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First Impressions Matter. Interview Interactions and Interviewers' Subjective Measures

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ABSTRACT

First Impressions Matter. Interview Interactions and Interviewers' Subjective Measures

This note uses a unique dataset for Germany which contains interviewer-rated physical appearance assessments of survey respondents both before and after the interview to address three questions. Firstly, after the first impression of an individual's physical appearance, what characteristics make people appear more or less attractive to interviewers? We find that these differ widely by respondent gender. Second, how does this second impression vary by interviewer characteristics? We note differences by interview gender, education and age which has implications for the design of surveys which attempt to abstract "objective" measures of respondent characteristics from interviewers. Lastly, is the first impression of physical appearance most important in determining income or is there also a role for the second impression? Here we find that while it is the first impression which matters, the correlation between interviewer-rated attractiveness and income is higher if it is recorded by somebody of the same gender.

JEL Classification: J31, C83, J70
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1 Introduction

There is a large literature on the effect of interviewer characteristics on survey responses. However, less attention is given to the effect of respondent characteristics on interview outcomes. Both are important issues given that they potentially affect the accuracy of the data collected, with implications for the optimal design of surveys.

Respondents are found to respond differently to male and female interviewers, particularly on gender sensitive issues (see Kane and Macaulay (1993); Huddy et al. (1997) and Flores-Macias and Lawson (2008)). More recently, it has been found that physically attractive interviewers are more likely to be successful in obtaining interviews and that some of this effect is linked to their personality characteristics such as self-esteem and openness (Jaeger (2019)). This issue is particularly important when subjective measures are being collected by interviewers if interviews are conducted (and coded) in a systematically different way for respondents of different characteristics. Examining the link between respondent characteristics and subjective measures collected by the interviewer can shed light on mechanisms underlying these measures.

For example, a recently growing literature in economics deals with the effect of physical attractiveness and personality on labor market outcomes.[1] Much of this literature relies heavily on measures of physical appearance which have either been self-assessed by the respondent or "objectively" determined by an interviewer in-person or from a photograph. Biddle and Hamermesh (1998), among others, advise caution when using interviewer ratings reported during the interview as they may be contaminated by other information about the respondent, such as socioeconomic status. Indeed Oreffice and Quintana-Domeque (2016) find evidence that height, weight, and BMI contribute differently to male and female attractiveness, reported at the beginning of the interview, depending on whether the interviewer is of the same or the opposite sex.

The psychology literature describes how an individual's personality can change the perception of their physical attractiveness, independently of the first impression. Individuals who are initially classified as physically attractive or unattractive can both be perceived

[1] For example, Hamermesh and Biddle (1994), in their seminal paper based on interviewer-reported attractiveness, show that there is a wage penalty for being plain and a wage premium for being beautiful in the US and Canada. Further studies have also found a positive effect of looks on earnings (Biddle and Hamermesh (1998), Harper (2000), Hamermesh et al. (2002), Mobius and Rosenblat (2006), Sen et al. (2010), Doorley and Sierminska (2015) and Scholz and Sicinski (2015)). In an extension, French et al. (2009) include personality traits and find that female students with pleasant personalities have a grade premium. For a review of the literature see also Liu and Sierminska (2014).

as more attractive if they display desirable personality traits (Lewandowski et al. (2007)). This can be explained by the "beauty is good" maxim which affects our perception of individuals, with positive qualities attributed to attractive individuals and negative qualities attributed to unattractive individuals (Cash and Trimer (1984)). This mechanism can affect the reporting of respondent physical attractiveness by interviewers. Using the German Social Survey (ALLBUS) for 2008, which uniquely reports pre- and post- interview ratings of physical attractiveness by the interviewer, we demonstrate this by documenting a change in the perceived attractiveness of the respondent by the interviewer between the beginning and the end of the interview.

By measuring the change in physical appearance perceived by the interviewer between the beginning and end of the interview and linking this to observable interviewer and respondent characteristics, we try to answer a number of questions. Firstly, after the first impression of an individual's physical appearance, what observable characteristics make people appear more or less attractive? Secondly, how does the difference between the first and second impression of physical appearance vary by interviewer characteristics? In other words, do different types of people systematically perceive respondents as being more or less attractive after spending time with them? This analysis sheds light on the mechanisms which lead to systematically different values being reported by interviewer characteristics. Lastly, we estimate whether the difference between the two perceived attractiveness measures, which can be interpreted as a signal of agreeableness or chemistry between the interviewer and respondent, has a significant effect on earnings, independently of the first impression.

