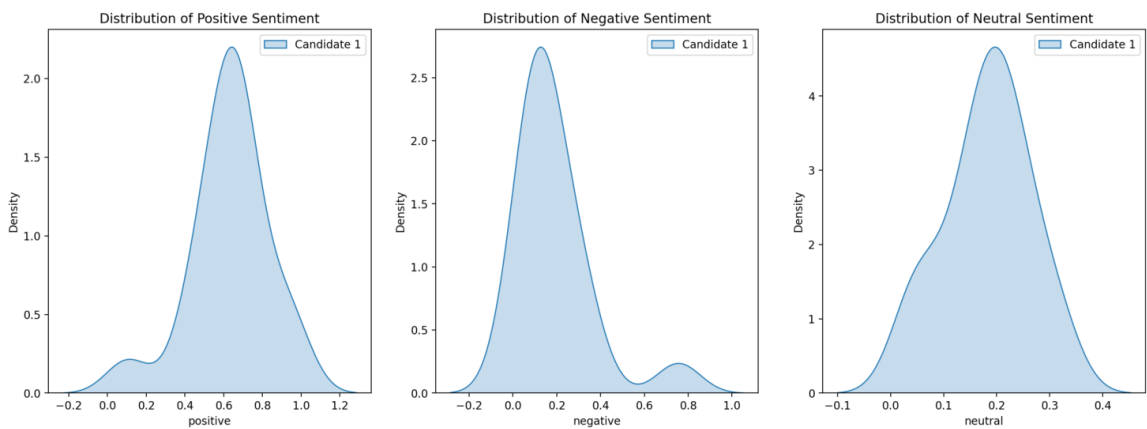
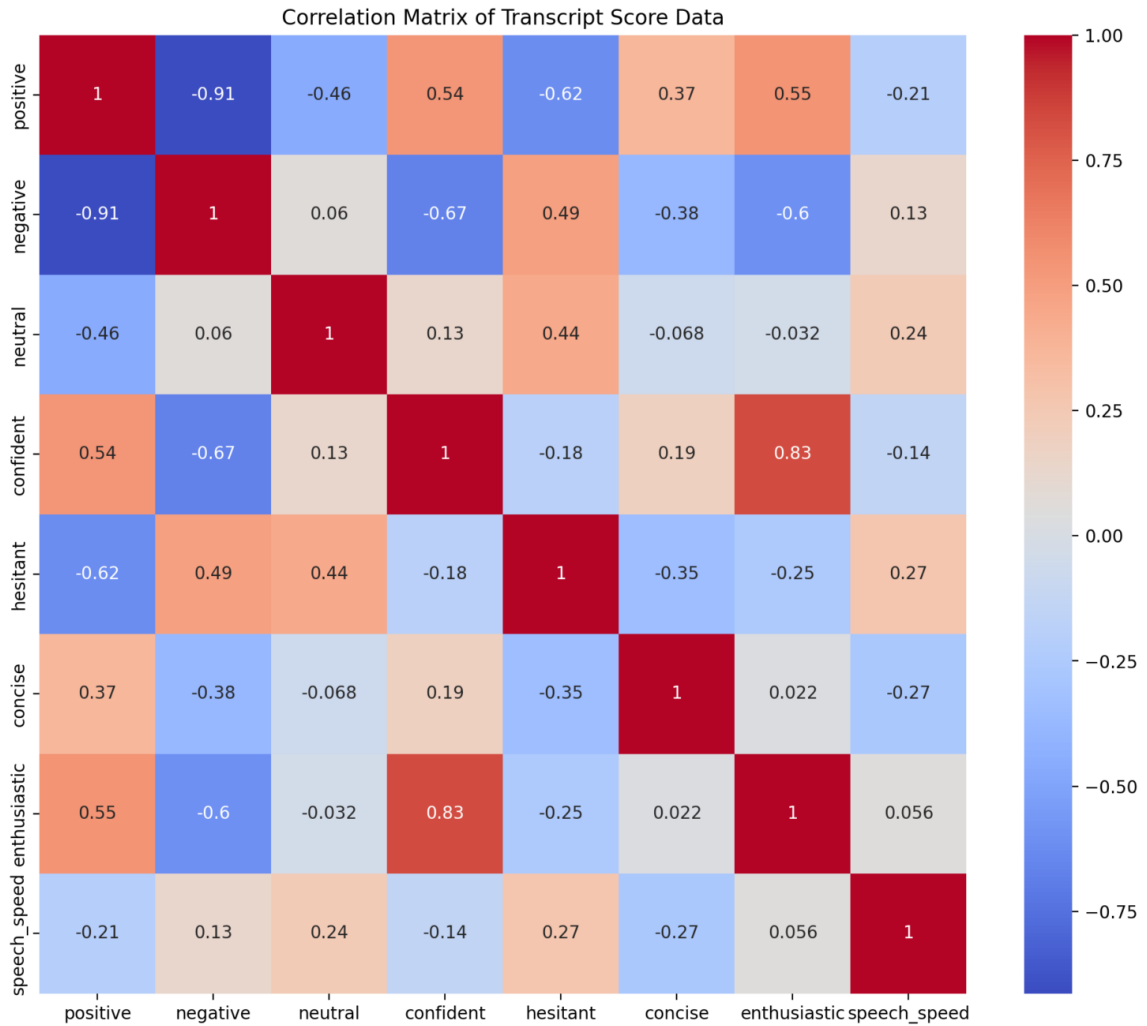
- **Passion for Mental Health: 5/5**
- **Communication Skills: 3.5/5**

**Emotional and Communication Analysis:**

Distribution of Emotions in Candidate 1

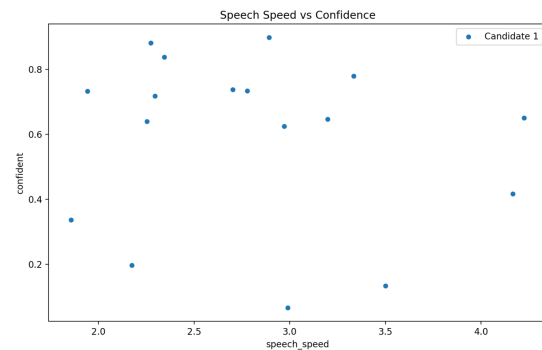
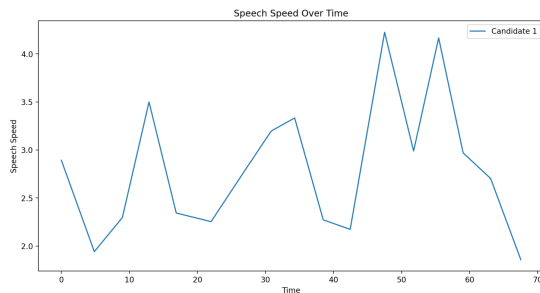


- **Sentiment Distribution:**



- Positive: 63.06%

- Negative: 18.70%
- Neutral: 18.24%
- The candidate exhibits a balanced communication style with high positive sentiment indicating enthusiasm, but also shows moderate negative sentiment which suggests a level of cautiousness.
- **Speech Pace:**



- Fluctuates between 2 to 4 words per minute, which may indicate variability in clarity of thought.

### Overall Assessment:

Sakshi emerges as a strong candidate with a unique blend of creativity, communication skills, and a fervent passion for mental health advocacy. Her achievements, including winning an international art competition, reflect her ability to produce exceptional work and her desire to make a positive impact in the community.

Her idea of leveraging AI to aid students with neurodevelopmental disorders highlights her innovative thinking and problem-solving abilities, which are valuable assets in roles related to marketing, content creation, or advocacy. However, her lack of work experience, particularly internships, raises questions about her practical application of skills in a corporate setting.

### Recommendation:

While Sakshi has compelling qualities and a strong educational background, the absence of work experience and clarity in her communication patterns may pose challenges in a professional environment. Therefore, it may be

prudent to consider her for internship opportunities or entry-level positions where she can further develop her skills and gain practical experience. With the right guidance and mentorship, she could become a valuable contributor in the future.

In conclusion, Sakshi shows potential, but further evaluation of her practical abilities in a workplace setting would be beneficial before making a hiring decision.

### **Candidate 3: Nathan Lewis**

#### **Education:**

- Engineering graduate.
- Currently pursuing MBA in Analytics at IIM Kashipur.

#### **Work Experience:**

- 3 years as a Consultant at Deloitte, focusing on software validation processes for the pharmaceutical industry.
- Experience in social media management and content writing during college.

#### **Key Skills:**

- End-to-end software validation
- Analytics strategy and planning
- Public relations
- Content writing and editing
- Strong interpersonal skills

#### **Unique Qualities/Experiences:**

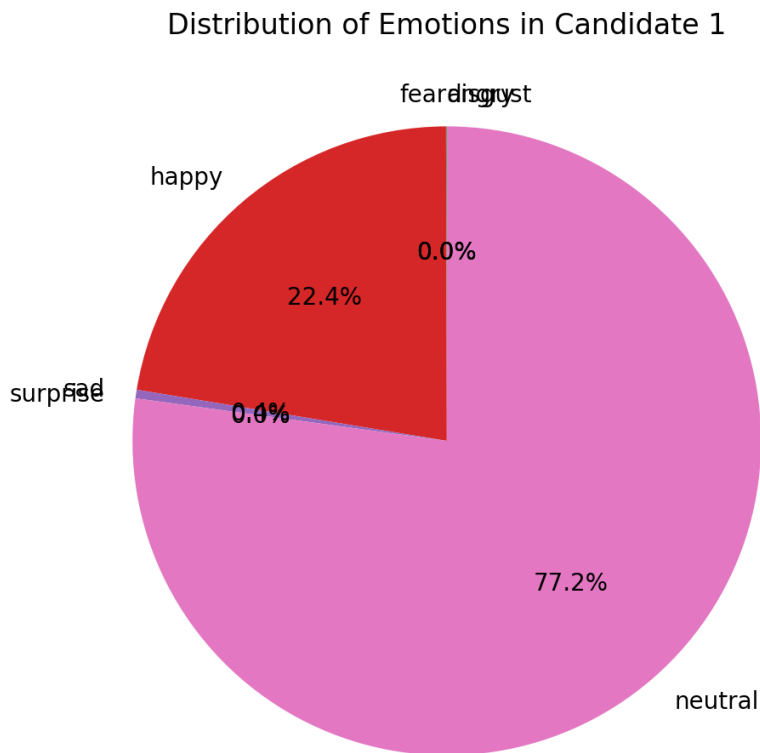
- Consulting background that has equipped him with valuable analytical, strategic, and problem-solving skills.
- Involvement in media and public relations, demonstrating effective communication abilities.

- A passion for understanding real emotions and human behavior, which is beneficial for roles involving customer engagement or user experience design.

**Skills Assessment:**

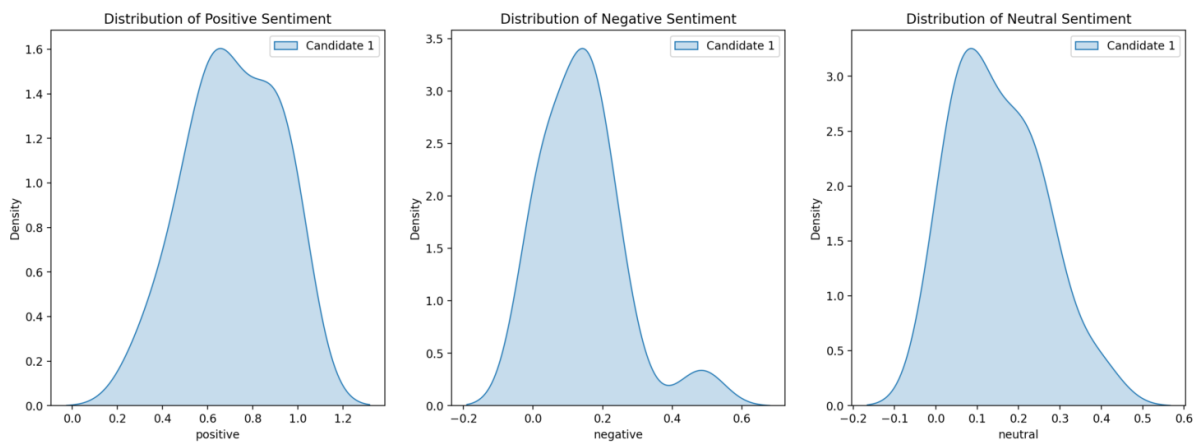
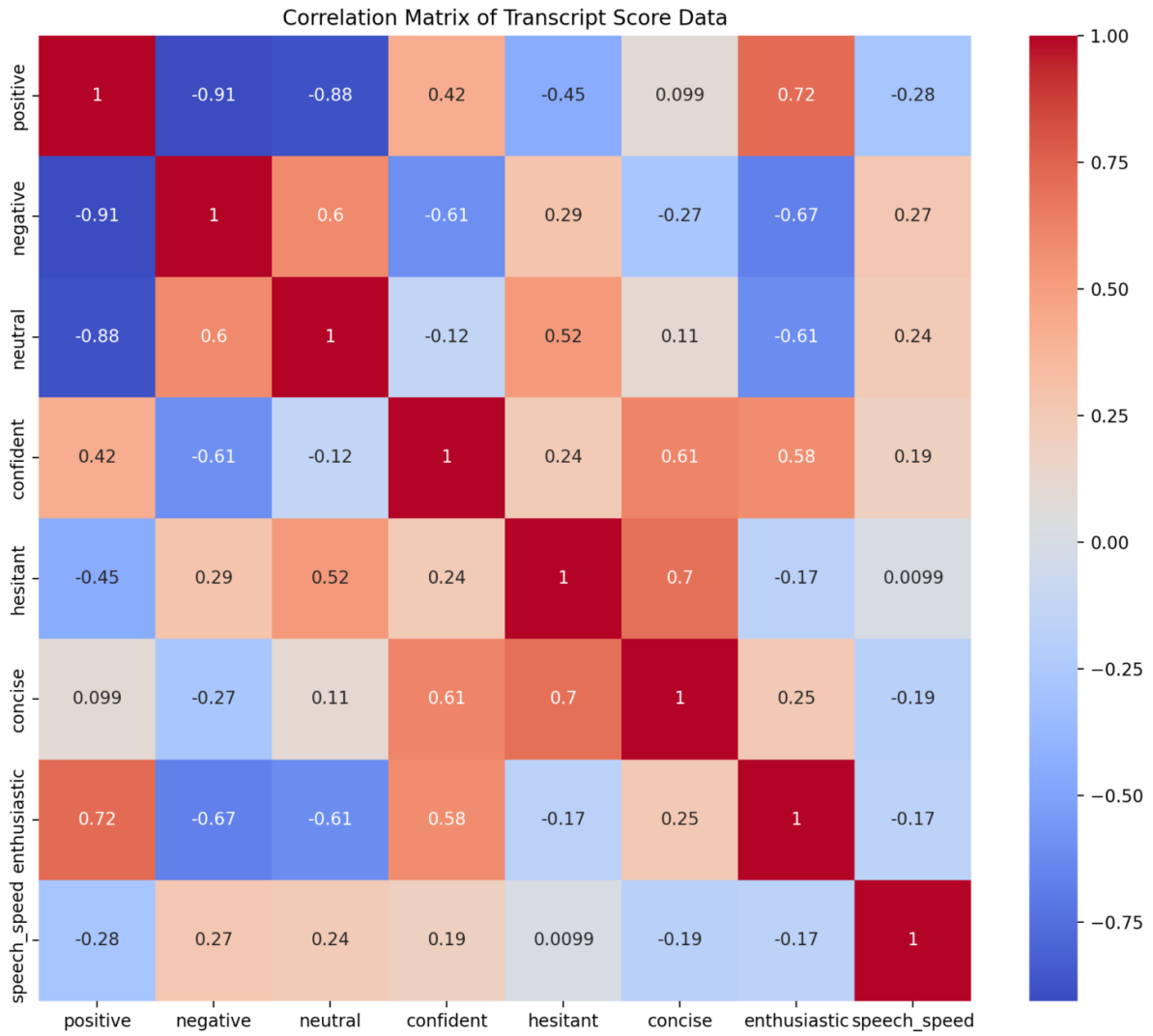
- **Education (Degree Level):** Master's
- **Work Experience (Years):** 3
- **Key Skills (Number):** 6

