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.





Tips:

Include multiple stakeholders with diverse perspectives in interviews and decisions, maintain a consistent interview approach, use creative candidate assessments, and standardize evaluations.





Compared to other employers, high-performing talent acquisition organizations are approximately:

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#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 conduct interviews and screening efficiently.

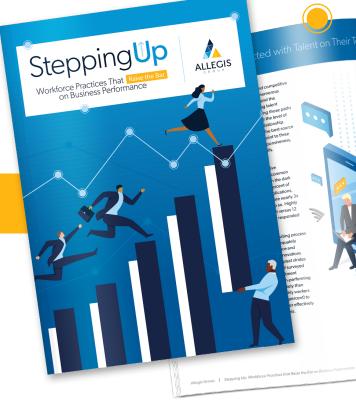




Tips:

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 candidatefirst approach to talent strategy by downloading our latest research report.



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