

Handbook on Mindful Hiring

Human biases are inevitable but not your Hiring Decisions

Volume 1



Human biases
are inevitable

but not your
Hiring Decisions

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Introduction

Dear Reader,

Right Hiring is one of the building foundations of a successful organization. An organization will not grow until it has a team of reliable and productive employees at every level. Before digitization, every organization hired people using traditional hiring practices, that is taking one-on-one interviews to identify the right fit people. The evaluation would differ based on the requirement of the organization. A few leaders may hire to see the values of the person, a few would focus more on the skills or knowledge of the person. Some who had no time to check the fitment parameters would hire people on the basis of the academic scores they received.

Considering all the scenarios, very few leaders would determine all the parameters and put in the effort to evaluate each and every candidate. **This would lead to BAD Hiring in their organization.**

This handbook on mindful hiring points out the internalized loopholes of hiring biases from the context of candidates as well as the decision-makers. It emphasizes the possible human biases that influence hiring decisions in realistic job interview scenarios and suggests how can one avoid these biases that interfere with decision-making.

This HR manual will help you discover, identify, and rectify your perception of a candidate during an interview.

Going forward, it also speaks about the role of Digital Transformation in the hiring world, and how with the growing demands of employees, we can automate the filtration of candidates and hire quicker than ever, thereby eliminating all the biases that we shall be discussing.

The Mindful Hiring Handbook is a collection of PMaps newsletters written by a team of psychometricians and psychologists to create awareness of Hiring biases.

Hope you enjoy this epiphanic roller--coaster ride of conscious and unconscious hiring biases in real life.

Regards,
Team PMaps



What is Mindful Hiring

Have you ever witnessed a Musical theatrical performance?

Benjamin Zander, a famous music conductor, while conducting, stands silent, and gestures to his musicians on stage in a concert. The music stage has only the melody everywhere, with no space for any ruckus.



This is the best example of mindful hiring, where each musician understands and bonds beyond words with the conductor. The melodious performance presented, is the collective harmony of Benjamin's efforts in selecting, training, and coordinating his team of musicians.

However, the skill of assembling a productive team does not come naturally to all. Hiring, as a talent, is underrated. Nobody teaches HR managers how to select candidates, or how to assess them deeply without any bias. Then again, the definition of a good hire can change across industries.

So what does Mindful Hiring sound like?

It is keeping in mind your organizational motives, and evaluating your candidates equally on the set parameters without the intervention of any prejudices or biases in the hiring process.

In other words, mindful hiring simply refers to - **OBJECTIVELY ASSESSING CANDIDATES.**



But then, do HR managers truly screen objectively?



A study by Harvard Business Review states that only **40%** of employers use an IQ test, Skill test, and Attitude test to understand the candidate's ability and job fitment.

The rest of the industry experts still practice the traditional hiring method of interviewing people one-on-one and hiring on the basis of their gut feeling.



What are your criteria for selecting an applicant for a job interview?

- ☐ An impressive resume
- ☐ A Charming Personality
- ☐ Significant Experience
- ☐ Quick Wit Or Intellect



HR managers take barely **7.6 seconds** to 'SELECT' or 'DISCARD' candidates by skimming their resumes. Such hasty decisions can occur due to many factors such as -

- The First Impression Bias
- An excessive number of applicants
- Time constraints to fill vacant positions
- Multiple responsibilities

Similarly, while interviewing candidates, Talent Recruiters with time and experience develop a fixed mindset about various behavior, fixed notions on appearance, and so on, examining each candidate through the same glass of predefined notions.

This leads to premature judgments and evaluation of candidates, known as '**BIASED RECRUITER OPINIONS**'.

Now, in order to verify their assumptions, recruiters deliberately form questions with a set of expected answers and possible lies and shoot those questions to candidates to obtain preassumed answers.

Result?

You might put the ideal candidate on the ‘NO’ list just because your gut didn’t send you the right vibe.

