Screening With Respect: Turn Great Candidates into Engaged Employees

Treat candidates right in the screening process, and the result is an engaged workforce. Consider the path to screening success.

#1: Eliminate Bias
Bias limits an employer’s ability to attract and retain talent, so fighting bias is essential.

- High-performing talent acquisition organizations are more than 2x as likely as others to always take steps to eliminate bias during screening.
  - 89% vs 42%

Tips:
- Include multiple stakeholders with diverse perspectives in interviews and decisions.
- Maintain a consistent interview approach.
- Use creative candidate assessments and standardize evaluations.

#2: Give Candidates a Voice
Compared to other employers, high-performing talent acquisition organizations are approximately:

- 2x as likely to always provide enough time or insight to address all candidate questions.
  - 75% vs 40%

- 3x as likely to always share concerns about the candidate’s qualifications.
  - 67% vs 23%

- 2x as likely to always approach salary negotiations fairly.
  - 68% vs 31%

Tips:
- Provide clarity on requirements, honestly express concerns during interviews, and have fair and transparent discussions around pay.

#3: Respect a Candidate’s Time & Effort
The difference between engaged employees and lost talent starts with respect for a candidate’s time.

- High-performing talent acquisition organizations are more than 2x as likely as others to always approach salary negotiations fairly.
  - 78% vs 31%

Tips:
- Consider interview days, where multiple interviews, screening assessments, and company introductions take place.
- Save time with video interviewing and online/virtual skills assessments.

Report: Boost the Employee Experience
Learn more ways to promote a candidate-first approach to talent strategy by downloading our latest research report.

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