2 Data and Descriptives

We use the German Social Survey (ALLBUS) for 2008, which is the only year in which the interviewer reports respondent physical attractiveness twice. This dataset is a nationally representative cross-section of the Germany population in 2008. ALLBUS contains a unique set of variables on physical appearance: two interviewer-assessed measures and one self-reported measure of the physical appearance of the respondent. We focus on the sub-sample of 18-65 year olds.

The interviewer is asked at the beginning and at the end of the interview: "Please assess the attractiveness of the respondent. Please come to a spontaneous decision." This is on a scale of 1 to 11, where 1 is 'unattractive' and 11 'attractive'. We use the interviewer-assessed measure of attractiveness at the beginning of the interview as the "first impression" of attractiveness. We interpret the difference between the first interviewer-rated

measure of attractiveness (the first impression) and the last interviewer-rated measure of attractiveness as an indication of how getting to know the respondent changes an interviewer's perception of their physical appearance. In the spirit of Lewandowski et al. (2007), a positive change in the rating suggests a positive interaction between the interviewer and respondent, while a decrease signifies a personality mismatch or lack of chemistry between the two. The dataset also contains information on net monthly income, hours of work, education and other socioeconomic characteristics of the respondent. Information relating to the gender, age and education of the interviewer is also provided.

Tables 1 and 2 show attractiveness ratings separately by the gender of the interviewer.[2] On average, attractiveness is perceived to be slightly higher at the end than at the start of the interview.[3] However, Figure 1 shows that there is some variation in how the attractiveness rating changes between the beginning and end of the interview. There is no change in the attractiveness rating for just over half of the population. A further quarter of the individuals surveyed receive a higher attractiveness rating at the end of the interview while just under a quarter receive a lower rating. Most of the changes in attractiveness ratings are not more than 2 (on a scale of 1 to 11).

Tables 1 and 2 also show summary statistics of our sample separately by the gender of the interviewer for female and male respondents, respectively. Categorising respondents into above average (rated 9-11), average (7-8) or below average (1-6) attractiveness, female interviewers are more likely to consider both men and women above average attractiveness than male interviewers. Women who are interviewed by women are also more likely to declare themselves more attractive than those interviewed by men. In terms of demographics, women interviewed by women are more likely to report having high education and are less likely to live in or near a big city. Men who are interviewed by men report more often being married and being older, on average. These discrepancies may be due to misreporting by the respondent based on the gender of the interviewer. They may also be due to the fact that male and female interviewers are unevenly distributed across cities and smaller towns/villages in Germany. Alternatively, the characteristics of the sample interviewed by men may not be identical to those of the sample interviewed by women. We will control for these characteristics in the regression analysis.

In terms of interviewer characteristics, there are 186 interviewers; the average interviewer age is 59 and one-third of interviewers have a college education. 44% of women and

[2]The correlation between the interviewer and the gender of the respondent is just 0.03 and is not statistically significant, indicating that the gender of the interviewer is as good as randomly assigned across respondents.

[3]When interviewed by women, the average rating for women increases by 0.12 for women (from 7.58 to 7.70) and for men by 0.16 (from 7.37 to 7.53). When interviewed by men, the average rating for men increases by 0.06 (from 7.31 to 7.37), and for women by 0.12 (from 7.47 to 7.55).

41% of men are interviewed by a woman and these figures are not statistically different from each other. Most respondents are interviewed alone i.e. without the presence of their partner or children. On average, interviews last 47 minutes[4]. This number is not statistically different for female and male respondents. The bottom of Tables 1 and 2 shows that women are more likely to be interviewed alone if the interviewer is a woman and that there is a statistically significant difference in interviewer characteristics when it comes to age and experience. Male interviewers are on average older and have more experience than female interviewers.

3 Model and results

We first model the change in perceived attractiveness via OLS in the following way.

$$\Delta B_i = \alpha_0 + \alpha_1 B_i^{start} + \alpha_2 C_i + \alpha_3 w_i + \alpha_4 X_{1i} + \alpha_4 Z_i + e_i \tag{1}$$

where

$$\Delta B_i = (B_i^{end} - B_i^{start})/B_i^{start} \tag{2}$$

B_i^{start} is the interviewer's first impression of the respondent's attractiveness; B_i^{end} is the interviewer's impression of the respondent's attractiveness at the end of the interview; C_i is the respondent's self-assessed attractiveness; w_i is individual net monthly income; X_{1i} is a vector of other individual level characteristics and Z_i is a vector of interviewer level characteristics and interviewer fixed effects.

