

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 in the interview**
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 conduct interviews and screening efficiently**.
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.

AllegisGroup.com/SteppingUp