**Emotional and Communication Analysis:**



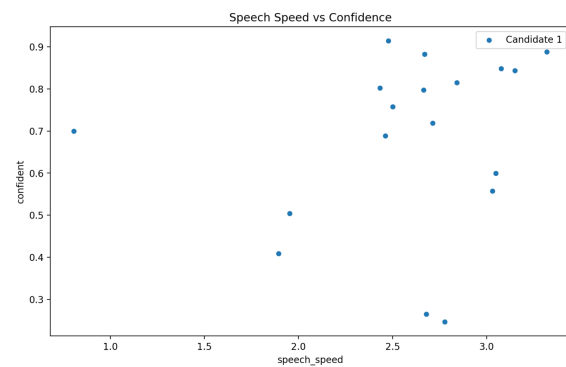
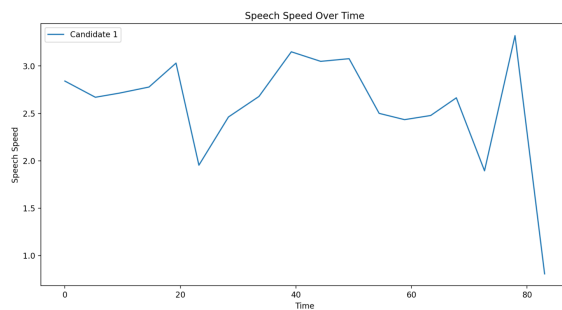
- **Sentiment Distribution:**





- **Positive: 71.12%**

- Negative: 13.90%
- Neutral: 14.98%
- Nathan exhibits a strongly positive sentiment in his communication, indicating a confident and optimistic speaking style that enhances listener engagement.
- **Speech Pace:**



- Stable pace of 2.5 to 3 words per minute, suggesting clarity and thoughtfulness in his speech.

### Overall Assessment:

Nathan Lewis stands out as a well-rounded candidate with a robust academic and professional background. His consulting experience at Deloitte has provided him with essential analytical, strategic, and problem-solving skills. Currently pursuing an MBA in Analytics enhances his expertise, making him a strong candidate for analytics-driven decision-making roles.

His experience in social media management and content writing, coupled with his strong communication and interpersonal skills, positions him well for roles requiring effective stakeholder management and branding.

Nathan's unique passion for understanding emotions adds a valuable dimension to his profile, particularly in areas like customer engagement, market research, or user experience design.

### Recommendation:

I highly recommend hiring Nathan Lewis. His combination of strong analytical skills, consulting experience, and effective communication makes him an asset to any team, particularly in management and strategic departments. His ongoing pursuit of advanced education in analytics further solidifies his commitment to professional growth. Overall, Nathan is a highly capable and motivated candidate who would significantly contribute to your organization.

#### **Candidate 4: Joseph Nichols**

##### **Education:**

- Bachelor's in Earth Science from Banaras Hindu University.

##### **Work Experience:**

- Underwriter in the retrocession and reinsurance departments of General Insurance Corporation of India.

##### **Key Skills:**

- Analytical skills
- Verbal and written communication skills
- Thorough understanding of the Indian insurance market
- Experience in reinsurance

##### **Skills Assessment:**

- **Education:** 4/5
- **Work Experience:** 4/5
- **Key Skills:** 4/5
- **Overall Score:** 4/5

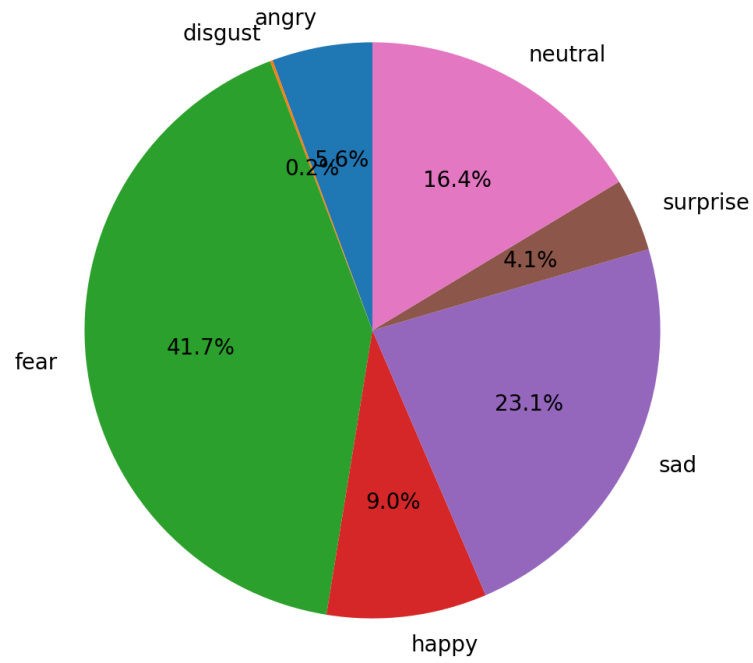
##### **Unique Qualities and Experiences:**

- Joseph has a distinctive combination of an Earth Science background and experience in the reinsurance industry.

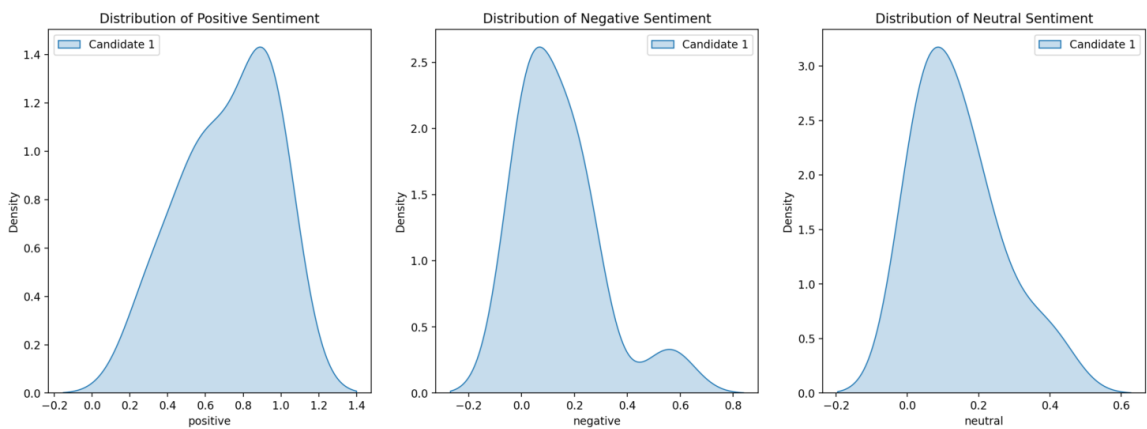
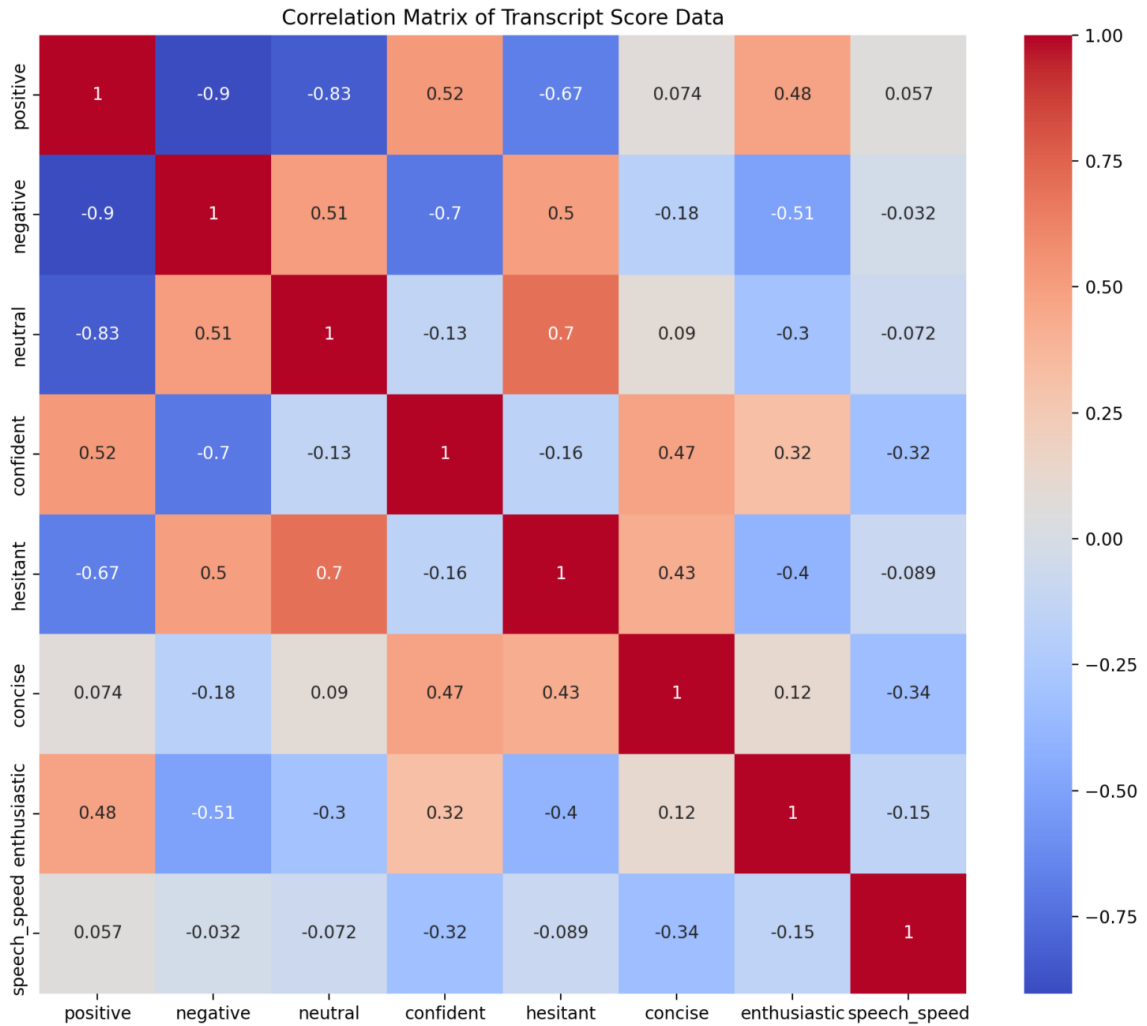
- He possesses a strong understanding of the Indian insurance market and a passion for leveraging AI for social good, particularly for children.