As we would also like to know what relationship there is between the change in perceived attractiveness, ΔB_i and income, we next model net monthly income. As net monthly is disclosed in the course of the interview and, therefore, could plausibly effect the change in perceived attractiveness, we do this via a system of simultaneous equations. We employ a simple three stage least squares model to jointly model the attractiveness change and income for workers only:

$$\Delta B_i = \alpha_0 + \alpha_1 B_i^{start} + \alpha_2 C_i + \alpha_3 w_i + \alpha_4 X_{2i} + \alpha_4 Z_i + u_i \tag{3}$$

$$w_i = \beta_0 + \beta_1 B_i^{start} + \beta_2 C_i + \beta_3 \Delta B_i + \beta_4 X_{3i} + \varepsilon_i \tag{4}$$

The identification of this model requires that at least one variable appears in each system

[4]The minimum interview length is 20 minutes while the maximum is 130 minutes.

which does not appear in the other. In the wage equation, X_{3i} includes dummy variables which indicate whether or not the individual lives in a city and whether the house is in good condition. As this information is known to the interviewer before the interview, it is unlikely to influence the change in perceived attractiveness. However, it is correlated with net monthly income. In the attractiveness change equation, we use a number of interviewer related variables and interviewer fixed effects for identification including their age, education and experience. These influence their impression of the respondent's attractiveness but should have no effect on the respondent's income.

3.1 The change in interviewer-assessed attractiveness

In this section, we report the determinants of the *change* in the interviewer's assessment of the physical appearance of the respondent using both the OLS specification in eq 1 and the three-stage least squares specification in equation 3.

The OLS results in Table 3 indicate that respondent and interviewer characteristics affect the change in perceived physical appearance between the beginning and the end of the interview. While we discuss these effects separately below, it will become apparent that the effect of respondent characteristics on the change in attractiveness rating also varies with the gender of the interviewer indicating that these two groups of variables are dependent and it is likely to be the interaction between them, or the "chemistry"' between the interviewer and respondent, which ultimately determines the change in perceived attractiveness.

We first focus on interviewer characteristics and we separate these results by gender. Columns (2) and (3) provide the results for male respondents and columns (5) and (6) for female respondents. Only the characteristics of female interviewers are correlated with the change in the attractiveness assessment. Specifically, highly educated female interviewers perceive lower attractiveness changes for women, but the effect is not statistically significant for male respondents. Similarly, the level of experience of the female interviewer is correlated with lower perceived attractiveness changes in women while the age of the female interviewer is negatively correlated with attractiveness changes for men.

Turning next to respondent characteristics, we note firstly that the change in the attractiveness rating is negatively correlated with being assessed as of either above average or average attractiveness at the start of the interview. This decrease may simply be mechanical as those given the top attractiveness rating at the beginning of the interview cannot have their rating increased. However, it may also be an indication that, while first impressions can give a large distribution of attractiveness, personality or other characteristics

can lead to convergence in the perceived attractiveness of people. Respondent age and health are also related to the change in attractiveness rating with age decreasing it and good health increasing it in almost all specifications. Working a positive number of hours per week increases the attractiveness rating, especially for men.

There are also some respondent observables that affect the change in the attractiveness rating only for male or female interviewers. For example, self-assessed attractiveness which may proxy confidence (and is reported by the respondent just before the end of the interview) positively affects the change in perceived attractiveness only for men. For men interviewed by men, self-assessed attractiveness is positively correlated with the change in the interviewer attractiveness rating. For men interviewed by women, the correlation is negative. Similarly, being divorced or separated decreases perceived attractiveness for women interviewed by men.

3.2 The change in interviewer-assessed attractiveness and income

The literature relating physical attractiveness to income is small but growing and in this section, we attempt to open the discussion on two issues in this literature. Firstly, if physical appearance affects income, whose perception of physical appearance matters? We examine one facet of this here by studying the magnitude of the wage premium resulting from interviewer-assessed attractiveness, differentiating between male and female interviewers. Secondly, is the first impression the important one or does the second impression also matter.