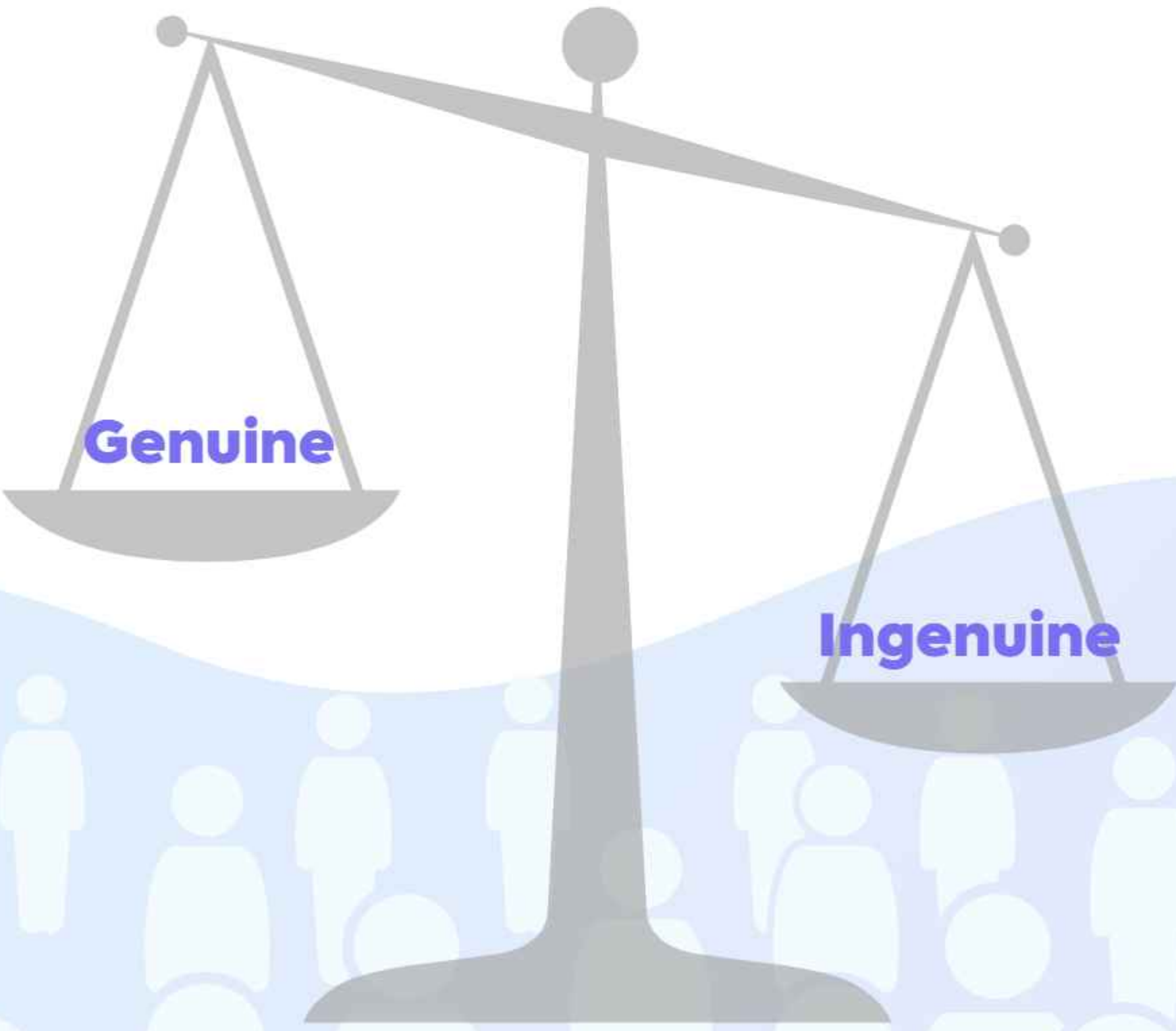
If you go through the biographies of great personalities, they have always experienced a fair amount of rejection before achieving brilliance.

As a leader, your hiring team must aim to hire a smarter future for your company!

The genius in your candidate might not show up at the first encounter. To screen for abilities and best talents, it is necessary to give up on biased human judgment while hiring.

This can be understood by learning and understanding hiring biases that take place for both candidates and the Talent Hiring Expert.

