

The trends you need to
know: **Bias and diversity
in recruitment.**
Get the insights and how to's

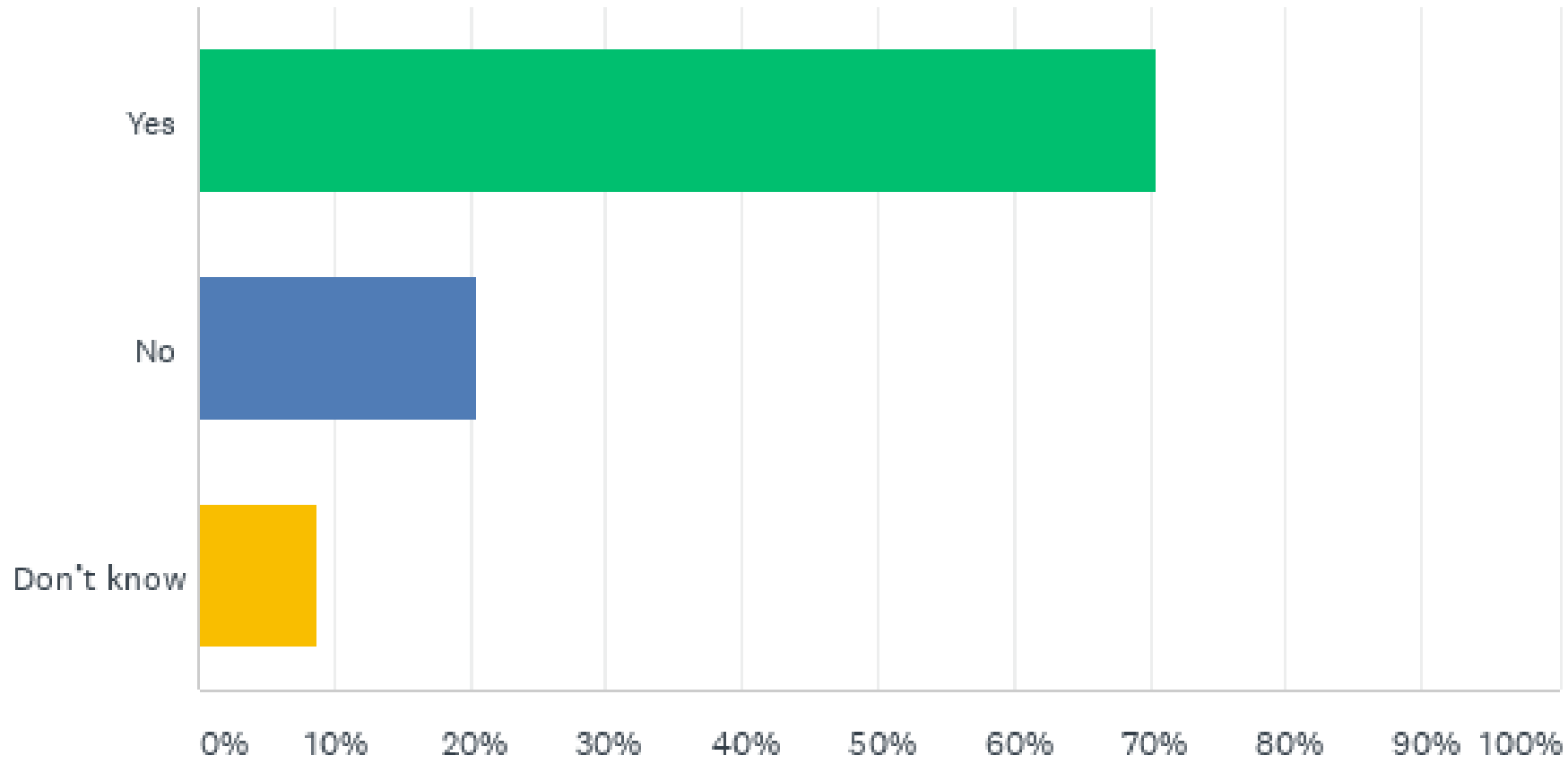
What do you say?