**Emotional and Communication Analysis:**

Distribution of Emotions in Candidate 1

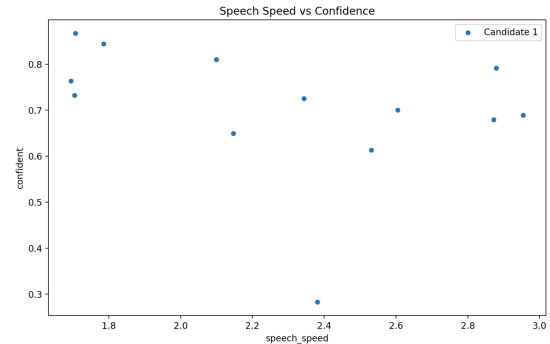
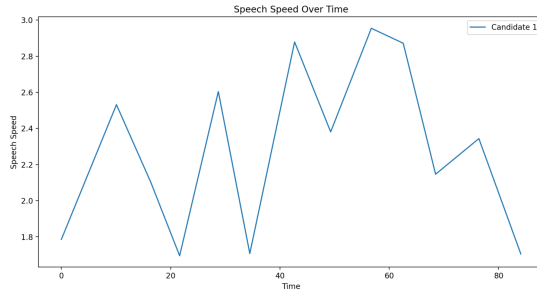


- **Sentiment Distribution:**

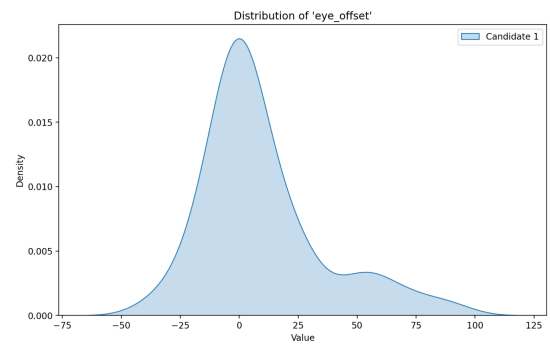
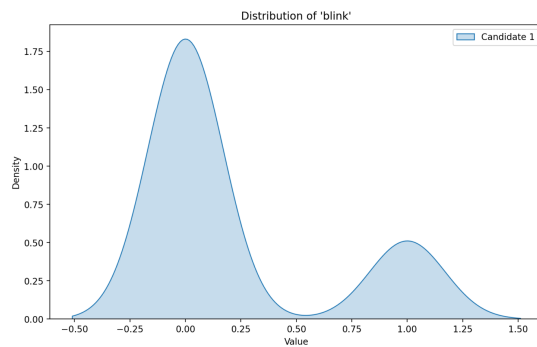


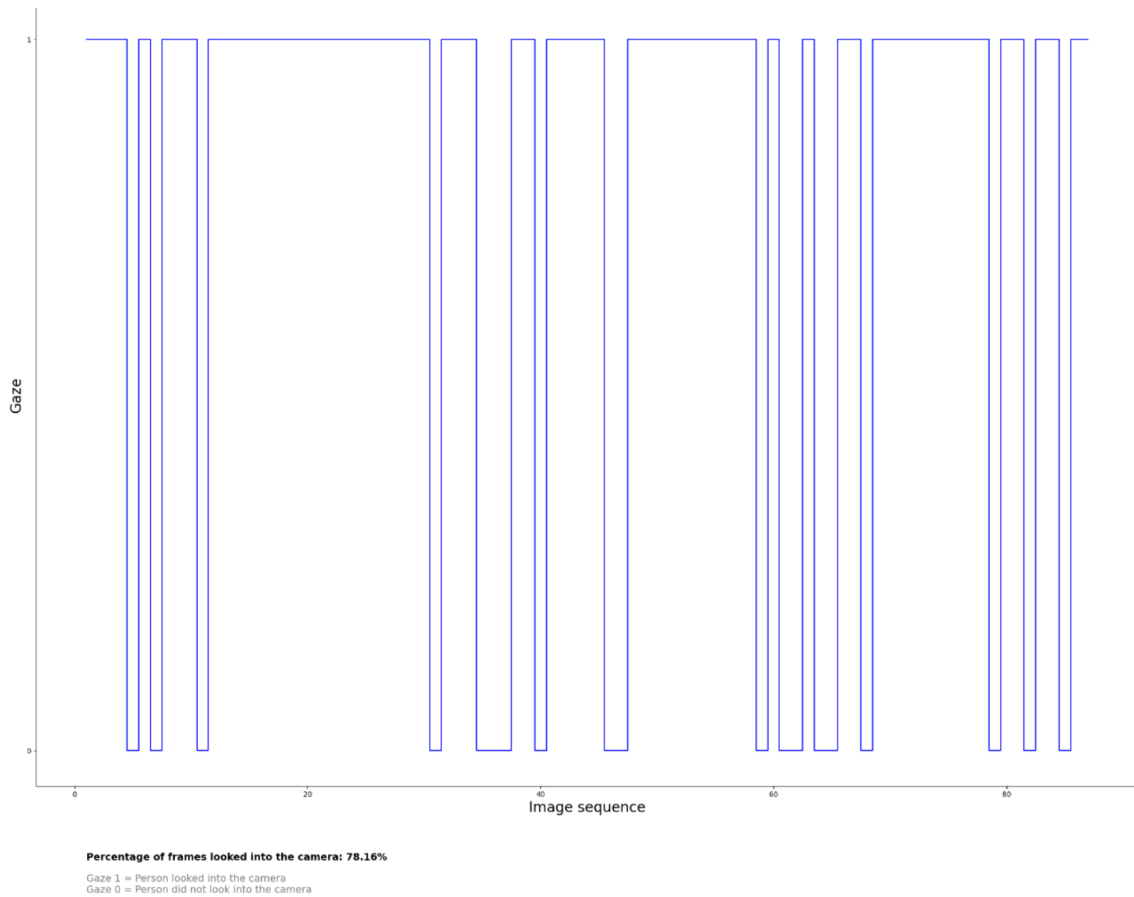
- Positive: 71.74%
- Negative: 14.02%

- Neutral: Data not provided.
- Joseph exhibits a positive communication style, characterized by high positivity and a consistent speech pattern, which contributes to a strong, optimistic presence.
- **Speech Pace:**



- Fluctuating but maintains a balance that is neither too slow nor too fast, suggesting clear communication.
- Although he gazes into the camera most of the time, he displays emotions of fear or sadness, indicating moments of vulnerability.
- **Gaze Patterns:**





- High central gaze suggests an engaging visual style; however, varying eye-offset indicates moments of visual exploration, which could enhance viewer immersion.

### Overall Assessment:

Joseph Nichols presents as a strong candidate for roles in AI or data analytics within the insurance industry. His combination of educational background in Earth Science, work experience in underwriting, and analytical skills positions him well for companies operating in the Indian market. His eagerness for new experiences and appreciation for uniqueness aligns with many organizational cultures.

Despite some indications of fear or sadness during the video analysis, his verbal communication is confident and positive. His experience in underwriting and analytical skills could also be beneficial in human resource roles, though he may not be the primary choice for such positions given the emotional nuances observed.

## **Recommendation:**

I recommend considering Joseph Nichols for roles in AI or data analytics, particularly within the insurance industry. His unique skill set and positive communication style make him a valuable asset. However, potential employers should be mindful of his emotional indicators and provide a supportive environment that fosters his confidence. While he can be recruited, it may be prudent to explore other candidates as primary choices for highly dynamic roles requiring extensive interpersonal engagement.

## **Candidate 5: Srivats Biyani**

### **Education:**

- PGP Finance from IIM Co-Ecode
- Chartered Accountant (CA) certification
- CFA Level 1 cleared

### **Work Experience:**

- 3+ years with PwC in statutory audit
- 14 months with ITC Limited in internal audit

### **Relevant Skills:**

- Strong analytical skills
- Data analysis using statistical tools
- Good communication skills
- Basic tech savviness

### **Skills Assessment:**

- **Education:** Strong academic qualifications (PGP Finance, CA, CFA Level 1)
- **Work Experience:** 3+ years in statutory audit, 14 months in internal audit
- **Analytical Skills:** Strong

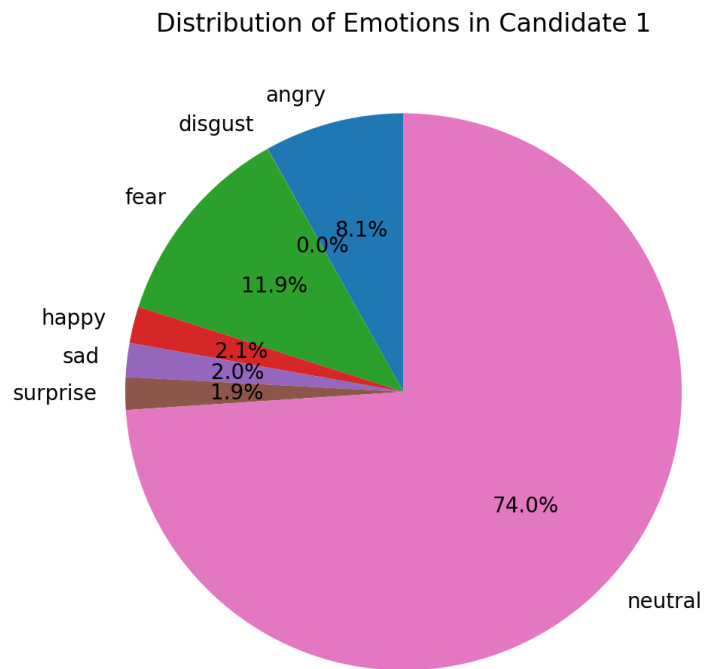


- **Communication Skills:** Good
- **Industry Knowledge:** Finance
- **Tech Savviness:** Basic

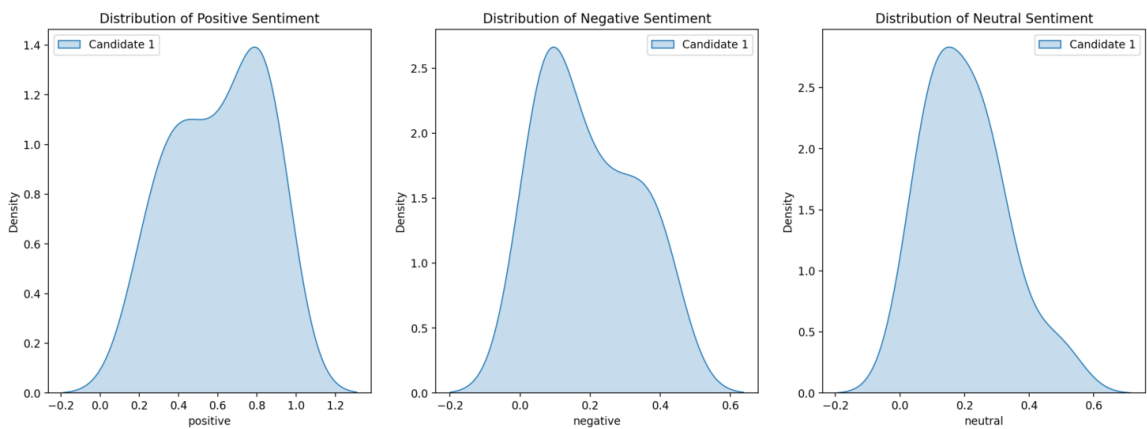
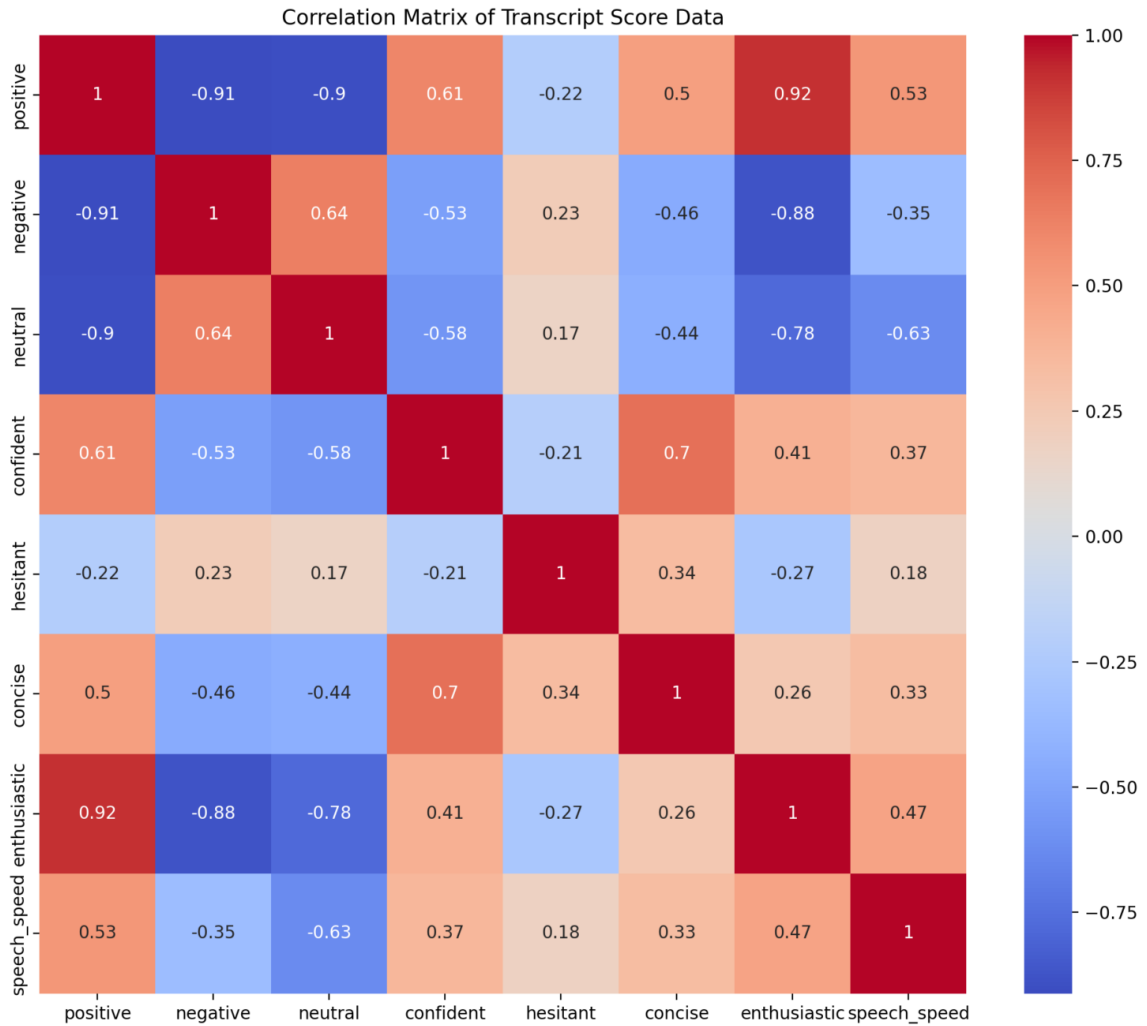
**Unique Qualities and Experiences:**

Srivats combines a robust academic background in finance with substantial work experience in auditing and internal controls. His passion for education technology and analytics indicates a forward-thinking mindset, aligning well with roles that intersect finance and technology.

