References


Figure 1: A categorization of advice industry materials, as relevant for the selection process.

Figure 2: Publishing sources of advice materials
Figure 3: Proportions of advice materials, April 2017
### Table 1: Frequency of topics addressed in online interview advice materials, April 2017.

<table>
<thead>
<tr>
<th>Category</th>
<th>Questions/Answers</th>
<th>Nonverbal Behavior</th>
<th>Social Media</th>
<th>Attire</th>
<th>KSAs</th>
<th>Deception</th>
<th>IM-Positive</th>
<th>Pro-Honesty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Frequency</td>
<td>44</td>
<td>5</td>
<td>11</td>
<td>7</td>
<td>10</td>
<td>1</td>
<td>12</td>
<td>14</td>
</tr>
<tr>
<td>% Addressed</td>
<td>50.6%</td>
<td>5.7%</td>
<td>12.6%</td>
<td>8.0%</td>
<td>11.5%</td>
<td>1.1%</td>
<td>13.8%</td>
<td>16.1%</td>
</tr>
</tbody>
</table>

KSAs = job- or interview-relevant Knowledge, Skills, Abilities; IM-Positive = articles favorable toward Impression Management; % Addressed = Percent of articles including topic.