100+ survey answers

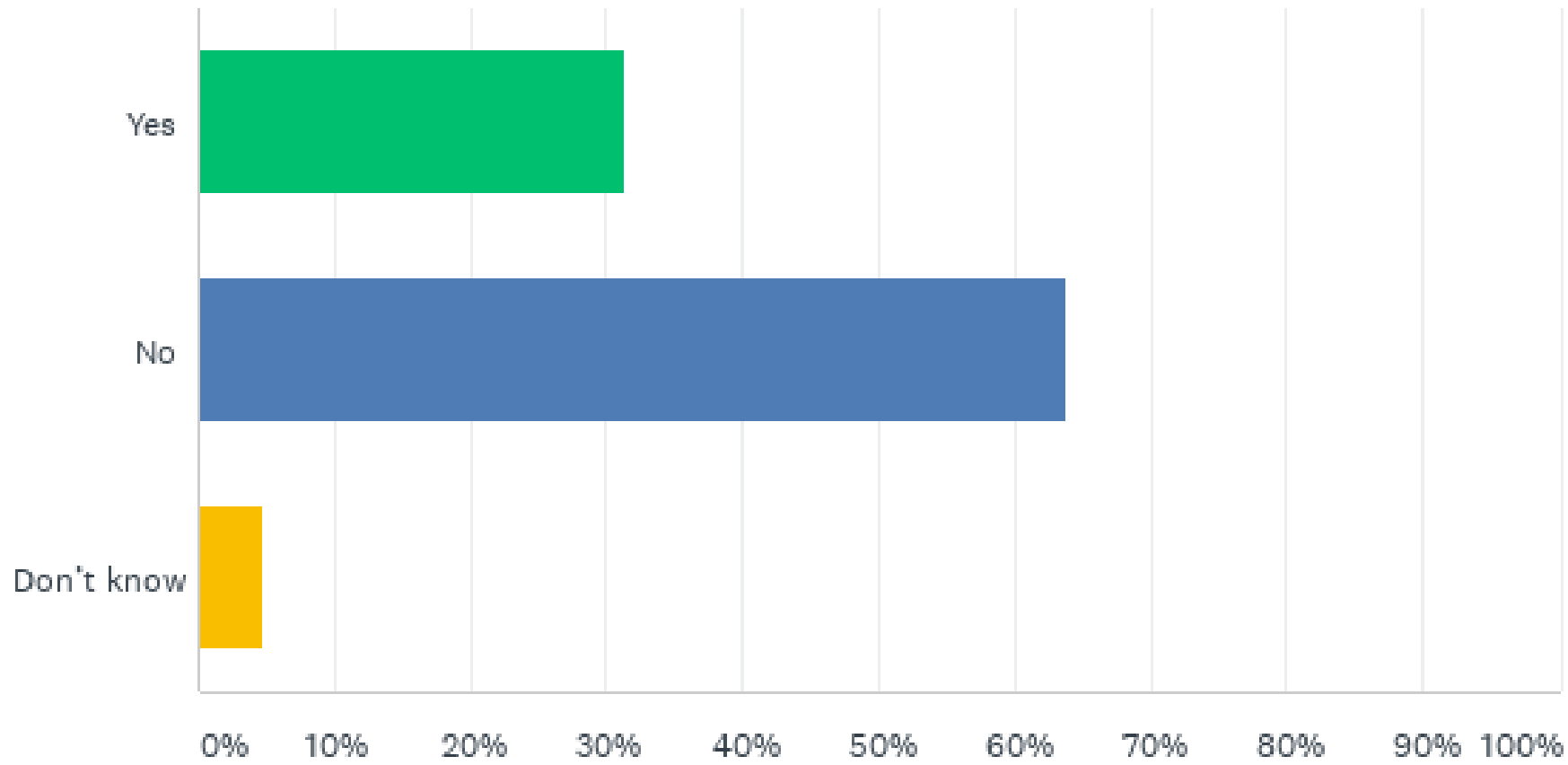


30. SEPTEMBER 2020. 10-11 AM

