

The New Interview

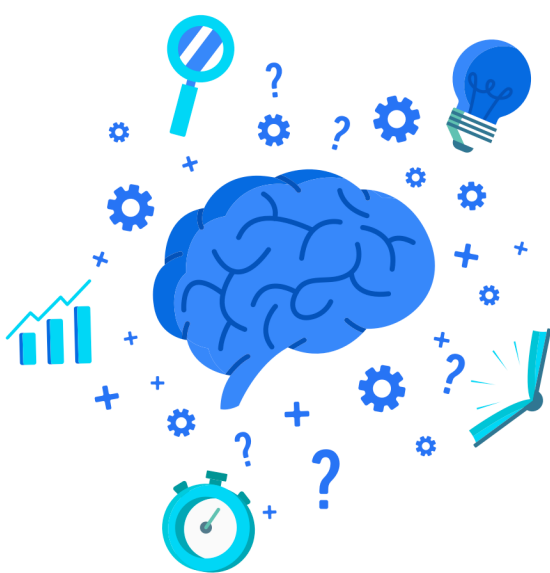


1) FOSTER STRUCTURAL CHANGE

Remote hiring. Systemic inequalities. Interviews haven't changed in over 100 years and now, because of COVID and Black Lives Matter, we need to address and make the right changes to the "traditional" interview process to begin to create equity and inclusivity in our workplaces.

2) MITIGATE BIAS

The "ritual" of hiring has been plagued with chaos, unconscious bias and decision-making based on gut-feeling, not data of what we know to be true. Analyzing your current process and making adjustments to mitigate bias will prepare you for a more inclusive interview.

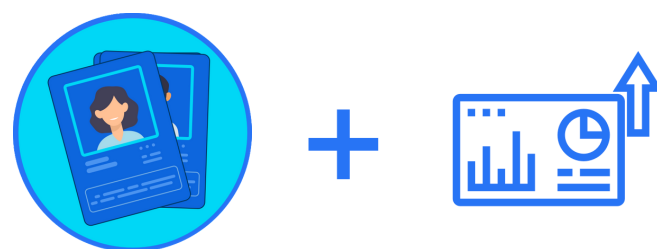


3) UNDERSTAND HUMANS BETTER

Technology enables us to blend human intelligence with algorithms and deep machine learning to produce new candidate evaluation methods. Technology will continue to enable humans to systematically conduct enhanced talent evaluation activities, mitigate biased decisions, and make higher quality hiring decisions.

4) MEASURE WHAT'S TRUE

Knowing what questions to ask and why you're asking them gives you data you can measure to make the right hiring decisions. No more leaving the growth of your teams and the success of your company to chance.



5) INTENTION, INCLUSION, & INTELLIGENCE. AMPLIFIED.

A conscious effort to improve the interview process will help create the change necessary to stay true to your company while building a more inclusive and equitable place to work for EVERYONE. PERIOD.