

**RESPAWN** *games.***YOUR** *workbook.*

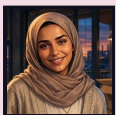
HR at Respawn Games. You write all your answers for Day 1 and Day 2 in this file.

— BEFORE YOU START

Write your answers in the white boxes, in English. German words in brackets are fine when you get stuck. Save this file at the end of every day and keep it.

— DAY 1 · HR · RESPAWN GAMES

340 APPLICATIONS, ONE LISA.

**Your contact: Lisa**

HR · RESPAWN GAMES

Open the internship page for Day 1 and keep it next to this workbook. Work through the steps in order.

— DAY 1 · STEP 1 OF 4

WHAT IS ON LISA'S DESK?

On the internship page: M1 (Lisa's Monday).

Write two sentences. Sentence 1: What does Lisa have to decide? Sentence 2: Why is this decision difficult? Use at least one message from M1.

Help: "Lisa has to decide whether ... This is difficult, because Tom says ..., but Lena asks ..."

— DAY 1 · STEP 2 OF 4

HOW HR CHOOSES NEW STAFF

On the internship page: M2 (What HR does when a job is open), M3 (The job advert).

a) Explain in your own words, in one sentence, what a must-have criterion is. Then write down one must-have criterion from the job advert in M3.

b) Explain in your own words, in one sentence, what a nice-to-have criterion is. Then write down one nice-to-have criterion from the job advert in M3.

— DAY 1 · STEP 3 OF 4

DO LISA'S WORK

On the internship page: M4 (Four of the 340 applications).

Check each application against the three must-have criteria in M3. Tick one box for each applicant.

- | | | |
|-----------------|--|--|
| A · Paul Krüger | ☐ Invite to a job interview | ☐ Do not invite |
| B · Aylin Demir | ☐ Invite to a job interview | ☐ Do not invite |
| C · Marco Weber | ☐ Invite to a job interview | ☐ Do not invite |
| D · Sophie Lang | ☐ Invite to a job interview | ☐ Do not invite |

a) Marco is a difficult case, and both decisions are possible. Write down which must-have criterion in M3 makes his case difficult. Then explain your decision for Marco in two sentences.

Help for a): "Criterion number ... says ... Marco has ..., but ... That is why I ..."

b) Aylin has no apprenticeship and no degree. Explain in one or two sentences why she still passes the three must-have criteria in M3.

DAY 1 · STEP 4 OF 4

HOW DOES A SCREENING TOOL DECIDE?

On the internship page: M5 (How a screening tool decides), M6 (A real case: Amazon).

a) Use M5. Explain in two sentences how a screening tool decides which application gets a high score. Use the word “pattern”.

b) Use M6. Amazon's team wanted a fair tool, and the tool still gave women lower scores. Explain in two sentences where this result came from.

Jonas writes in your class chat: *“Easy fix: delete the word ‘women’s’ from all CVs, and the tool is fair.”*

c) Use M5 and M6. Explain in two sentences why Jonas's fix may not be enough.

Help for c): “The tool can still find other patterns, for example ... Amazon's team ...”

— DAY 1 · MY NOTES

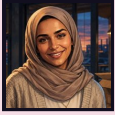
WHAT I LEARNED TODAY

Write three sentences, one for each important thing you learned today, in your own words. For example: what a must-have criterion is, and how a screening tool decides.

Done for today: save this file. Then open the internship page for Day 1 and let it check your workbook.

— DAY 2 · HR · RESPAWN GAMES

TEST THE TOOL, THEN DECIDE.

**Your contact: Lisa**

HR · RESPAWN GAMES

Open the internship page for Day 2 and keep it next to this workbook. Work through the steps in order.

— DAY 2 · STEP 1 OF 5

CALCULATE AND CHECK

On the internship page: M7 (HireSort at Respawn: the facts).

a) How many working hours does Lisa need to check all 340 applications properly? Write down your calculation and round up (aufrunden) to a full hour.

b) What do the working hours from a) cost Respawn in staff costs (Personalkosten)? Write down your calculation.

c) Tom wrote in the team chat: "Then the tool is the obvious choice." Write one sentence that supports Tom. Use your numbers from a) and b) and the price of HireSort.