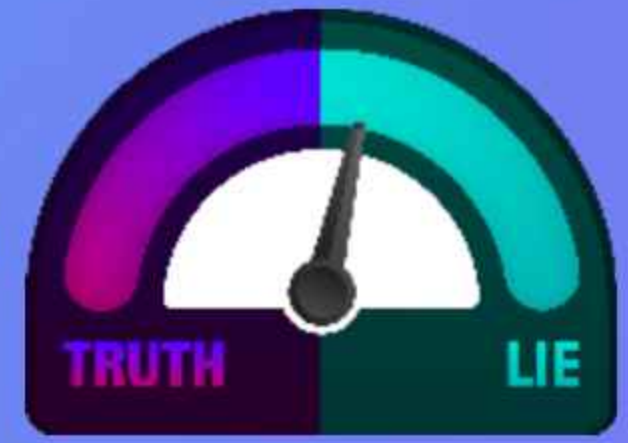
Let’s begin with understanding how a candidate’s behavior leads to biased hiring.



Biased Hiring

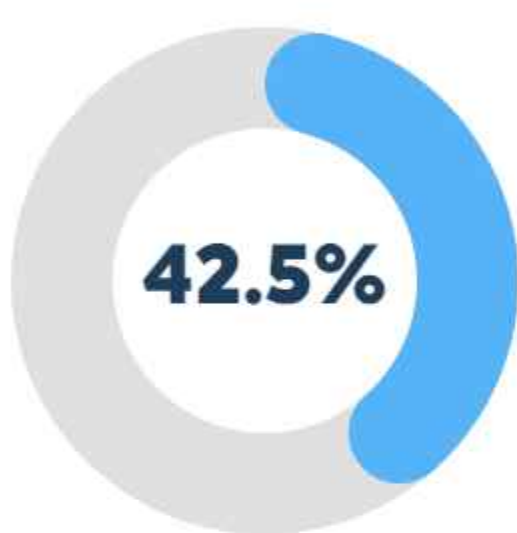


Why Do Candidates Lie In Job Interviews?



White Lies

One of the most frequent mutual biases committed by recruiters and used by candidates is 'white lies'. These lies are acceptable to interviewers.



In fact, **42.5%** of employees believe it's 'OK' to throw in white lies during a job application.

Let's go through some other hiring statistics garnered by The Interview Guys.

Responses from 800 employees and 200 managers, when analyzed by The Interview Guys, reveal that:



Lying in a job interview has many layered reasons when it comes to an in-depth analysis of a candidate's profile. The drive to exaggerate or fake their personality can arise from-

- the need for a job,
- the ability to fake, and
- the inability of the interviewer to cross-examine responses.

It helps to foster a soft corner in the recruiters' mind for self. This creation of soft corners not only influences the first impression in applicants' favor but also encourages the hiring manager to overlook many significant faults in them.

Now let's dive into what science has to say about these recruiter biases.

There are 8 theories that will help you decode the reasons behind your lying candidate and also your biased judgments. These theories have been clubbed together in a comprehensive manner to enable hiring managers to remove the blindfolds about traditional hiring methods.

Candidate Self-unawareness

1

Dunning-Kruger Effects (“They Don’t Even Know Themselves”)

This phenomenon is one of the common cognitive biases first observed by **David Dunning and Justin Kruger**. They encountered the weird case of a person with a strange belief. This person mumbled, “But, I wore the juice” when asked why he robbed a bank.

McArthur Wheeler knew that lemon juice makes invisible ink. Therefore, he thought it could also make him invisible to the CCTV cameras. And he robbed two banks while smiling at the surveillance cameras throughout the day.