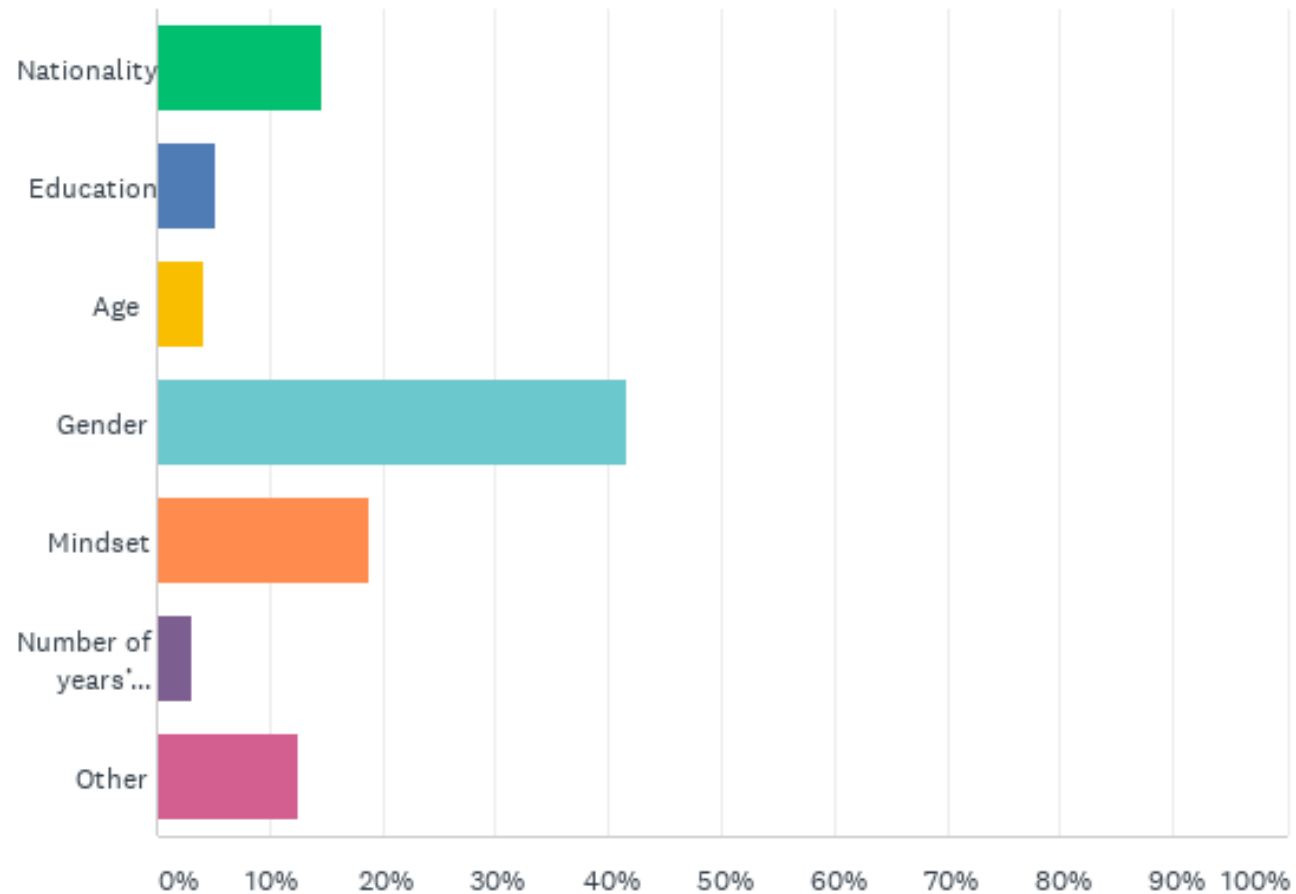
Q4: Is diversity part of your strategy?