**Emotional and Communication Analysis:**



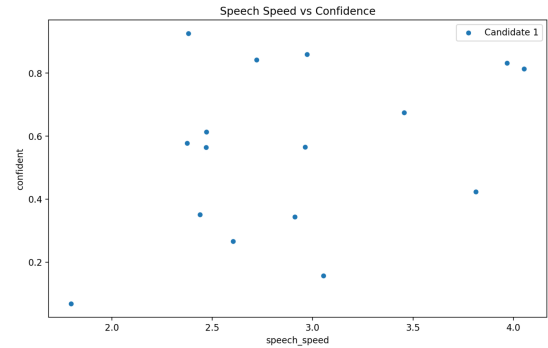
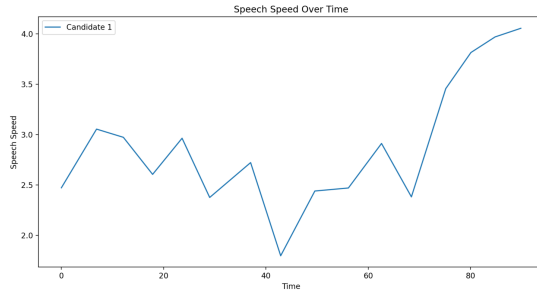
- **Sentiment Distribution:**



- Positive: 60.54%
- Negative: 19.23%

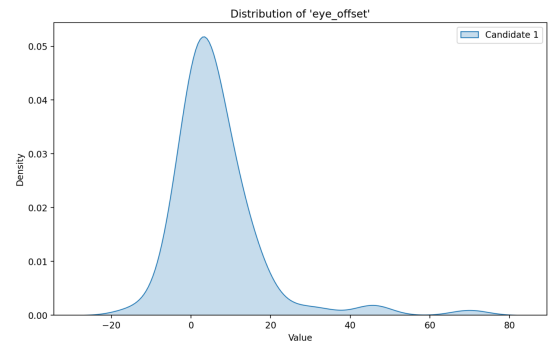
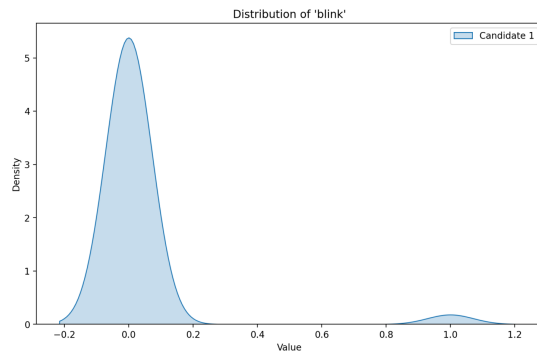
- Neutral: 20.23%
- Srivats exhibits a balanced communication style, capable of conveying both positive and negative information effectively, making him suitable for diverse audiences.

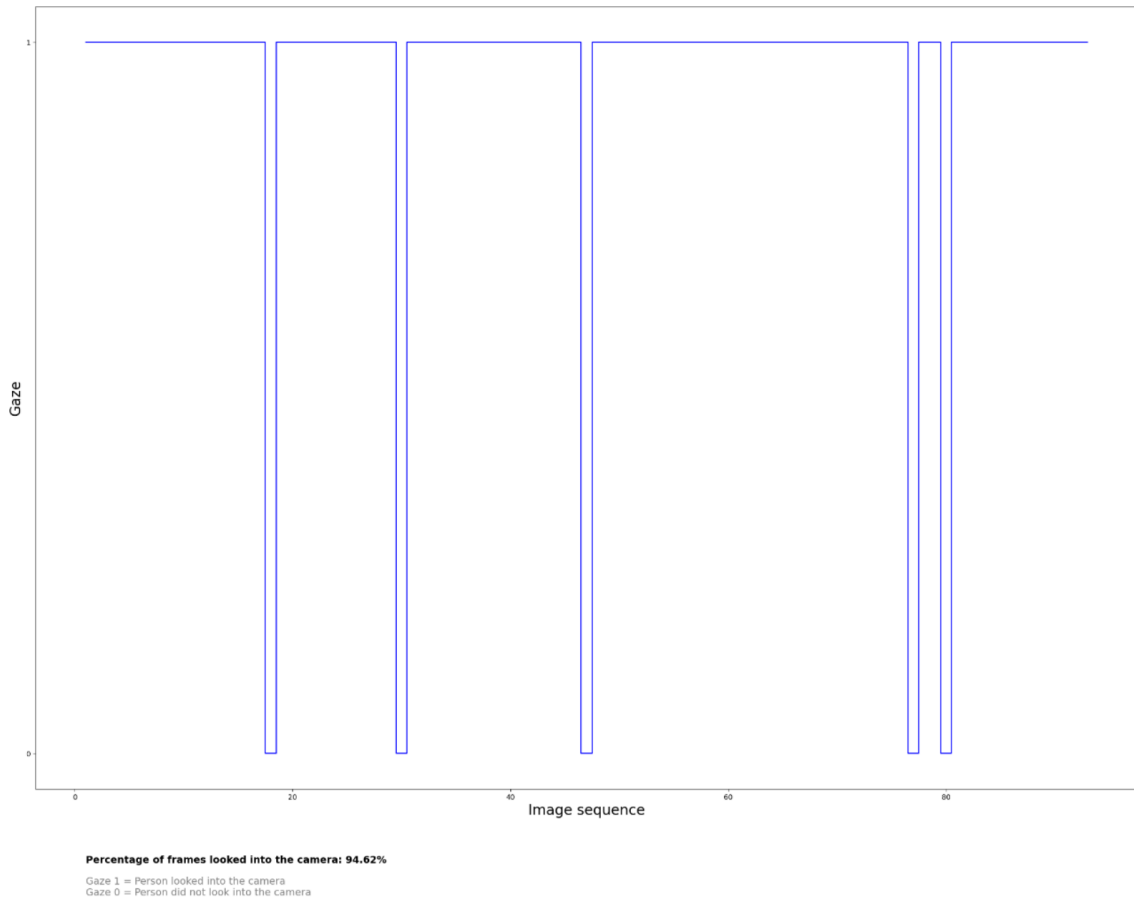
- **Speech Pace:**



- Stable speech pace throughout most of the video, with minor fluctuations, indicating clarity and composure in communication.

- **Gaze Patterns:**





- Maintains strong eye contact, suggesting confidence and engagement.
- Displays neutral emotions with a low likelihood of fear or anger, further reinforcing his composed demeanor.

### **Overall Assessment:**

Srivats Biyani is a well-qualified candidate for roles in financial analysis, internal control, or accounting within the finance department. His extensive experience in auditing, coupled with strong analytical skills, positions him well for success in finance-related roles. His positive and confident communication style adds to his potential effectiveness in team environments and client interactions.

### **Recommendation:**

I strongly recommend hiring Srivats Biyani. His combination of a solid academic foundation, relevant work experience, and a passion for analytics

and education technology makes him an excellent fit for a financial role, especially within organizations focused on innovative solutions in finance. His confidence and effective communication will be valuable assets in any team he joins.

## Candidate 6: Alexander Smith

### Education:

- B.Tech in Agriculture Engineering
- M.Tech in Food Process Engineering
- MBA (currently pursuing) at IIM Lucknow

### Work Experience:

- Co-founded an Agritech startup, generating surplus revenue of 1,000
- Led a project on remote sensing IoT and artificial intelligence in agriculture
- Worked in an Agritech farm

### Relevant Skills:

- Entrepreneurship
- Business development and strategy
- Artificial intelligence
- Remote sensing IoT
- Facial expression analysis

### Skills Assessment:

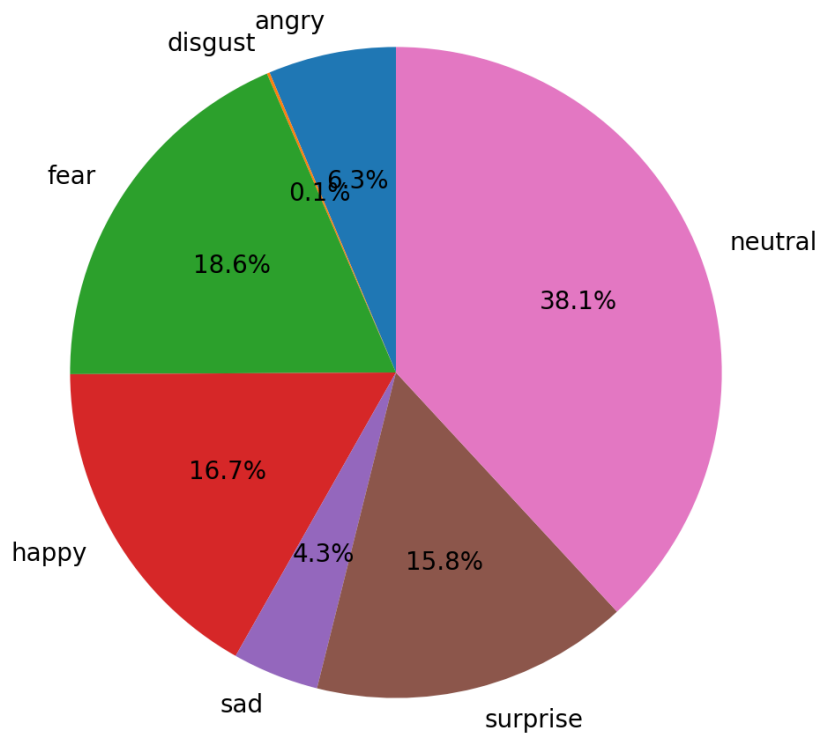
- **Education:** Strong background in agricultural engineering and food process engineering, complemented by MBA studies.
- **Experience:** Entrepreneurial experience in the Agritech sector, project leadership in innovative technology applications, and hands-on experience in agriculture.
- **Skills:** Comprehensive technical and business development skills, especially in emerging technologies within the agriculture sector.

