



Identify
Solutions



Common Mistakes Made During the Hiring Process #5

Hiring, made simple.

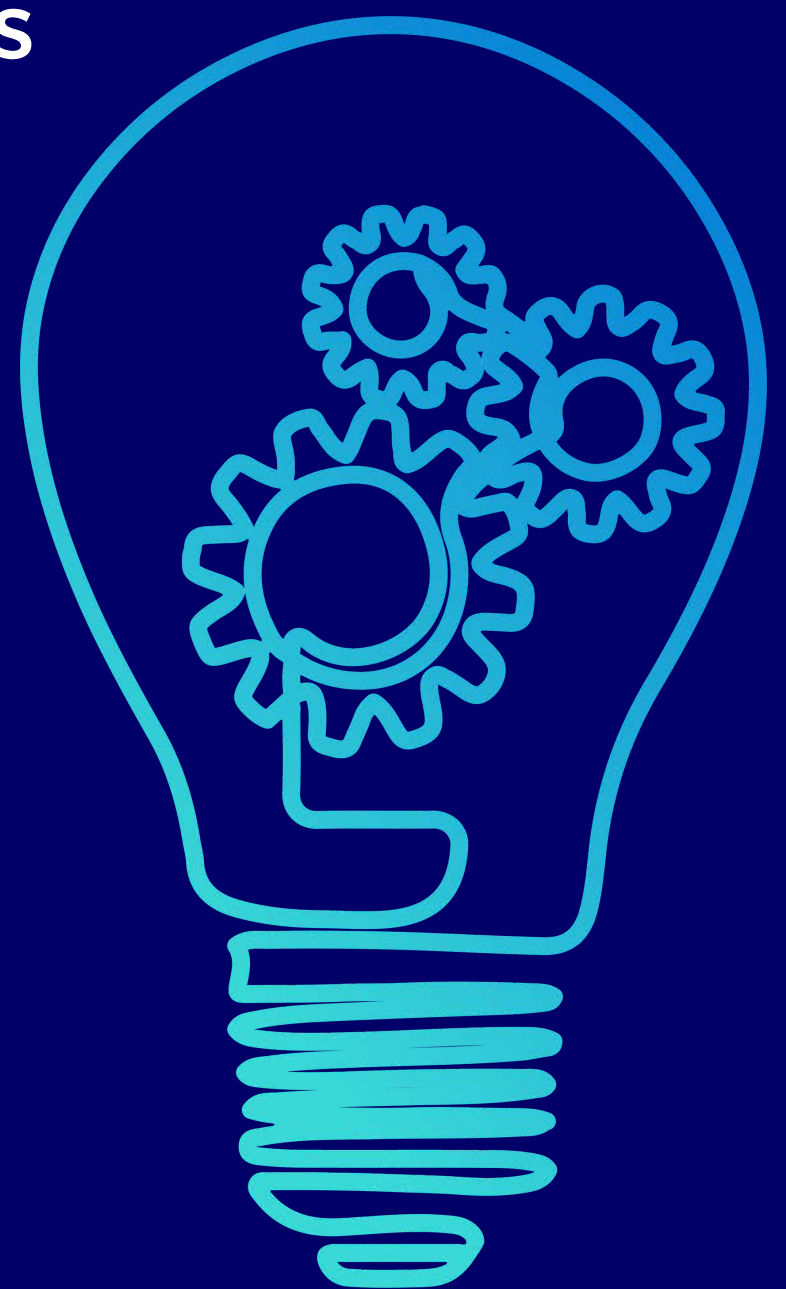


Bias

Sometimes, we unknowingly let biases based on gender, race, or age influence our judgment.

When biases come into play, employers may inadvertently make hiring decisions based on these judgements rather than focusing on qualifications and merit.

This can lead to missed opportunities for talented candidates, a reduced talent pool of qualified candidates, and a lack of diversity, perspectives, and innovation in the workplace through “groupthink”.



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What can **you** do?

Awareness and training

Providing regular training for hiring managers and team members to raise awareness about unconscious biases equips them with strategies to lessen their influence during the hiring process.

Objective evaluation criteria

Establish clear and objective evaluation criteria based on job-related skills and qualifications to minimise bias decisions.

Use structured interview questions

Develop a standard set of questions to ensure candidates are assessed equally and objectively.

Promoting inclusive hiring

We are dedicated to promoting diversity, equity, and inclusion in the workplace and believe it's essential for business success.

All of our consultants have undergone DE&I-certified training, which we use to support our clients in creating inclusive hiring processes and data-driven strategies.

Partner with us!

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