

Overcoming Bias in the Hiring Process

Don't let your best people stop you from finding the best people

We are all human and to say that we do not have inherent biases is dangerously naïve especially in hiring. Our vantage points are merely a reflection of our backgrounds, understandings and experiences. So how do we edit out human nature?

If we are “hardwired” to make those type of judgements let's lean into it and use a process for hiring that takes advantage of how we are built. Let's use a hiring process that is built around experiencing what a candidate can do not what they say they can do.

Some of what you will learn in this seminar:

- The importance and use of business simulations that actuate the behaviors needed in your company.
- How to construct and conduct hiring debrief sessions with all personnel that have come into contact with the candidate.
- Why having a Hiring Sequence of Events is crucial and making sure it is done the same for every candidate is critical.
- How to construct and use question scripts for each interview to ensure we are comparing apples to apples, interview to interview.

Albert Schweitzer said, “Example is not the main thing in influencing others. It is the only thing.” Simply using AI or other “bloodless” pre-hire testing is not end all be all answer. With historically low unemployment rates and the War for Talent raging we cannot afford to miss on the best people. It is time for a more all-encompassing, humanistic approach to hiring.



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