The results of the three stage least squares estimation, including interviewer fixed effects, are shown in Table 4. Columns (1) and (4) show the model results for the whole sample of working men and women, respectively, while columns (2)-(3) and (5)-(6) are separated by the gender of the interviewer. The second column in each specification in table 4, which looks at the effect of respondent and interviewer characteristics on the change in perceived attractiveness generally agrees with the OLS results discussed in the previous section. For this reason, we focus on the first column in each specification, that is, the effect of respondent characteristics (including attractiveness and the change in attractiveness) on income.

In table 4, we find that the first impression of attractiveness has a positive effect on income in all specifications but, splitting the sample by interviewer gender, it is only statistically significant for the sample of men interviewed by men and women interviewed by women. A number of further specifications show that while the sample of men interviewed by men and the sample of women interviewed by women generally have positive correlations be-

tween the first impression of attractiveness and income, the sample of women interviewed by men never shows a statistically significant correlation. We run the same analysis with similar results for 1) the sample of individuals interviewed alone i.e. those interviewed without the presence of a partner or children and 2) the sample of those accorded a more "average" (2-10) attractiveness rating at the beginning of the interview - these are available from the authors. Results are qualitatively similar and we surmise that attractiveness as perceived by somebody of the same sex may affect income more than attractiveness as perceived by somebody of the opposite sex.

Looking at the effect of the change of the attractiveness rating on income, we find a positive effect only for the sample of men interviewed by women. In further robustness checks, described in the previous paragraph, we find no further evidence that the attractiveness change variable is correlated with income.

To summarise, it appears that first impressions are indeed the most important in determining income, with the caveat that the first impression to somebody of the same sex may be more important than first impressions to somebody of the opposite sex. We find little systematic evidence that a change in this first impression, recorded between 20 minutes and 2 hours later, affects income.

4 Discussion and conclusion

In this paper we examine whether the subjective markers recorded by interviewers remain stable during an interview or whether changes in such markers are systematically related to interviewer and respondent characteristics. We take the example of physical appearance, given that the attractiveness and earnings literature often relies on interviewer rated physical appearance and the fact that the validity of such measures is already questioned in the literature (Biddle and Hamermesh (1998); Oreffice and Quintana-Domeque (2016)).

Our analysis of what makes somebody appear more or less attractive than their first impression leads to a number of insights. Firstly, there are characteristics which people of both genders find attractive. These are, unsurprisingly, good health and youth. There are also characteristics which are gender specific when it comes to changing the perception of attractiveness. The differences in the determinants of the change in male and female attractiveness appear to conform to some stereotypes of traditional divisions of work and caring roles. Engaging in market work increased the attractiveness rating, especially for men. Being separated or divorced decreases the perceived attractiveness of women interviewed by men.

There are also "'chemistry"' considerations to take into account. If attractiveness is in the eye of the beholder, we have shown that the characteristics of the beholder also affect their perception of attractiveness. Male interviewers change their mind concerning the respondent's physical appearance less often than women. This has implications for how surveys are conducted, including the timing of "objective" measures to be provided by the interviewer.

Our results also raise some issues relevant to the literature on attractiveness and earnings. Firstly, we show that the effect of (the first impressions of) attractiveness on earnings may depend on who perceives the individual as beautiful. When the interviewer is of the same gender as the respondent, their rating of the respondent's attractiveness has a positive and significant effect on earnings. The rating of an individual of the opposite sex, by contrast, has a smaller or insignificant effect on the respondent's earnings. Second, we find that, where the respondent's attractiveness is rated at the beginning of the interview and at the end, it is the first rating that affects earnings. We find little evidence that the change in the rating (after an interview of 47 minutes, on average) affects earnings. Therefore, the old maxim that first impressions count appears to hold, at least in this case when the second impression is measured shortly after the first.