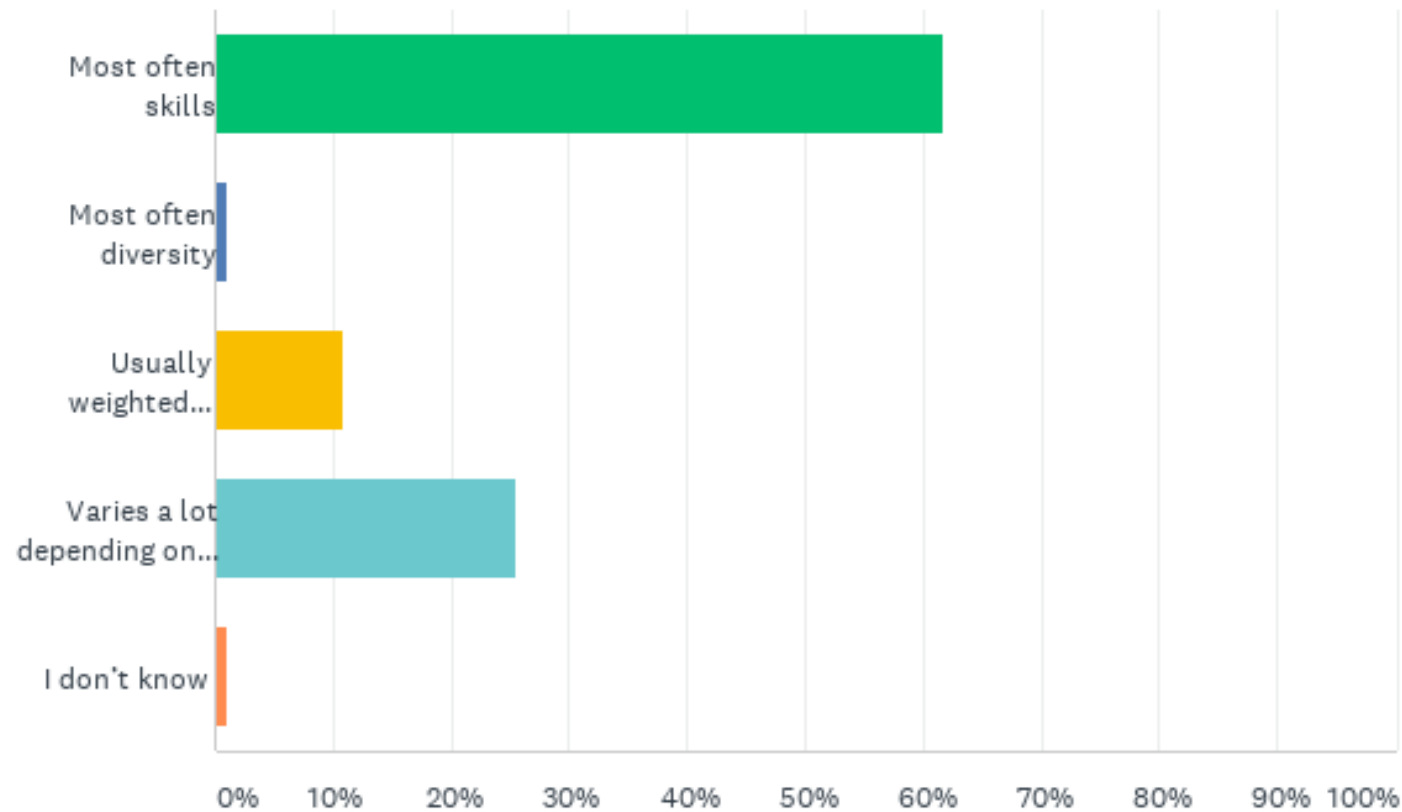
Q5: Do you have any measurable targets relating to diversity?