— DAY 2 · STEP 2 OF 5

TEST HIRESORT YOURSELF

On the internship page: Step 2.

a) Two applicants in the simulator pass all three must-have criteria and still fall to the bottom when you move the slider to the right. Write both names. Then explain in three sentences why. Use the Amazon case: Amazon's tool learned from ten years of CVs, mostly from men, and gave women lower scores.

Help for a): "HireSort gives ... and ... a low score. All nine people Respawn hired for developer jobs ..., but ... Like the tool at Amazon, HireSort ..."

b) Lena asked in the team chat: "Would a tool like that have put me in the top 20?" (Mika said that HireSort puts the best 20 applicants at the top of its ranking.) Use the simulator and answer her question in one or two sentences.

— DAY 2 · STEP 3 OF 5

ZOOM OUT: THE WHOLE CITY

On the internship page: Step 3.

a) What happens to Aylin? Complete this sentence in the box: "Most companies ..., so HireSort ..., therefore Aylin ..."

b) Now think about all 200 companies in Ohm City. Describe one problem they all get when they use HireSort in the same way. Two sentences.

Help for b): "All 200 companies look for ..., so ... Nobody hires ..."

c) Aylin gets 30 rejections and never finds out why. Who should check that a tool like HireSort treats applicants fairly? Tick exactly one box.

- ☐ Each company itself
- ☐ The company that sells HireSort
- ☐ The state, with a law and an office that checks

d) Explain your choice in c) in two sentences. Then name one weakness of your choice in a third sentence.

Help: Ask yourself: Who knows the tool best? Who earns money with the tool? Who can check all 200 companies? "I choose ..., because ... One weakness is that ..."

— DAY 2 · STEP 4 OF 5

YOUR RULE AND YOUR STATEMENT

On the internship page: Step 4.

a) Write Respawn's rule for the pre-selection in one sentence. Your rule answers three questions: Does Respawn use HireSort? What exactly does HireSort do, for example make the ranking or sort out applications? Who checks the result?

Help: "Respawn uses HireSort to ..., and Lisa ..." or "Respawn does not use HireSort, and Lisa ..."

b) Prepare your statement. Write exactly three sentences, one in each box.

Sentence 1 starts with: "Our rule is ..." Write your rule from a) again as one sentence and start it with these words.

Sentence 2 starts with: "The strongest reason for our rule is ..." Use a number or a result from Steps 1 to 3 of today.

Sentence 3 starts with: "The biggest weakness of our rule is ..., and we deal with it by ..."

Help for sentence 3: "The biggest weakness of our rule is that it costs ... / that someone like Aylin ..., and we deal with it by ..."

c) Everyone prepares this part. Ms Borgwardt chooses some of you to read their three sentences out loud. Then two classmates ask two questions: "Who loses because of your rule?" and "How much does your rule cost?" Write your answers here, one or two sentences each.

Question 1: "Who loses because of your rule?"

Help for question 1: Think of Aylin and of Lena. If your rule leaves HireSort out, think of Lisa and of Respawn.

Question 2: "How much does your rule cost?"

Help for question 2: Use Lisa's hours and the price of HireSort from Step 1. How many applications does Lisa still read herself under your rule? Six per hour, €30 per hour, plus €49 a month if Respawn uses HireSort.

— DAY 2 · STEP 5 OF 5

THE STATEMENTS

On the internship page: Step 5.

First, while you listen: who loses in each statement? A few words for each one. Then think about all the answers to the first question, “Who loses because of your rule?” Write two sentences under your notes: What do the people who lose have in common?

Help: Look at your notes. Do the people who lose decide about the rule? “Most of the people who lose are ... They all ...” If you missed the statements: leave out the notes and write two sentences. Think of Aylin and of Lena, and of the people who lose under your own rule. What do they have in common?

— DAY 2 · MY NOTES

WHAT I LEARNED TODAY

Write three sentences, one for each important thing you learned in HR, in your own words. For example: what a screening tool learns, and what your rule would change for someone like Aylin.

Done for today: save this file. Then open the internship page for Day 2 and let it check your workbook.