### Unique Qualities and Experiences:

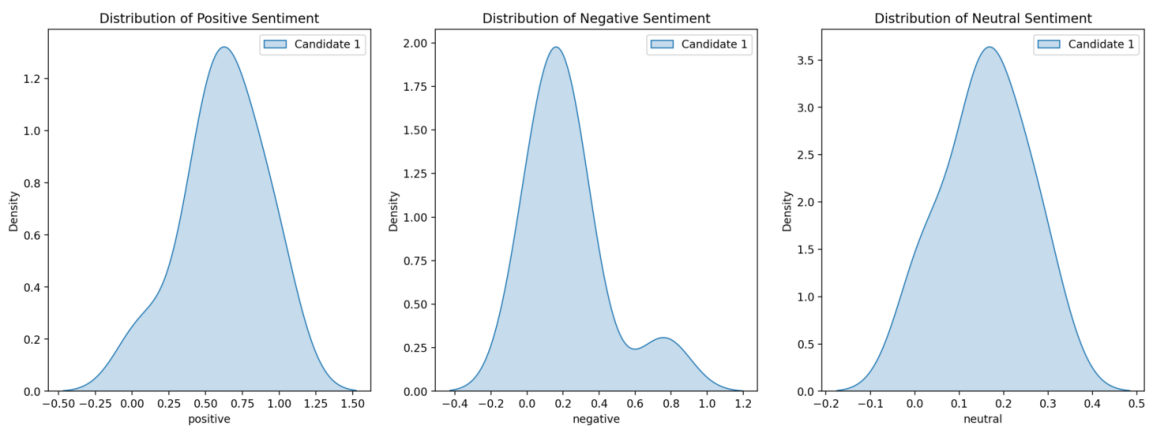
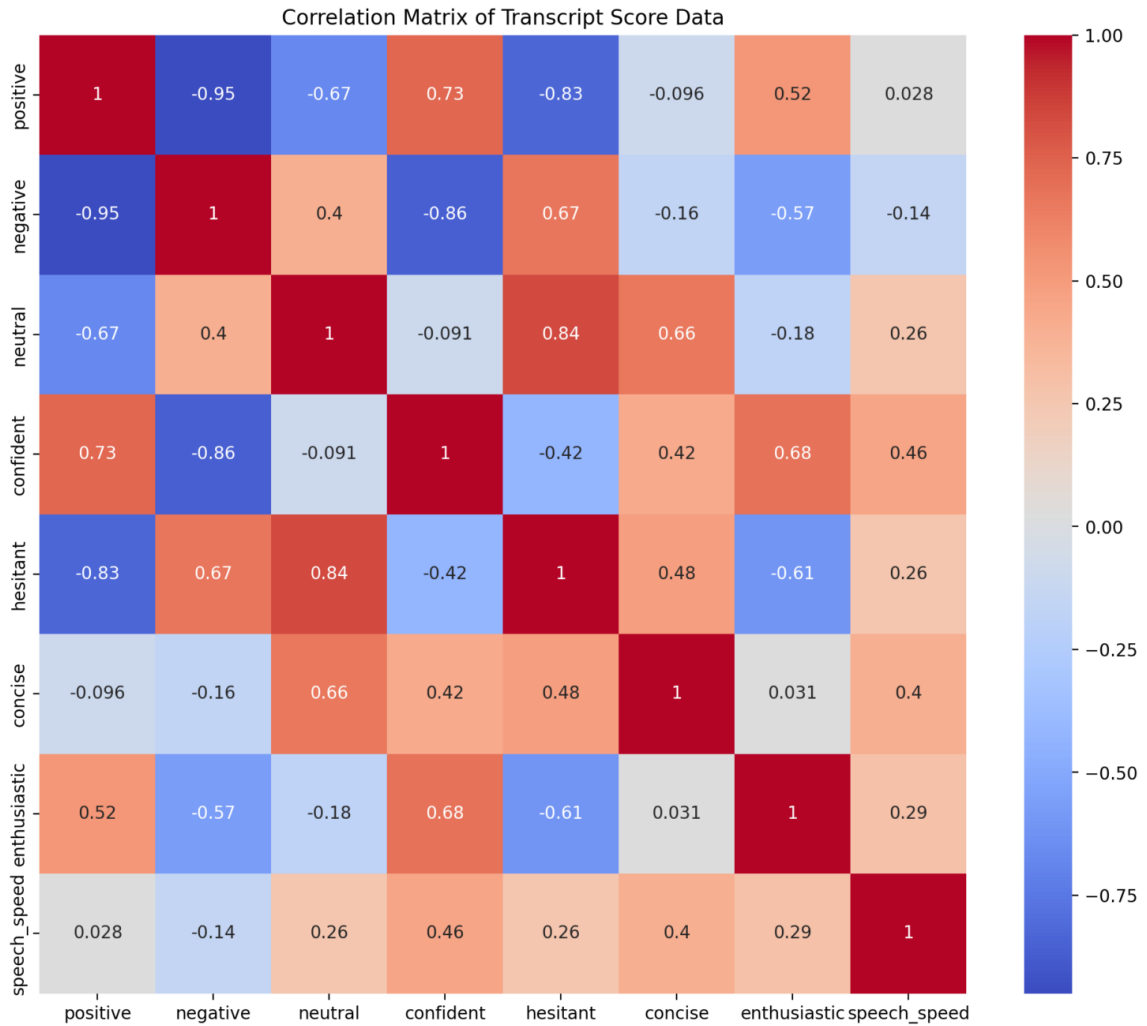
Alexander's entrepreneurial spirit is evidenced by co-founding an Agritech startup, where he successfully generated substantial revenue. His expertise in applying AI and IoT in agriculture demonstrates a forward-thinking approach to solving industry challenges. He is passionate about utilizing technology for societal development and thrives in challenging environments.

### Emotional and Communication Analysis:

Distribution of Emotions in Candidate 1

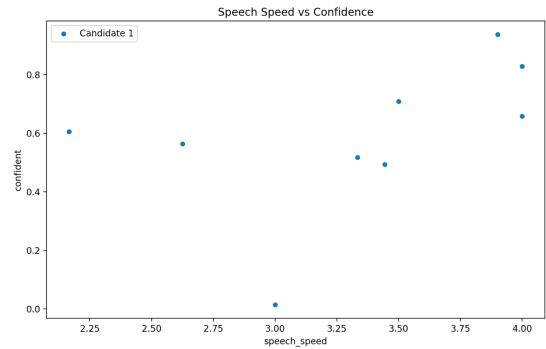
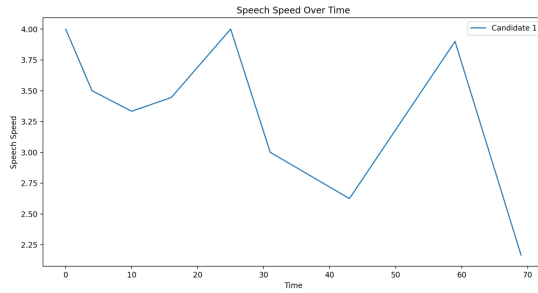


- **Sentiment Analysis:**



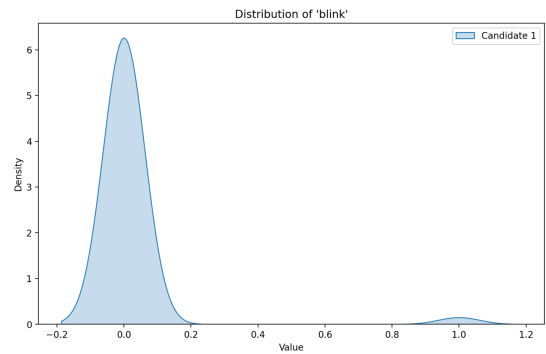
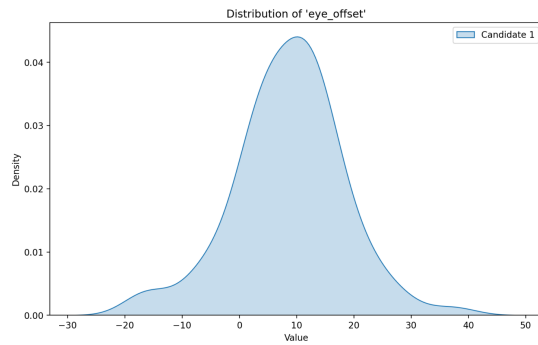
- Positive Sentiment: 61.74%
- Alexander exhibits a positive and approachable demeanor, indicating optimism and confidence in communication.

- **Speech Patterns:**

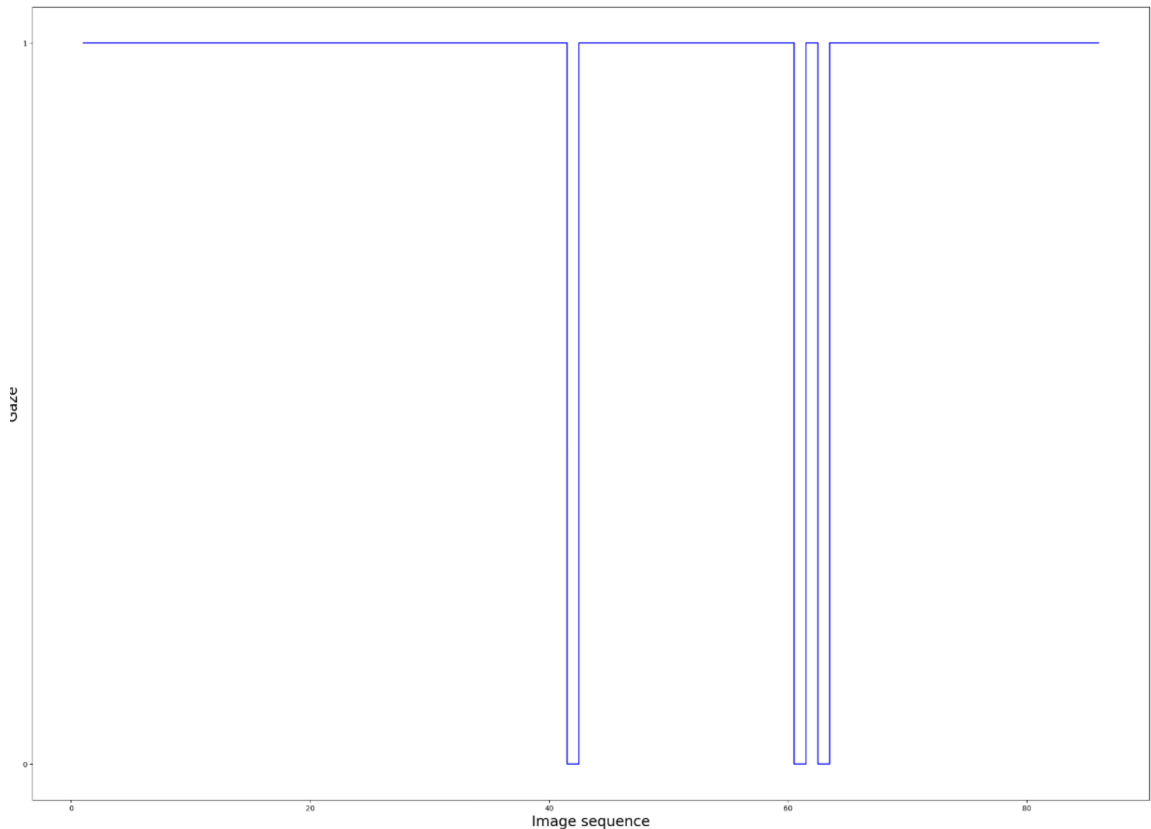


- Fluctuating pace, showing adaptability in communication style, although it maintains engagement.

- **Gaze Patterns:**







Percentage of frames looked into the camera: 96.51%

Gaze 1 = Person looked into the camera  
Gaze 0 = Person did not look into the camera

- High gaze rate (0.97) and low blink rate (0.02) suggest strong engagement and focus during interactions.
- Consistent eye contact implies confidence and effective communication skills.

### Overall Assessment:

Alexander Smith is a highly qualified candidate with a solid educational background and substantial experience in the Agritech sector. His skills in entrepreneurship, business strategy, and emerging technologies make him well-suited for roles in technology development, research, and business development within the Agritech industry. His positive and enthusiastic communication style further enhances his fit for team-oriented and client-facing roles.

### Recommendation:

I strongly recommend hiring Alexander Smith. His unique combination of technical expertise, entrepreneurial experience, and passion for applying AI in agriculture positions him as an excellent asset for any organization in the Agritech field. His proactive mindset and ability to engage effectively will contribute significantly to team dynamics and business growth.

### **Candidate 7: Michael Ramos**

#### **Education:**

- B.Com Honours (85%)

#### **Work Experience:**

- Accounting Associate (Internship)
- Tax Associate (Internship)

#### **Relevant Skills:**

- Accounting
- Taxation
- Communication
- Teamwork
- Leadership skills
- Interpersonal skills

#### **Skills Assessment:**

- **Education:** Strong academic foundation with a focus on commerce, reflected in his high percentage.
- **Experience:** Practical exposure through internships in accounting and taxation, providing a solid basis for further development in these fields.
- **Skills:** Well-rounded skills in accounting, taxation, and effective communication, which are critical for success in financial roles.

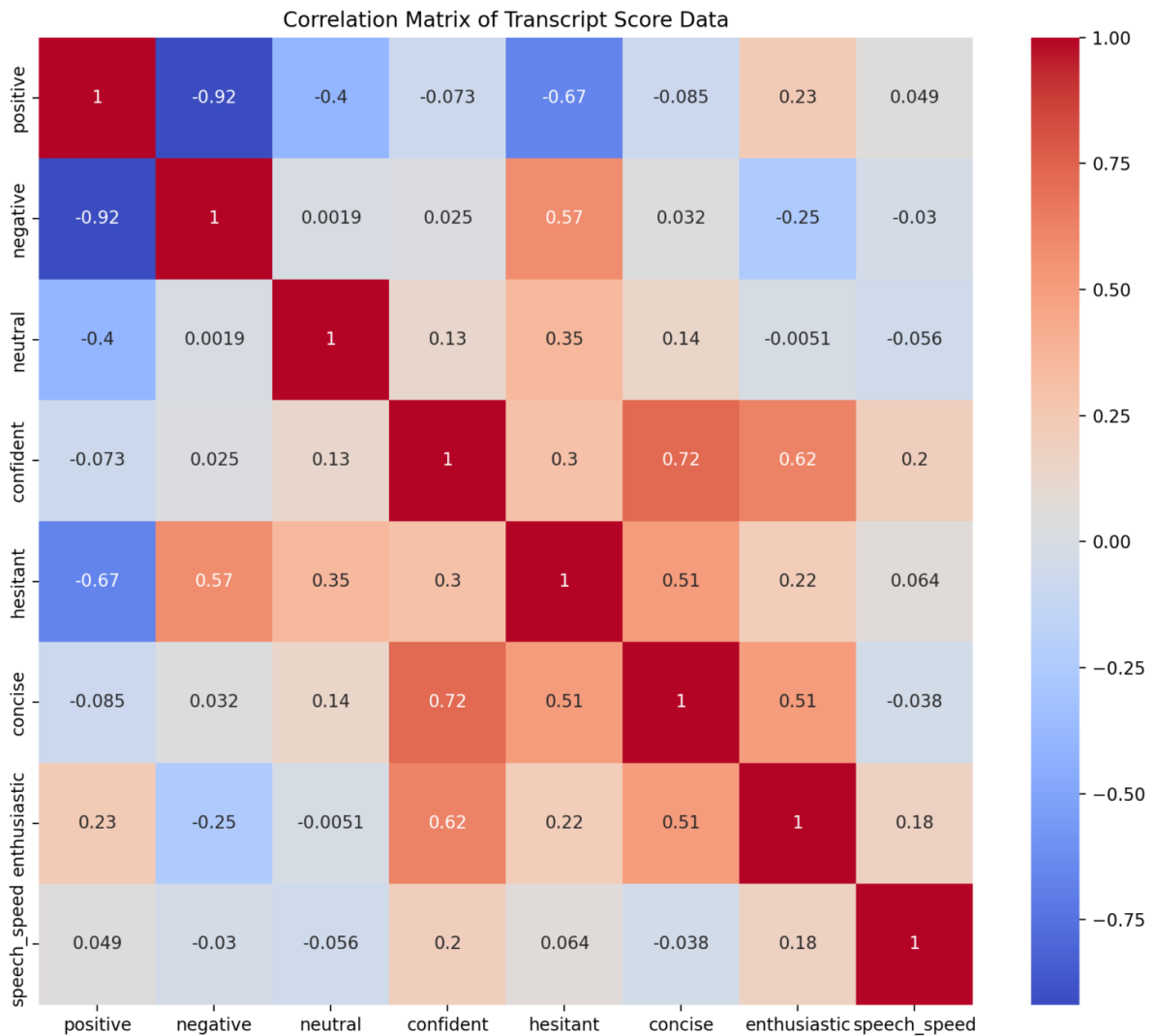
#### **Unique Qualities and Experiences:**