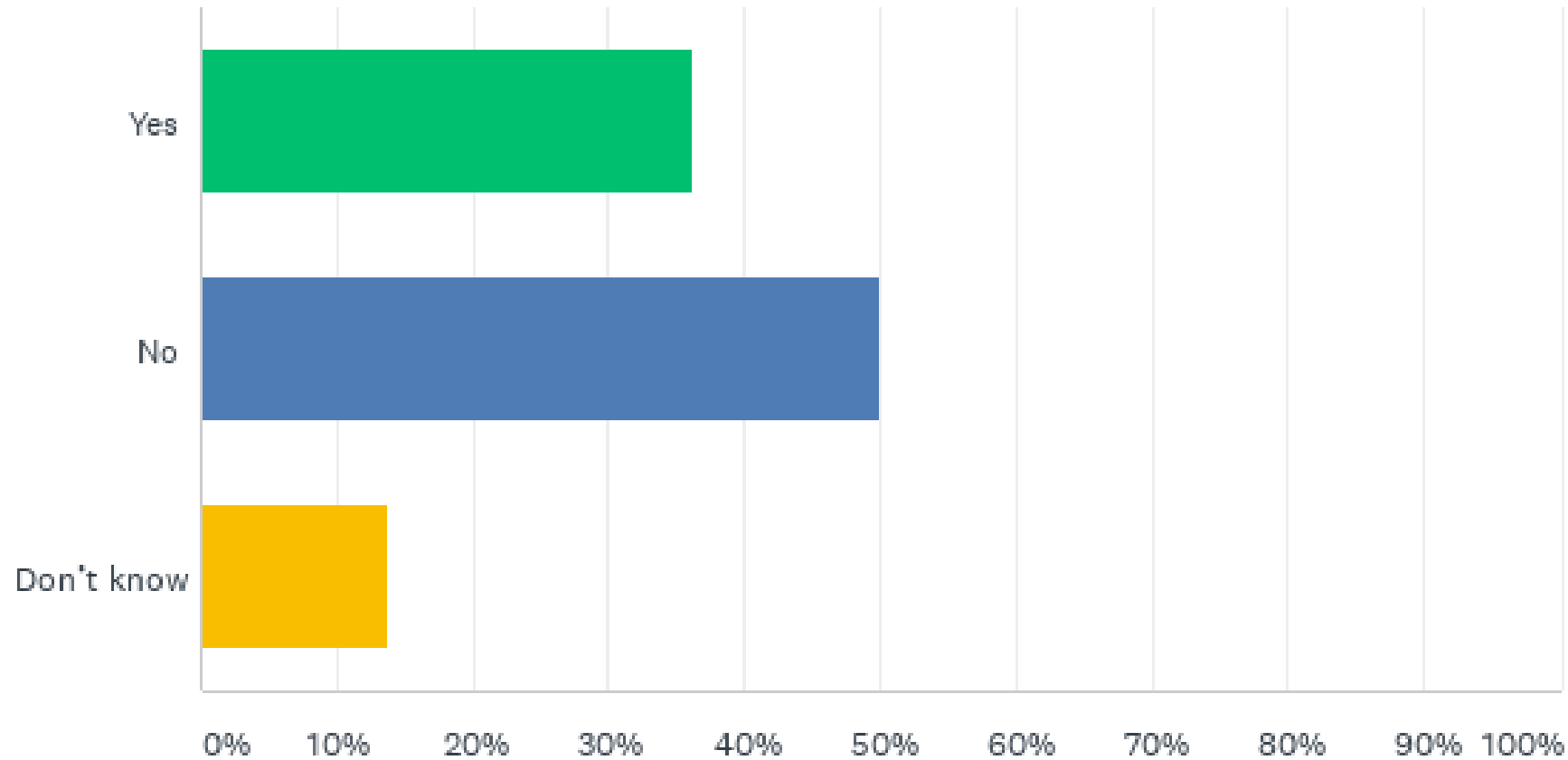
Q6: What are your typical criteria relating to diversity?



Q7: How do you prioritize between skills and diversity when you assess people, for example in connection with recruitment?
What, typically, has higher priority?



Q8: Do you have any specific initiatives to ensure diversity?



Q9: Most people agree that diversity is valuable to a business and should be prioritized even higher than previously. What usually holds you back?