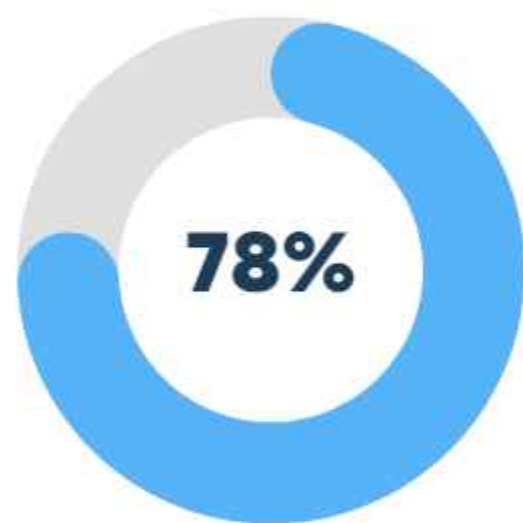
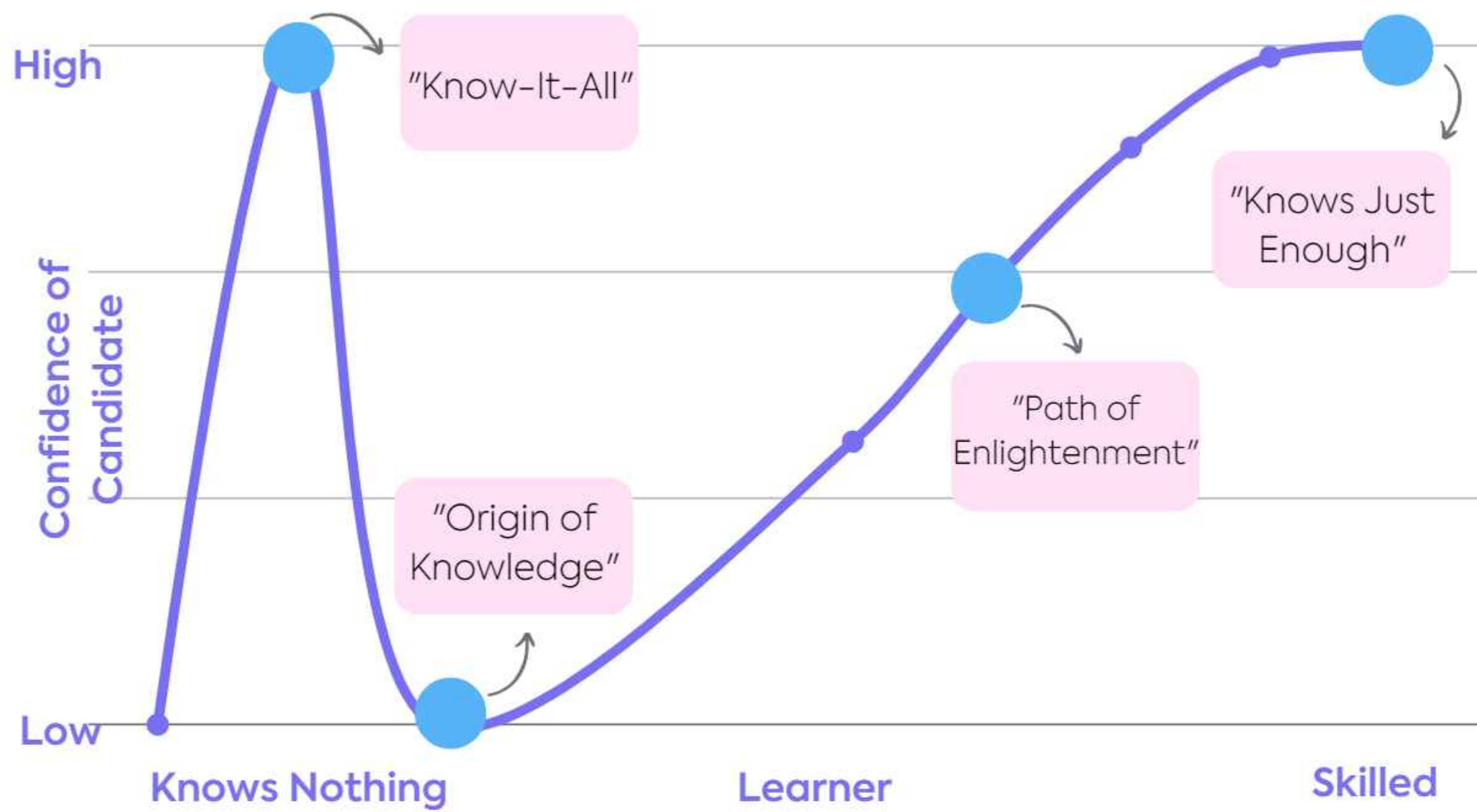
It was only the lack of knowledge about the properties of lemon juice that encouraged his overconfidence. It made him think he was invisible while robbing those banks.

Similarly, due to a lack of objective evaluation of skills and personality, many candidates overestimate themselves and their abilities at work and ‘BELIEVE’ that they possess all the qualities required to be the best fit for any job role.



But, I wore the juice

This makes candidates suffer from ‘**Illusionary Confidence**’ and project the same to the interviewer, lying unconsciously about their abilities and inabilities.



A checkster survey claims, **78%** of candidates will admit or reconsider misrepresenting their skills in the job interview after 6 months of working on the job post. The candidates realize their true skills after working on the post for some time, or more directly after gaining some knowledge about the responsibilities.

2

Imposter Syndrome (“Not Good Enough?”)