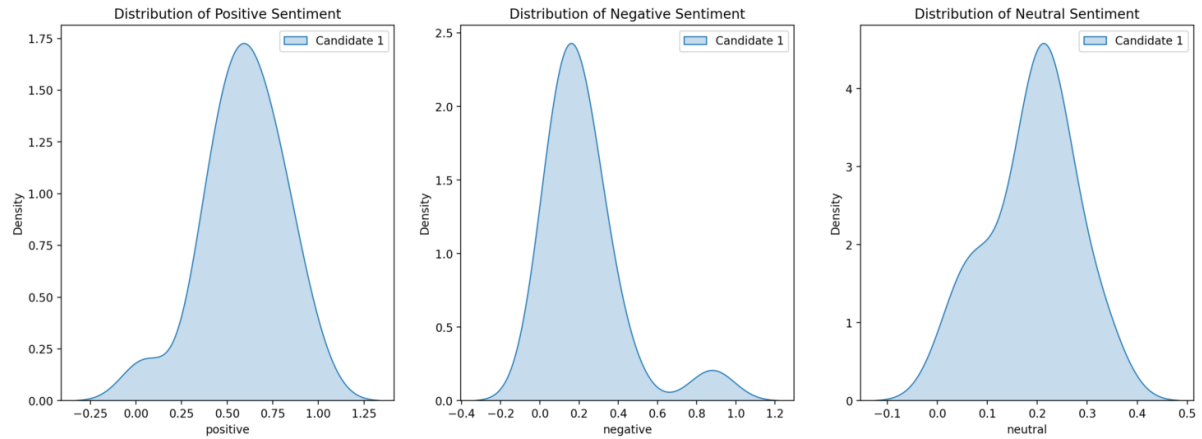
Michael has demonstrated leadership capabilities by captaining the student committee in school and serving as a class representative in college. His

involvement in social activities, such as trekking and community service through the Bad Scouts and Guides, showcases his commitment to teamwork and social responsibility.

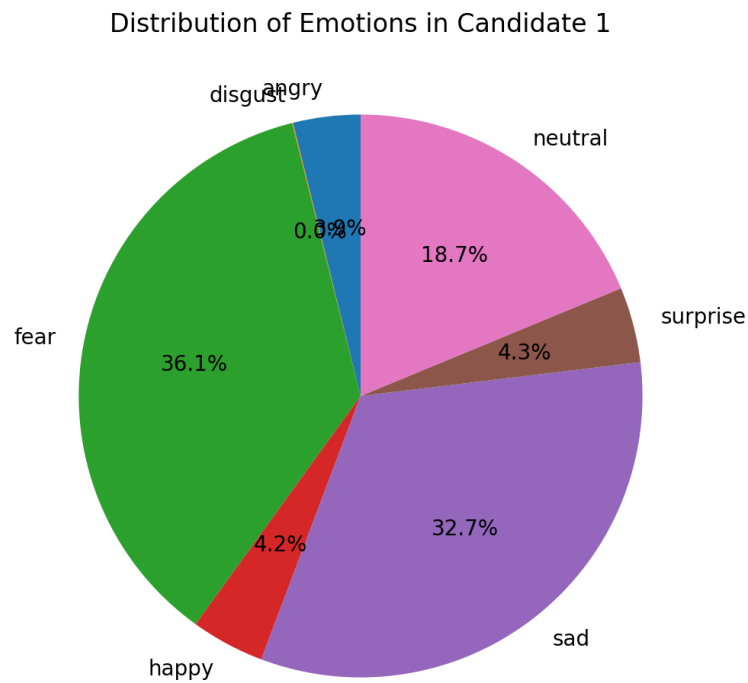
### Emotional and Communication Analysis:

- **Sentiment Analysis:**



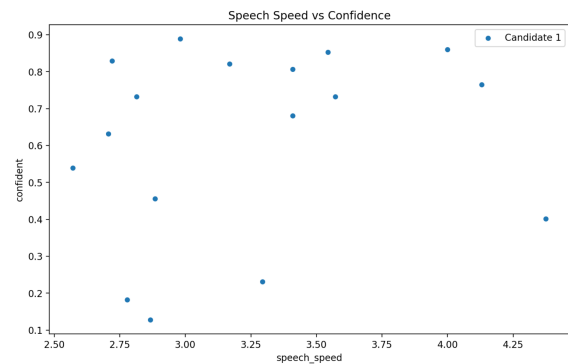
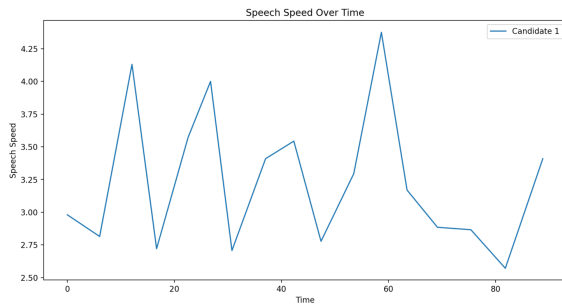


- Positive Sentiment: 58.93%
- Negative Sentiment: 22.09%
- Michael's communication style is optimistic, which is essential for persuasive and engaging interactions in professional settings.
- **Emotion Distribution:**



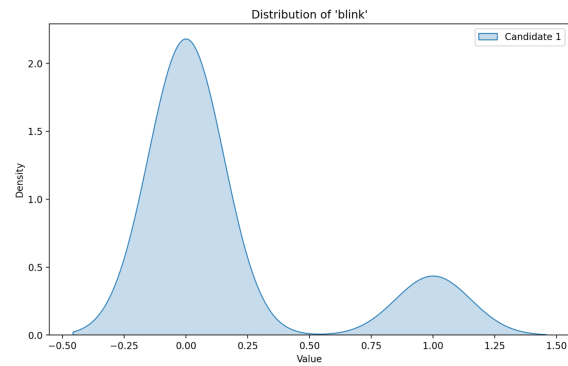
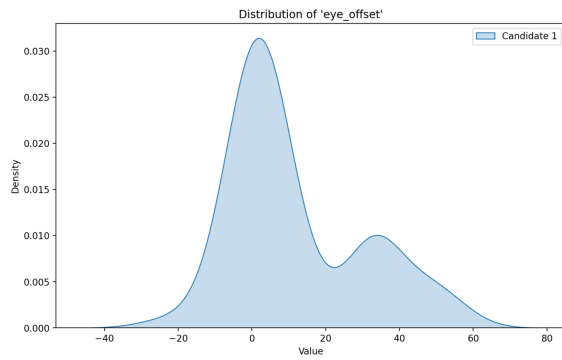
- Dominant emotions include Fear (36.14%) and Sadness (32.66%), indicating a tendency to experience significant emotional fluctuations. While these emotions are notable, they do not overshadow his confident verbal communication.

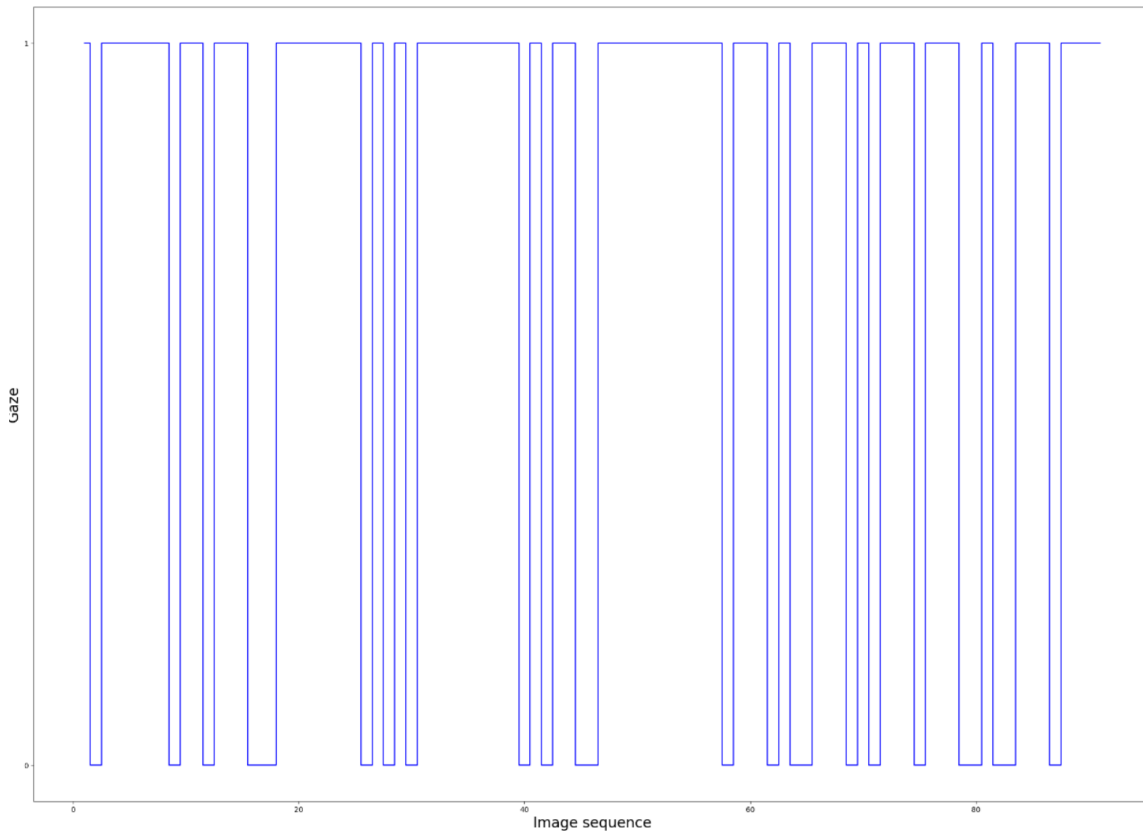
- **Speech Patterns:**



- Michael speaks at a stable pace of 3 to 3.5 words per minute, indicating composure and clarity in his delivery.

- **Gaze Patterns:**





Percentage of frames looked into the camera: 73.33%

Gaze 1 = Person looked into the camera  
 Gaze 0 = Person did not look into the camera

- Consistent eye contact with the camera suggests confidence and engagement, which are important for effective communication.

**Overall Assessment:**

Michael Ramos is a promising candidate for roles in accounting or taxation. His educational background, combined with relevant internships and strong communication skills, positions him well for success in financial roles. Although he exhibits emotional tendencies toward fear and sadness, his ability to communicate positively and confidently mitigates these concerns.

**Recommendation:**

I recommend hiring Michael Ramos for roles in accounting or taxation. His academic achievements, internship experiences, and leadership qualities make him a strong candidate who can contribute effectively to any organization. While it's important to support him in managing emotional responses, his skills and commitment to applying knowledge in real-world

scenarios will likely lead to long-term success and value creation within the company.

### Candidate 8: Jeffrey Shepherd

#### Education:

- **Postgraduate in Management**, IIM Kozhikode
- **M.Tech in Biotechnology**, IIT Kharagpur
- **B.Tech in Biotechnology**, Heritage Institute of Technology Kolkata

#### Work Experience:

- **3 years as a Medical Writer**, Ciro Klein Farm, Mumbai
- Specialized in **drug safety** and **risk management** in the pharmaceutical industry.
- Strong experience in **regulatory affairs** and **medical writing**.

