

IMPROVING DIVERSITY & INCLUSION FACT SHEET**AVOID
RISKY BUSINESS****Ensuring Interview Consistency
Using Pre-Employment Assessments**

The need for **consistency in the hiring process** is paramount to avoid the dual risks of unconscious bias creeping into the interview process and inability for multiple interviewers to evaluate candidates across a common set of criteria.

Bias can prevent organizations from naturally creating inclusive teams, and a lack of standards around questioning can lead to hiring decisions based on intuition rather than insight. Pre-employment assessments, which identify candidates whose innate traits align with the role provide a consistent question set, and interview guides based on those assessments provide a standardized set of interview questions.

How Does it Work?

HighMatch is a pre-hire assessment that measures core motivations and abilities that help predict important job behaviors such as teamwork and problem-solving.



Hiring Profiles: We create custom hiring profiles based on your needs and the specifics of the job that act as a yardstick for the highest-quality candidates.



Assessments: We measure 7 discrete personality traits, 4 cognitive abilities and a wide variety of skills, all backed by the latest in IO psychology



Job Fit Reports: We use data derived from our assessment to predict a candidate's job fit and provide easy-to-understand scores & descriptions.



Interview Guides: Our Interview Guide is tailored to each candidate, with consistent question prompts to dive deeper into potential mismatch issues.

HighMatch is used by some of the world's leading companies, including:



Avoid The Mirror Syndrome

Unconscious bias has a massive impact on the hiring process. Hiring managers often hire people who have shared interests and experiences, and this bias results in qualified candidates - often minority classes - becoming underrepresented in the workplace. This hiring bias, influenced by human judgements, can lead to **losses in engagement, productivity, retention and profitability**, as well as **increased risk of litigation**.



30%

less likely to hire the most suitable candidate due to gender bias



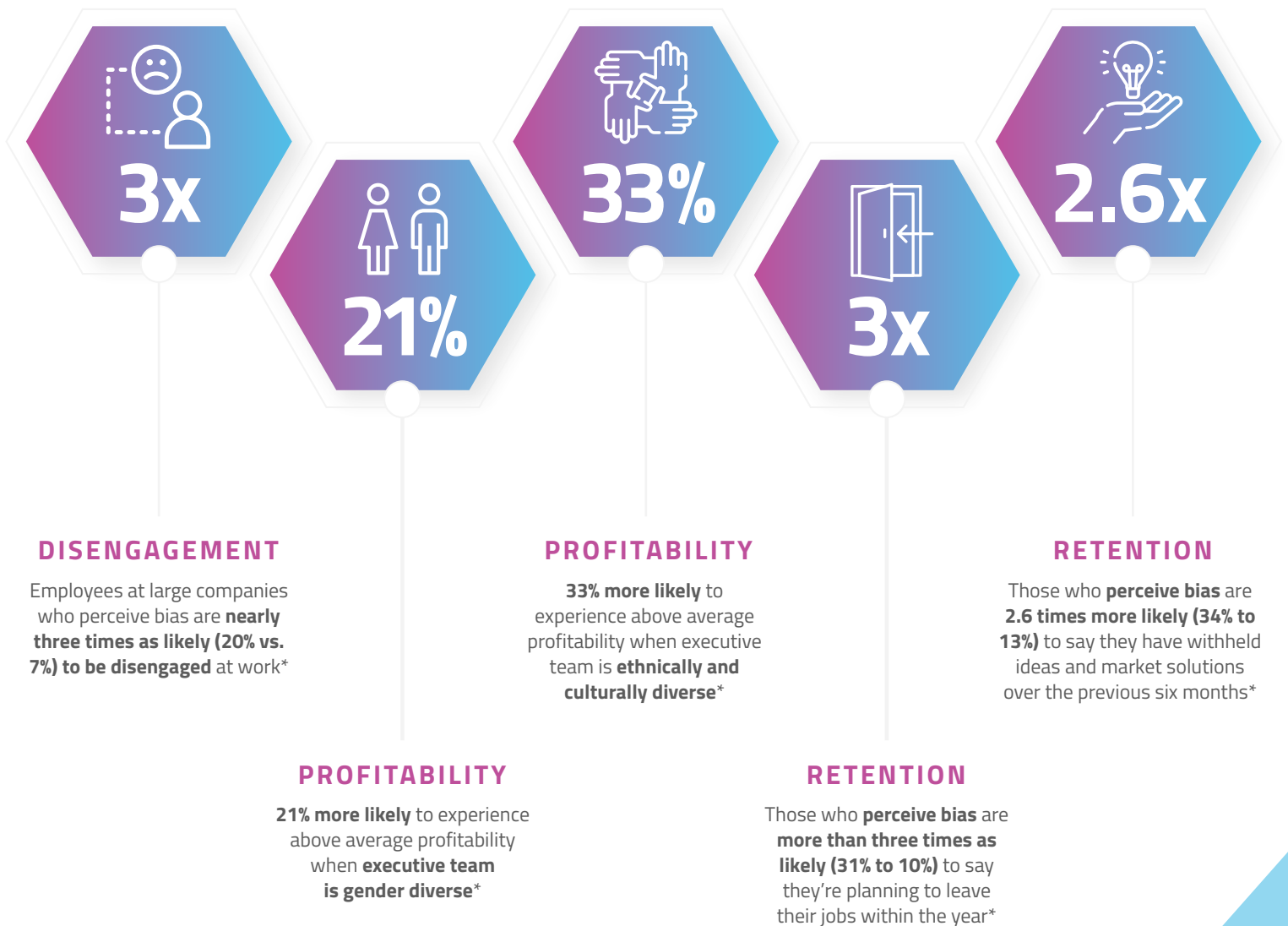
64%

drop in likelihood of perceived bias when senior management is diverse



\$200K

Average cost of an employee lawsuit*



DISENGAGEMENT

Employees at large companies who perceive bias are **nearly three times as likely (20% vs. 7%) to be disengaged** at work*

PROFITABILITY

33% more likely to experience above average profitability when executive team is **ethnically and culturally diverse***

RETENTION

Those who **perceive bias** are **2.6 times more likely (34% to 13%)** to say they have withheld ideas and market solutions over the previous six months*

PROFITABILITY

21% more likely to experience above average profitability when **executive team is gender diverse***

RETENTION

Those who **perceive bias** are **more than three times as likely (31% to 10%)** to say they're planning to leave their jobs within the year*

*Sources:

- Top quartile for gender diversity among executives 21% more likely to experience above-average profitability than those in the fourth quartile. McKinsey & Company's 2018 Delivering Through Diversity report
- Top quartile for gender diversity among executives 21% more likely to experience above-average profitability than those in the fourth quartile. McKinsey & Company's 2018 Delivering Through Diversity report
- Recent study from the non-profit Center for Talent Innovation which measured the impact on employees who perceive implicit bias in the workplace