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5 Tables and Figures

Table 1: Variable means for women

	Female interviewer	Male interviewer	Diff	N
Beauty interview end	7.70	7.55	0.15	1750
Beauty interview start	7.58	7.47	0.11	1750
Beauty difference	0.12	0.08	0.04	1750
Above average beauty	0.35	0.31	0.04*	1750
Average beauty	0.36	0.40	-0.03	1750
Below average beauty	0.29	0.30	-0.01	1750
Beauty self-assessed	10.10	8.60	1.50**	1750
Age	51.61	51.46	0.15	1750
Married	0.54	0.57	-0.03	1750
Single	0.21	0.19	0.02	1750
Separated	0.25	0.24	0.01	1750
Low education	0.58	0.63	-0.05**	1750
Medium education	0.21	0.20	0.00	1750
High education	0.22	0.17	0.05***	1750
No. of children	0.45	0.50	-0.05	1750
Health (1-5)	2.45	2.51	-0.06	1750
Immigrant	0.06	0.06	0.00	1750
East german	0.31	0.31	0.01	1750
City	0.28	0.32	-0.05**	1750
Housing good condition	0.71	0.71	0.00	1750
Employed	0.49	0.47	0.02	1745
Hours	15.81	15.18	0.63	1745
Income	799.96	797.82	2.14	1750
Interviewer age	56.06	61.87	-5.81***	1750
Interviewer high educ.	0.32	0.36	-0.04	1750
Int. opposite gender	0.00	1.00	-1.00	1750
Interviewer experience	10.56	13.45	-2.89***	1750

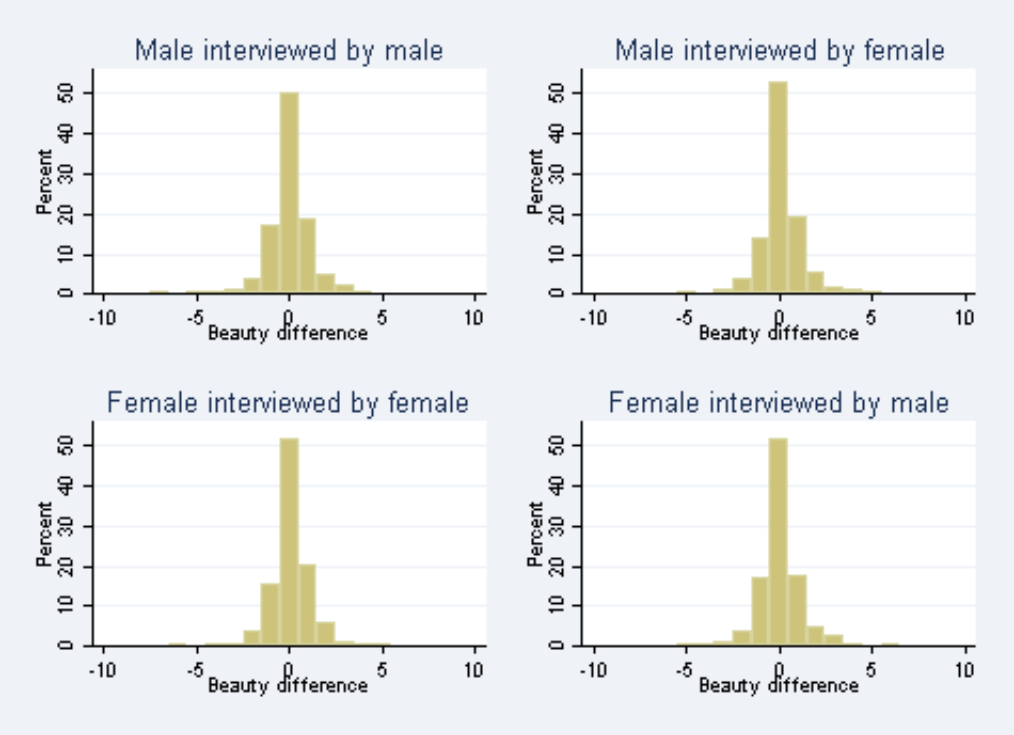
Notes: Sample from the German Social Survey 2008. High education is a university qualification. Medium education is a highschool diploma or apprenticeship. Low education is no formal qualification. Beauty (start, end and self-assessed) is measured on a scale of 1-11. 'Above average' indicates an interviewer rating (at the start of the interview) of 9+. 'Average' indicates a rating of 7-8, while 'Below average' indicates a rating of below 7. Beauty difference = (Beauty end - Beauty start). Income is individual net monthly income. Health is measured on a scale of 1 (great) to 5 (bad). East German is an indicator variable indicating the respondent grew up in East Germany, City is a dummy variable indicating the respondent classes their place of residence as a big city or the suburbs of a big city. House condition is a dummy variable indicating if the interview classes the respondent's accommodation as being in good or very good condition.