#### Key Skills:

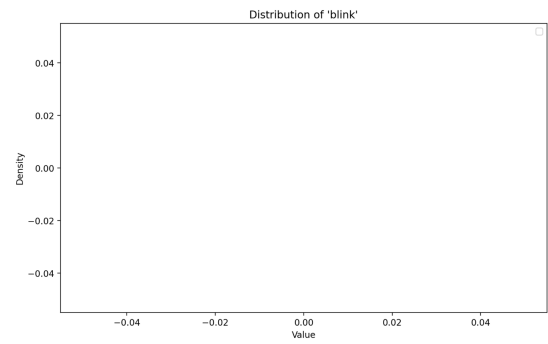
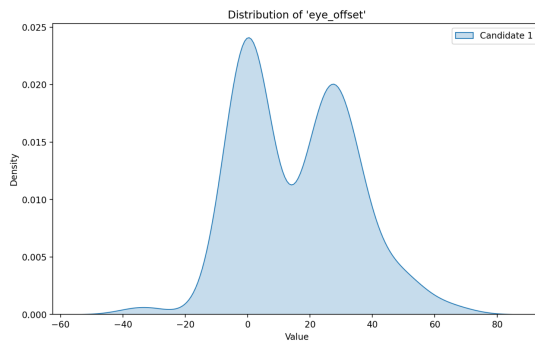
- **Regulatory affairs**
- **Medical writing**
- **Drug safety and risk management**
- **Biotechnology background**
- **Attention to detail**
- **Research and analysis**
- **Problem-solving**

#### Unique Qualities:

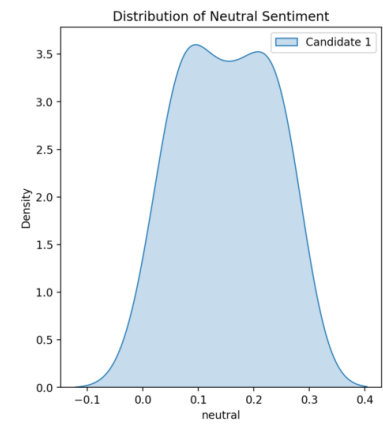
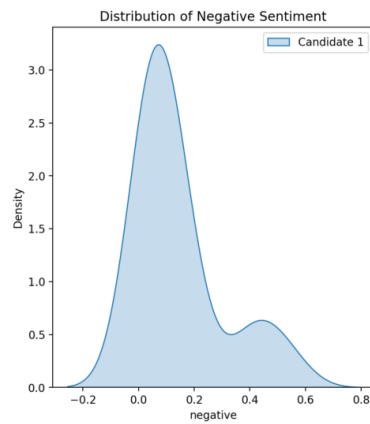
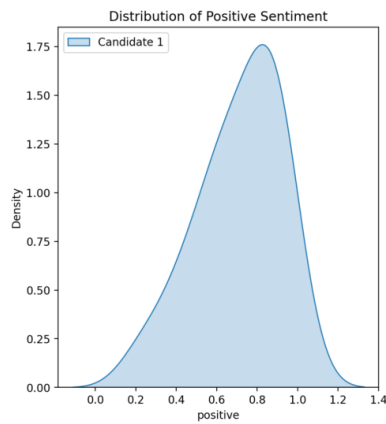
- Expertise in **regulatory affairs** and **drug safety**.
- A distinct perspective from his **biotechnology background**.
- Personal interests in **baking** and **traveling**, reflecting his creative and adaptable nature.

#### Emotional and Behavioral Analysis:

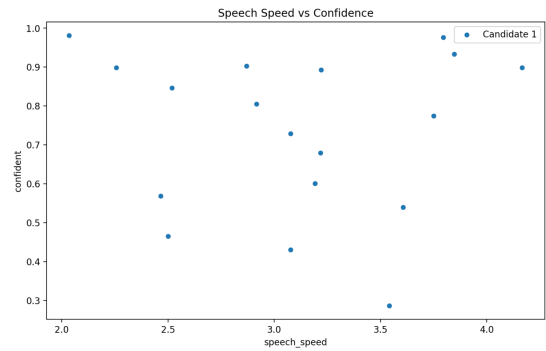
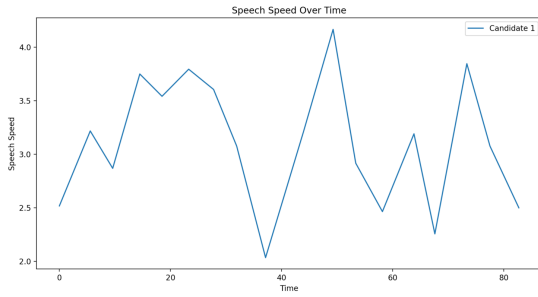
- **Moderate emotional intensity**, with slightly more instances of fear and fewer of happiness. This suggests a measured and controlled emotional approach.



- **Strong gaze focus** with minimal blinking and excellent attention to detail, suggesting high levels of sustained attention and detailed analysis.

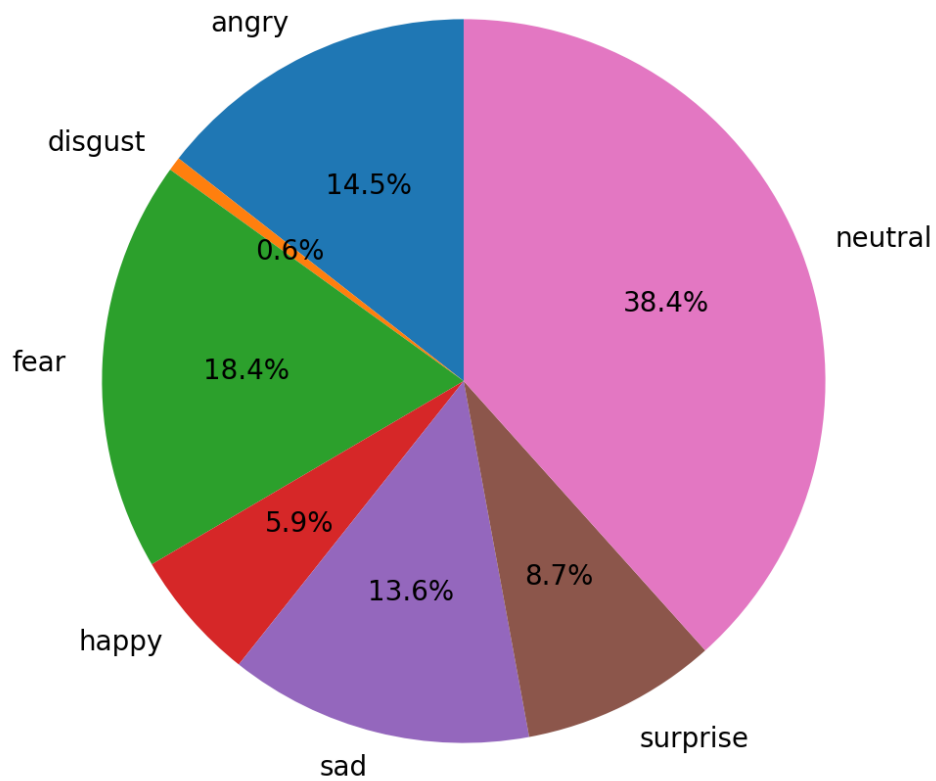






- **Speech sentiment analysis** indicates that Jeffrey presents himself in a **positive, confident, and professional manner**. His speech speed fluctuates slightly, likely due to thoughtful pauses, but remains engaging and composed.

Distribution of Emotions in Candidate 1



- The **emotion distribution plot** reflects that Jeffrey remains composed and stable, adding to his image of professionalism and calmness under pressure.

### **Language and Communication:**

- Proficient in **language skills**.
- Demonstrates an **engaging communication style**, creating a positive impression on listeners. Confidence and optimism are evident in his verbal delivery, indicating his potential in building rapport and conveying ideas clearly.

### **Relevance to Potential Roles:**

- Jeffrey's blend of skills and experience positions him well for **regulatory affairs roles** in the pharmaceutical industry.
- His medical writing and attention to detail also make him an excellent candidate for **medical content development or research analysis** roles.
- His problem-solving and analytical abilities further align with roles requiring a thorough understanding of complex issues, such as **drug safety** and **risk management**.

### **Detailed Analysis and Comments on Hiring**

Jeffrey Shepherd emerges as a **strong and well-rounded candidate** due to his unique blend of academic qualifications, practical experience, and personal qualities. His education from prestigious institutes like **IIM Kozhikode** and **IIT Kharagpur** provides him with a solid foundation in both **biotechnology** and **management**, which is essential in a **pharmaceutical regulatory affairs** role.

His **3 years of experience** as a medical writer focusing on **drug safety and risk management** at **Ciro Klein Farm** adds practical knowledge and an industry-specific skill set, making him highly relevant for roles in regulatory affairs and research. Additionally, his **attention to detail** and **research skills** are crucial for **risk management** and ensuring **compliance** with pharmaceutical standards.

The emotional analysis of his interview indicates that Jeffrey is consistent, composed, and detail-oriented. His positive, confident, and professional demeanor during communication suggests that he is capable of handling high-pressure situations while maintaining clarity and composure—qualities essential for success in regulatory roles and client-facing responsibilities.

**Additional personal traits**, such as his passion for baking and exploring cultures, hint at a **creative and open-minded** individual who is adaptable and brings a balanced personality to the table. This adaptability and creativity may contribute to innovative problem-solving, a crucial asset in regulatory environments that frequently face complex challenges.

### **Hiring Recommendation:**

Based on the thorough analysis, **Jeffrey Shepherd should be highly considered for roles in regulatory affairs, medical writing, or research and development** within the pharmaceutical industry. His unique combination of a **biotechnology background, regulatory expertise, and strong communication skills** positions him as an asset to any organization looking for professionals with **attention to detail, risk management expertise**, and a **balanced, problem-solving mindset**.

Jeffrey's **proven track record, academic consistency**, and **positive professional demeanor** make him a **valuable candidate** who can contribute to both the technical and cultural aspects of a company. Therefore, I would recommend moving forward with **recruiting Jeffrey Shepherd**, as he aligns with the key requirements for roles within the pharmaceutical sector.

## **Candidate 9: Cameron Barajas**

### **Education:**

- **BBA:** Graduated in 2022.

### **Work Experience:**

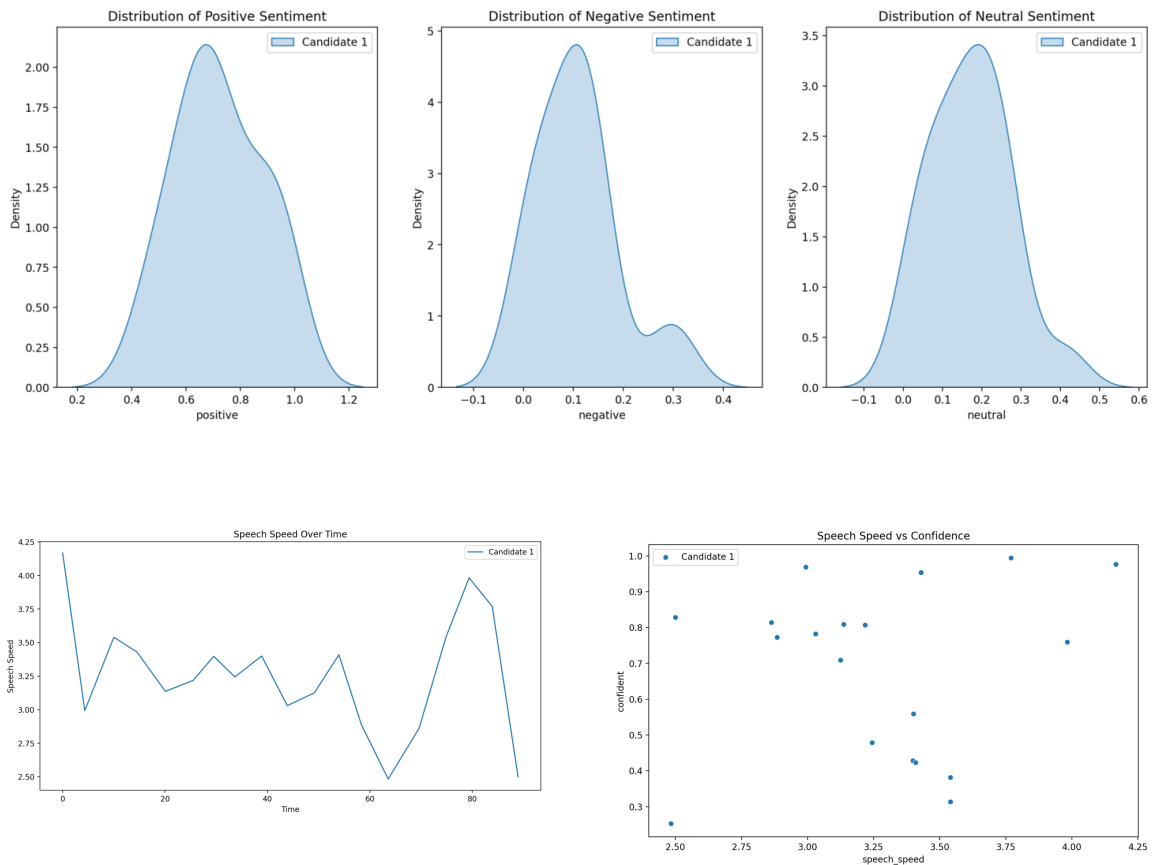
- **Summer 2022:** Internship at a boutique investment bank.
- **Kabadi Techno (Finance-focused internship):** Hands-on experience in a startup environment, contributing to his understanding of finance and the

startup ecosystem.

### Key Skills:

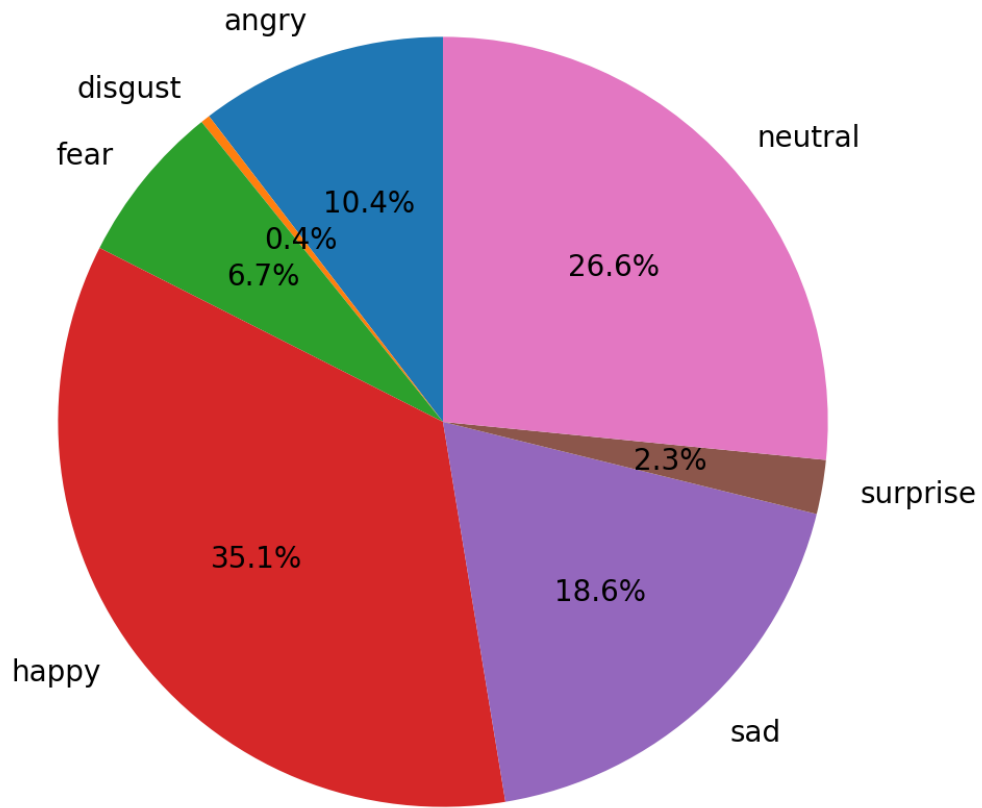
- **Leadership and Teamwork:** Demonstrated ability to work effectively within teams and lead projects.
- **Financial Modeling:** Proficient in financial modeling techniques, crucial for investment analysis and decision-making.
- **Understanding of Startup Ecosystem:** Gained valuable insight into how startups operate and the financial dynamics involved.
- **Flexibility:** Adaptable and eager to take on diverse challenges.
- **Passion for Growth:** Desires to grow rapidly in challenging roles, which aligns well with demanding and fast-paced environments like finance and venture capital.