Most common answers:

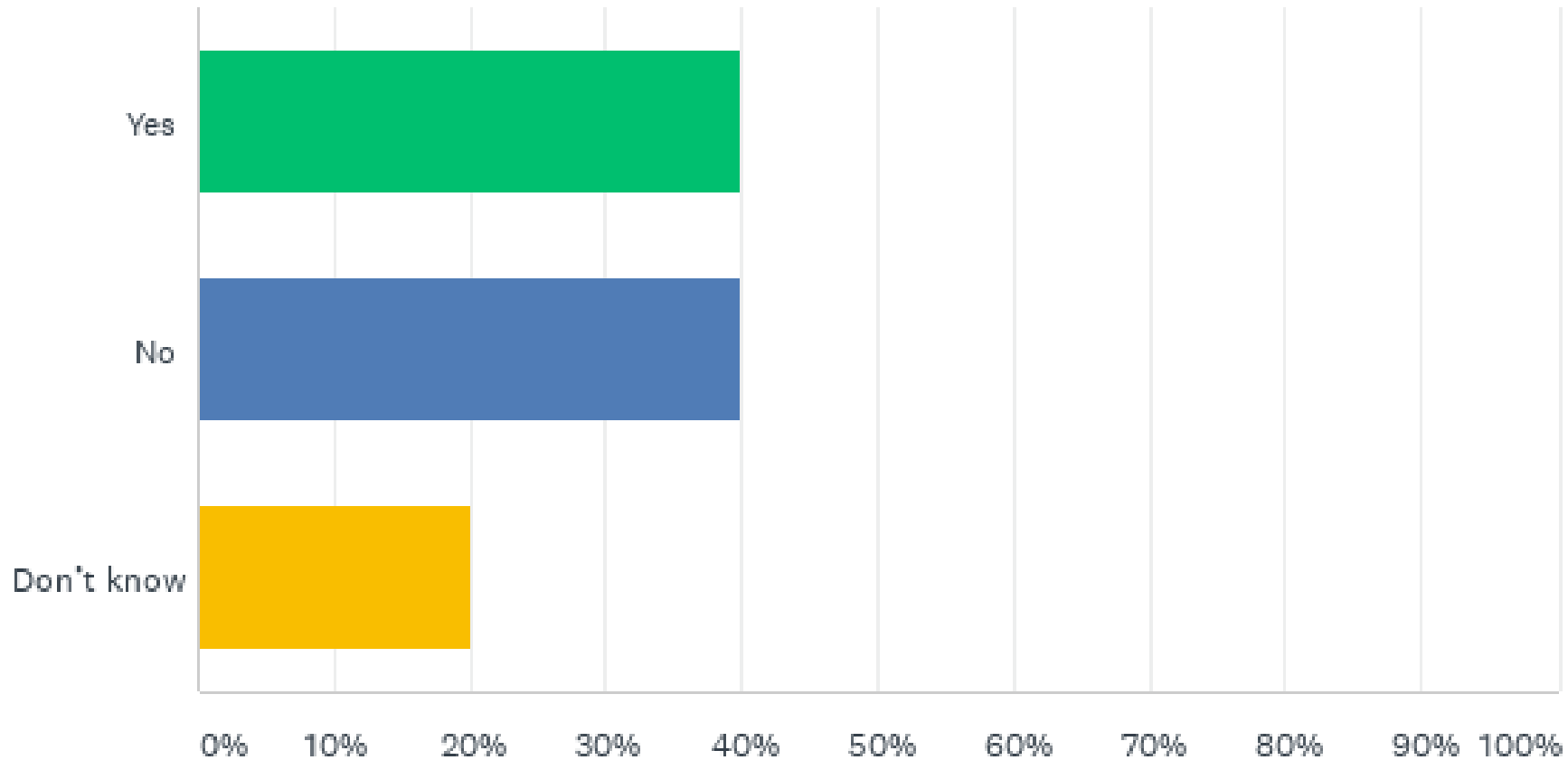
Skills are more important

Bad habits, lack of resources and efficiency

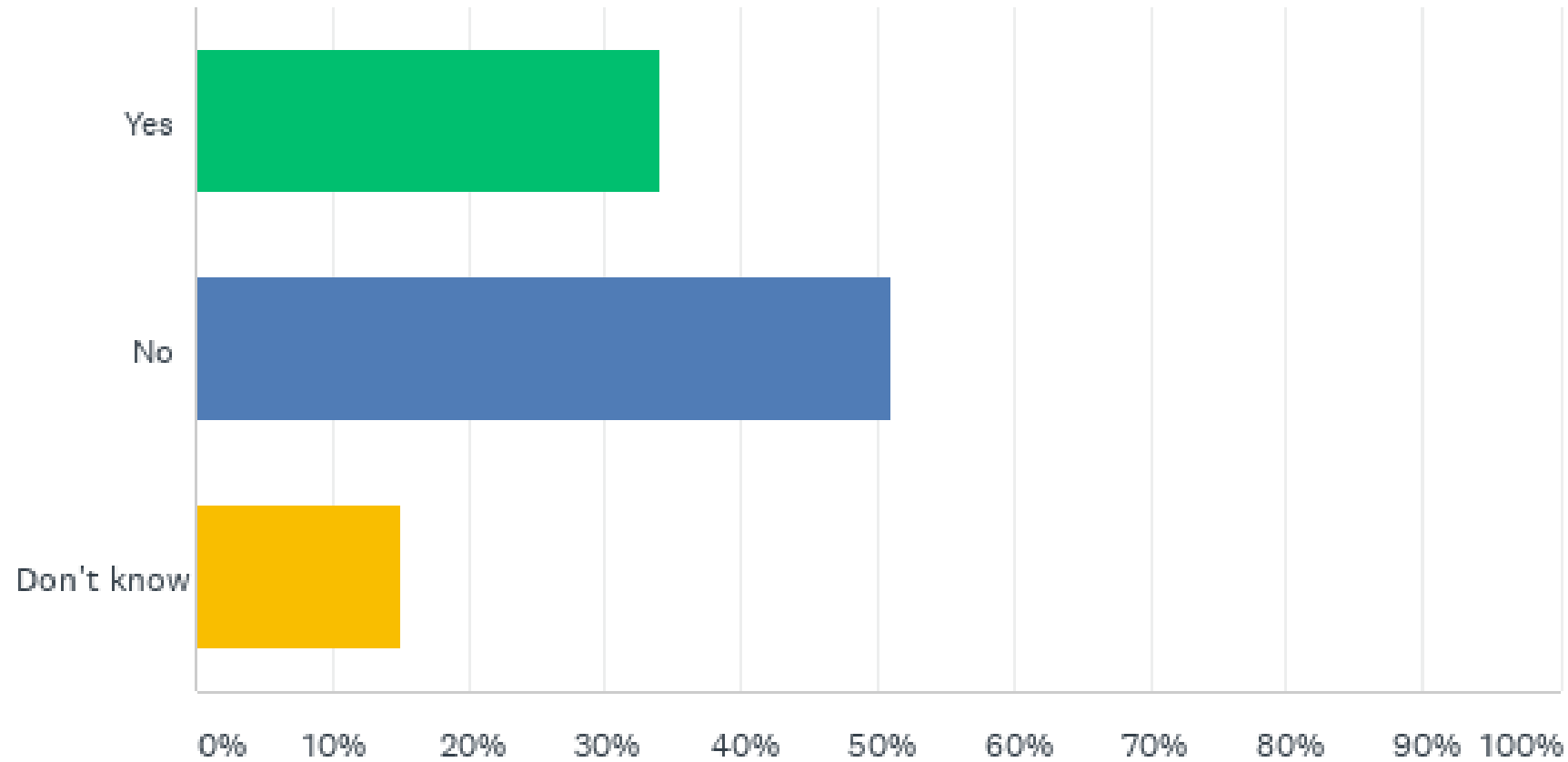
Management holding them back; no commitment

Lack of candidates who can deliver on both skills and diversity

Q10: Are most people in your organization aware of bias in the assessment of people, e.g. in connection with recruitment?



Q11: Have you implemented specific initiatives to minimize bias?



Q12: What are typically your most important criteria for recruitment?

1. Relevant experience
2. Personality
3. Attitude
4. Cognitive capabilities
5. Education

Q13: What are your typical criteria for implementing new technologies?

Most common answers:

Usability

Scalability

Already tested technology

Q14: Do you use artificial intelligence to assess people in their jobs?