Table 2: Variable means for men

	Female interviewer	Male interviewer	Diff	N
Beauty interview end	7.53	7.37	0.15	1707
Beauty interview start	7.37	7.31	0.06	1707
Beauty difference	0.16	0.06	0.10*	1707
Above average beauty	0.31	0.25	0.06**	1707
Average beauty	0.34	0.42	-0.08***	1707
Below average beauty	0.35	0.32	0.03	1707
Beauty self-assessed	10.11	8.86	1.25*	1707
Age	48.87	50.78	-1.91**	1707
Married	0.56	0.63	-0.07***	1707
Single	0.31	0.26	0.06**	1707
Separated	0.13	0.11	0.01	1707
Low education	0.54	0.53	0.01	1707
Medium education	0.14	0.14	-0.00	1707
High education	0.32	0.32	-0.00	1707
No. of children	0.42	0.36	0.07*	1707
Health (1-5)	2.37	2.40	-0.03	1707
Immigrant	0.07	0.07	-0.00	1707
East german	0.33	0.30	0.03	1707
City	0.26	0.31	-0.04*	1707
Housing good condition	0.69	0.73	-0.04*	1707
Employed	0.60	0.57	0.03	1699
Hours	26.17	24.92	1.25	1699
Income	1356.81	1413.80	-56.99	1707
Interviewer age	55.64	61.88	-6.24***	1707
Interviewer high educ.	0.34	0.36	-0.03	1707
Int. opposite gender	1.00	0.00	1.00	1707
Interviewer experience	11.14	13.04	-1.90***	1707

Notes: Sample from the German Social Survey 2008. For variable descriptions, see notes in Table 1

Figure 1 The distribution of the difference between the second and first impressions of physical appearance



Note: Sample from the German Social Survey 2008 is aged 18-65. The beauty difference is (beauty at the end of the interview - beauty at the start of the interview)

Table 3: OLS models of the change in beauty perception for men and women by interviewer gender

	(1) Men	(2) Men interviewed by men	(3) Men interviewed by women	(4) Women	(5) Women interviewed by men	(6) Women interviewed by women
Age	-0.050***	-0.044***	-0.045***	-0.017*	-0.012	-0.030*
Age squared	0.001***	0.000***	0.000***	0.000*	0.000	0.000*
Low education	-0.087	-0.071	-0.125	-0.132*	-0.172*	-0.101
High education	0.129	0.209*	0.033	-0.017	0.002	-0.085
Married	0.040	-0.123	0.163	-0.027	-0.143	0.188
Separated	0.029	-0.196	0.254*	-0.202**	-0.270**	-0.079
No. of children	0.042	0.075	-0.014	-0.064*	-0.039	-0.070
15-30 weekly hours	0.538***	0.409*	0.788***	0.291***	0.209*	0.330**
30-40 weekly hours	0.173**	0.044	0.367***	-0.046	-0.189*	0.119
40-50 weekly hours	0.093	-0.137	0.442***	0.252*	0.103	0.515**
>50 weekly hours	0.267***	0.155	0.451***	0.007	0.154	-0.343
Good health	0.345***	0.311***	0.380***	0.105*	0.164**	0.025
Immigrant	-0.053	-0.021	-0.113	-0.074	-0.230	0.145
East german	-0.009	-0.008	0.055	0.282**	0.370**	0.189
Income	0.000	0.000	0.000	0.000***	0.000*	0.000**
Beauty self-assessed	-0.001	0.004*	-0.004**	0.000	0.003	-0.001
Above average beauty	-1.226***	-1.327***	-1.105***	-1.185***	-1.028***	-1.355***
Average beauty	-0.718***	-0.832***	-0.558***	-0.521***	-0.504***	-0.529***
Interviewer high educ.	-1.133	-0.264	-2.652	0.400	-1.204	-7.375***
Interviewer age	-0.036	0.000	-0.185*	-0.039	0.039	0.049
Interviewer experience	-0.021	-0.020	-0.085	0.031	-0.113	1.027***
Int. opposite gender	-0.067			0.251		
Constant	3.797	1.674	13.776**	2.983	0.143	-0.639
Int. fixed effects	Yes	Yes	Yes	Yes	Yes	Yes
R-squared	0.331	0.363	0.318	0.302	0.312	0.343
N	1707	1032	675	1750	994	756

Notes: Sample from the German Social Survey 2008 is aged 18-65, not in education, with positive earnings and hours of work. Significance levels of 10%, 5% and 1% are represented by *, ** and *** respectively. For variable descriptions, see notes in Table 2.