### Emotional and Behavioral Analysis:

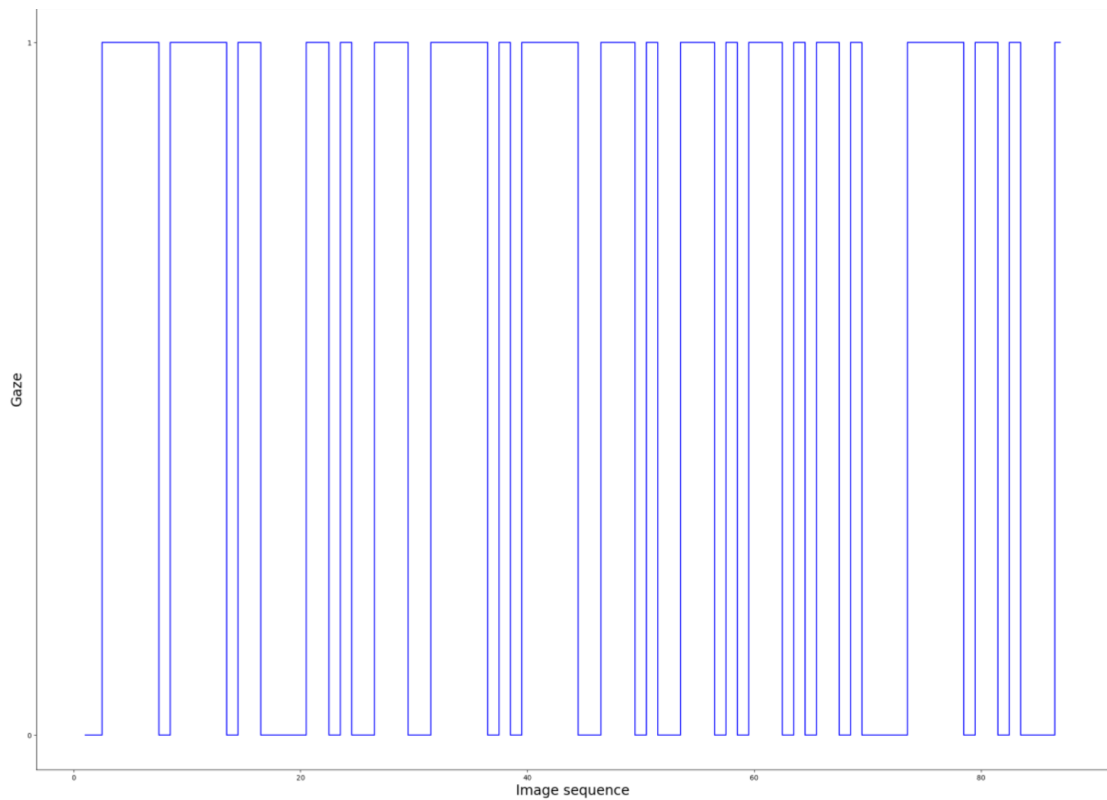
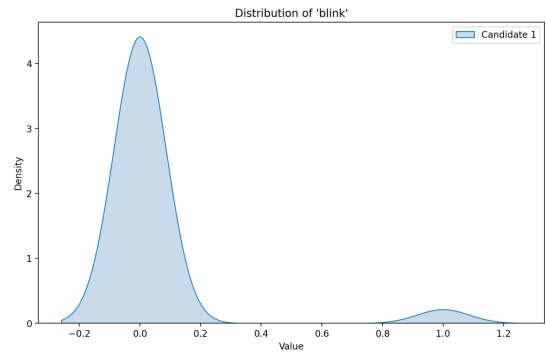
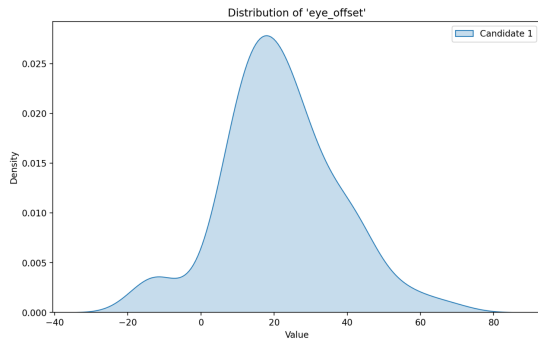


- Positive Communication Style:** Consistent positive sentiment (72%) and low negative sentiment (10%) reflect his optimistic, confident approach. This suggests a positive listener experience, likely promoting engagement and collaboration.

Distribution of Emotions in Candidate 1



- Emotion Distribution:** Cameron remains either happy or neutral most of the time, indicating composure and stability. These qualities would help him handle the pressures of high-stakes finance environments effectively.



Percentage of frames looked into the camera: 60.92%

Gaze 1 = Person looked into the camera  
 Gaze 0 = Person did not look into the camera

- **Speech Pace and Engagement:** With a steady speech rate of 3-3.5 words per minute and a stable gaze, Cameron demonstrates composure and engagement during discussions or presentations.

**Behavioral Insights:**

- Cameron's focus on maintaining eye contact, combined with his stable emotional expression, indicates confidence and a strong presence in communication. This would be valuable in client-facing roles or team leadership positions.

### **Strengths:**

1. **Unique Work Experience:** Cameron's exposure to both investment banking and a startup environment gives him a well-rounded perspective on finance and early-stage investments.
2. **Results-Oriented:** His passion for achieving results, combined with his skill set, makes him a strong candidate for roles that require critical financial analysis and quick decision-making.
3. **Eagerness to Learn:** His desire for accelerated growth suggests that Cameron is highly motivated and likely to thrive in fast-paced environments like venture capital, investment banking, or startup finance.
4. **Positive Influence:** Cameron's optimistic communication style and happy emotional disposition could boost team morale and create a collaborative atmosphere.

### **Areas for Improvement:**

- **Limited Work Experience:** As a fresher, Cameron has limited professional experience. While his internships have provided valuable insights, additional hands-on experience in full-time roles would further solidify his expertise.

### **Conclusion:**

#### **Recommendation to Hire:**

Cameron Barajas is a strong candidate for entry-level roles in finance, particularly in investment banking, venture capital, or finance departments of startups. His unique combination of technical skills, soft skills, and eagerness for growth make him a promising addition to any finance-focused team. Although his work experience is still developing, his positive attitude, passion for challenges, and results-oriented mindset indicate that he is well-suited for high-pressure environments where rapid learning and adaptability are critical.

## Hiring Rationale:

- **Finance-Related Roles:** Cameron's proficiency in financial modeling and his understanding of the startup ecosystem make him a great fit for positions requiring financial analysis and decision-making, especially in startups or investment firms.
- **Cultural Fit:** His positive communication style and leadership qualities suggest that he would integrate well into teams, contributing to a positive and productive work environment.

## Candidate 10: Michael Guzman

**Age:** 21

### Education:

- Top 1.2% rank in BHU undergraduate entrance exam.
- Honors from Varanasi University.

### Work Experience:

- Internship at a steel manufacturing firm (Sales).
- Internship at an accounting firm (Accounting).

### Other Skills and Interests:

- Accomplished fingerstyle guitarist with a YouTube channel showcasing arrangements and tutorials.
- Diverse skill set, including sales, accounting, and musical creativity.

### Strengths:

1. **Academic Excellence:** Michael has consistently performed well academically, ranking in the top 1.2% in his BHU undergraduate entrance exam. His ability to excel in competitive environments reflects strong analytical and problem-solving skills.
2. **Practical Experience:** He gained valuable hands-on experience through internships in both the steel manufacturing industry and accounting, providing a solid foundation in sales, financial analysis, and business operations.

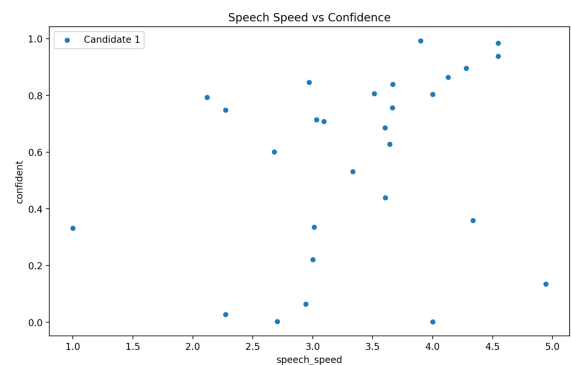
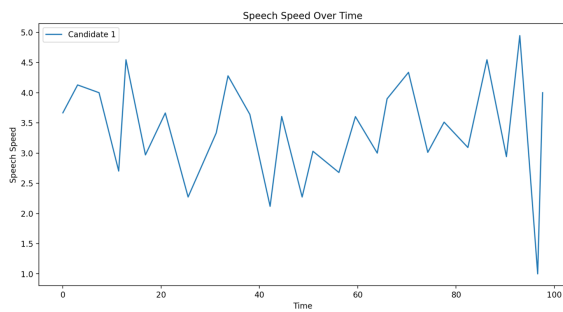
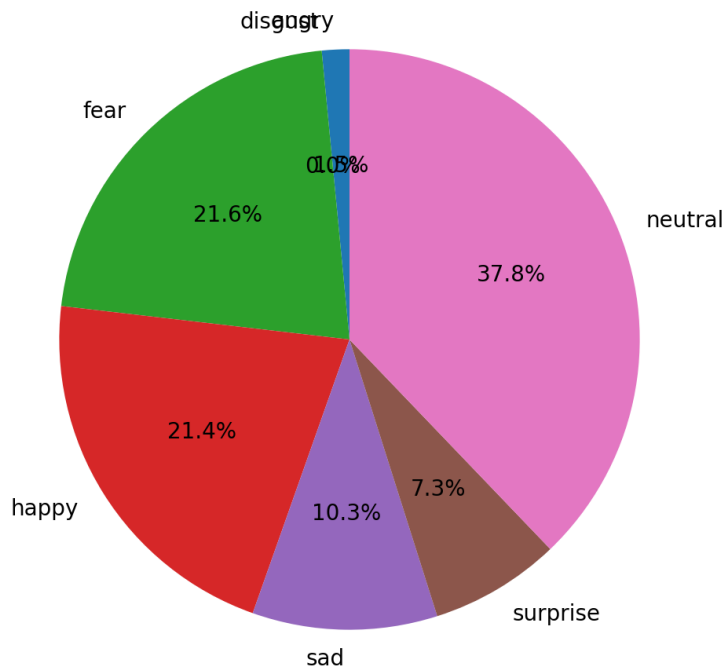


3. **Adaptability:** Michael's proficiency in guitar, along with his self-taught approach and content creation on YouTube, demonstrates a unique mix of creativity, discipline, and commitment to personal growth.

4. **Leadership and Communication:** Michael's involvement in music and running a YouTube channel suggests strong communication skills and the ability to connect with an audience, which could translate well into client-facing roles or team leadership.

**Weaknesses:**

Distribution of Emotions in Candidate 1



1. **Emotional and Speech Patterns:** Analysis indicates that Michael shows signs of anxiety and nervousness during interviews or presentations, with mixed emotional sentiment and inconsistent eye contact during video assessments. This might affect his performance under high-pressure scenarios.
2. **Fast Speech Speed:** The analysis of his speaking pace (3.5–4.5 words per second) suggests hurried communication, potentially reflecting underlying nervousness. This could be problematic in environments where calm, composed communication is key.

### **Hiring Recommendation:**

Michael Guzman has an impressive academic record and practical experience, particularly for a candidate at such a young age. His creative side, showcased through his YouTube channel, suggests a well-rounded, adaptable individual with the capacity for both analytical and innovative roles.

However, the evaluation of his emotional state and communication patterns reveals some concerns. His nervousness in high-pressure situations and lack of sustained eye contact during interviews could impact his ability to perform effectively in roles requiring high-pressure decision-making or frequent public speaking. He may also need to develop a more composed communication style.

### **Conclusion:**

Michael would be a strong candidate for roles requiring problem-solving and analytical skills, such as financial planning, business analysis, or data-driven roles. His creative side could also be leveraged in roles that require innovative thinking or artistic expression. However, for roles with a heavy emphasis on public speaking, high-stress environments, or leadership under pressure, Michael may need to improve his communication and emotional resilience. Given his impressive versatility, with the right support and development in soft skills, he could be an excellent long-term hire.

