

**User agreement and terms of use of the Workplace Interpersonal Perception Skill (WIPS) test for academic research purposes**

The Workplace Interpersonal Perception Skill test (WIPS; Dael, Schlegel, Weaver, Ruben, & Schmid Mast, 2022) is an online performance-based test that measures individual differences in interpersonal accuracy broadly, covering different nonverbal channels (face, body, voice) and multiple content domains (personality, behavioral intentions, status, interpersonal attitudes, thoughts and feelings). The WIPS comprises 41 brief video segments with and without sound from three types of role-played workplace interactions: a recruiter-candidate negotiation, a helpdesk trouble-shooting scenario, and a company team meeting. Each segment is paired with a multiple-choice question. The WIPS takes 20 minutes to complete.

The development of the WIPS was supported by the Swiss Innovation Agency, CTI Innosuisse project nr. 28376.1 PFES-ES. The WIPS is freely accessible for academic research purposes only, as per this User Agreement. Academically affiliated scholars who wish to obtain a copy should contact Marianne Schmid Mast, HEC, University of Lausanne (UNIL), [marianne.schmidmast@unil.ch](mailto:marianne.schmidmast@unil.ch).

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