Table 4: Simultaneous regression models of change in beauty perception and earnings for working men and women

	(1) Men		(2) Men interviewed by men		(3) Men interviewed by women		(4) Women		(5) Women interviewed by men		(6) Women interviewed by women	
	Income	Beauty difference	Income	Beauty difference	Income	Beauty difference	Income	Beauty difference	Income	Beauty difference	Income	Beauty difference
Age	0.034***	-0.082***	0.006	-0.028	0.078***	-0.203***	0.002	0.012	-0.025	-0.024	0.033**	0.013
Age squared	-0.000*	0.001***	0.000	0.000	-0.001***	0.002***	0.000	-0.000	0.000**	0.000	-0.000	-0.000
Low education	-0.132***	0.186	-0.085	0.079	-0.137*	0.369*	-0.195***	-0.154	-0.199***	-0.342*	-0.153**	0.160
High education	0.162***	0.037	0.162**	0.156	0.165**	-0.160	0.204***	0.353**	0.225***	0.358*	0.192***	0.250*
Married	0.186***	-0.166	0.224***	-0.095	0.169**	-0.354	-0.014	-0.223*	0.051	-0.369**	-0.107	0.039
Separated	0.094	0.080	0.159*	-0.003	0.016	0.137	0.125**	-0.262	0.168**	-0.278	0.110	-0.241
No. of children	0.018	0.021	0.019	0.007	0.007	0.064	0.020	-0.021	0.053*	0.076	-0.030	-0.094
15-30 weekly hours	0.466***	-0.296	0.482***	-0.238	0.473**	-0.512	0.637***	0.357	0.666***	0.697	0.572***	-0.297
30-40 weekly hours	0.940***	-1.207	0.948***	-0.847	1.001***	-2.023	1.008***	0.525	1.025***	0.749	0.946***	-0.045
40-50 weekly hours	1.058***	-1.291	1.167***	-0.890	0.996***	-2.134	1.159***	0.814	1.172***	1.060	1.086***	0.224
>50 weekly hours	1.182***	-1.420	1.267***	-0.852	1.093***	-2.539	1.218***	0.782	1.286***	1.443*	1.154***	-0.461
Good health	0.115***	0.116	0.184***	0.171	0.033	0.038	0.087**	0.279***	0.103**	0.289**	0.092*	0.211*
Immigrant	0.113*	-0.272*	0.088	-0.029	0.138	-0.616***	-0.114*	-0.031	-0.197**	-0.432	-0.064	0.392**
East german	-0.322***	0.225	-0.307***	0.004	-0.347***	0.757**	-0.111***	0.045	-0.133**	-0.149	-0.080	0.269
City	0.033		0.123***		-0.024		0.159***		0.172***		0.131**	
Housing good condition	0.089**		0.106**		0.041		0.107***		0.052		0.186***	
Income		1.087		0.406		2.334**		-0.656		-0.906		-0.026
Beauty self-assessed	-0.004***	0.005	-0.003***	0.003	-0.004	0.009*	-0.006***	-0.004	-0.007***	-0.006	-0.004*	0.000
Above average beauty	0.140**	-1.347***	0.166**	-1.240***	0.115	-1.438***	0.146***	-1.078***	0.120	-0.916***	0.215**	-1.441***
Average beauty	0.160***	-0.872***	0.166***	-0.832***	0.098	-0.764***	0.113**	-0.468***	0.088	-0.387**	0.124	-0.698***
Beauty difference	0.043		0.010		0.113*		0.004		-0.003		0.034	
Interviewer high educ.		-1.970		-0.121		-8.409**		-6.978**		-9.339**		9.711
Interviewer age		-0.071		-0.013		-0.443**		0.337**		0.491**		0.251
Interviewer experience		-0.192		0.132		-0.700		0.005		0.259		0.101
Int. opposite gender		3.467						7.551**				
Constant	5.191***	0.020	5.537***	-0.440	4.520***	32.820*	5.728***	-17.685*	6.220***	-15.641	5.147***	-15.963
Int. fixed effects		Yes		Yes		Yes		Yes		Yes		Yes
R-squared	0.469	0.209	0.531	0.418	0.438	-0.358	0.573	0.263	0.599	0.266	0.553	0.395
N	824		488		336		716		404		312	

Notes: Sample from the German Social Survey 2008 is aged 18-65, not in education, with positive earnings and hours of work. Significance levels of 10%, 5% and 1% are represented by *, ** and *** respectively. For variable descriptions, see notes in Table 2.