In contrast to the confident candidate’s cognitive biases, they can also be the victims of imposter syndrome. While a lack of knowledge can lead to illusionary confidence, incomplete knowledge about one’s ability can also lead to reduced levels of confidence. The imposter syndrome is a significant discovery by two psychologists, Pauline Rose Clance and Suzanne Imes in 1978.





Imposter Syndrome

Many modern developments in psychology show that this is a daily feeling for many individuals.

A recent private study by Micro Biz Mag claims that 1 out of 20 individuals experiences imposter syndrome daily.

This study typically focused on high-achieving women. However, many modern developments in psychology studies today, show that it is a daily feeling for most individuals.

Furthermore, In *The Secret Thoughts of Successful Women*, Dr. Valerie Young subcategorized the imposter syndrome into 5 distinct categories. The categories are based on the undesirable habits and patterns of an individual.

Those are;



I can undertake all roles and responsibilities

The Superwoman/man



I need no help to complete my work

The Soloists



I will complete my task with less or no effort

The Natural Genius



Aim for gold. Anything other than that is failure

The Perfectionist



I know everything and all

The Experts

Overconfidence is as defective as **under-confidence**. Hiring either of the candidates with respective features can call for a massive mishire. Candidates are often unaware of their own self, hence expressing can differ for each individual that you come across. While concentrating on what good or bad they have to offer with respect to their personalities, you might miss assessing their true skills.

Candidates' real skills do not get a chance to compete fairly enough for your job role. To evaluate the candidates' core skills and personality, you must eliminate the chances of falling for the interview hacks as well as your personal recruiter biases.

Importance of Context

3

Coupling Theory (“The Situation Asked For It!”)



Malcolm Gladwell talks about the Coupling Theory in his book, [Talking to Strangers](#). Where he explains how one factor which could be a common object, incidence, or situation, easy to access, leads one to act the succeeding behavior learned/conditioned by the people around one or by society.

Coupling theory basically explains how one's behavior alters when coupled with certain contexts (time, place, or situation).

For instance, a candidate might not be prone to lying, but when put in an interview situation (candidate coupled with interview situation), they most likely will lie to clear the interview rounds and create a positive image in the interviewer's eyes.



Most people are socialized to take refuge in white lies right from childhood. A child, in all innocence, will compliment their aunt about how the food tastes, even if they do not like it! So, if lying comes naturally to us, how can we not expect candidates to lie during job interviews? Most candidates are very keen to land the job that they are interviewing for.

For instance, if a candidate is interviewing for a managerial position in a company, he knows that he has to put his best foot forward and demonstrate the right managerial skills to get selected for the position. And, he will naturally engage in modifying the truth, or then, indulge in plain, straight lying!

This is because most people believe that even if they lie about knowing a particular skill, they can always pick up that skill over some time and so, it is okay to “lie a little”. The next Dracula model highlights how contextual factors provoke candidates to lie.

4

Dracula Model (“It’s Crime If They Get Caught”)

David Weisburd came up with this interesting model – Dracula Model, and concluded that even if criminals are like Dracula, driven by their dark impulses, they do not commit crimes everywhere.



There are “certain streets” where the crime rate is higher than on others. The street was so specific that it was restricted to a single block at times, with the block next to it being completely fine.

He concluded that “people ought to be more concerned with places and contexts.”

In the same way, candidates are more likely to lie when they are in a particular context, such as a job interview.

The most prominent reasons for lying can be linked to the environment. After all, an individual is a collaborative project of nature and nurture. An ever-existing conflict since early childhood for all humans is the confusion between moral teachings and observational learning.

While parents teach us to be truthful, various situations faced in our lives teach us that lies are sometimes ‘little’ and not harmful. In this portion, you will read about various contextual effects on candidate response and behavior in an interview.



5

Vocational Requirement ("Fake It Till They Make It")

Many professions require skills similar to acting. For instance, a salesman who is preparing for his next pitch would require a certain amount of 'facial control'. Now, people in such professions might possess the natural skill to do so or may learn it to perform well on the job.

I need to master acting skills for this job



This skill lets them control their true facial expressions and paste a smile on their face even when they are distressed during the interview.

FAKE



6

Need Of The Moment ("Need The Job By Hook Or By Crook")

In some instances, if the candidate answers truthfully to the interview questions, it may reduce the chances that he will be selected for the job. So, he tries to erase and modify his true responses.

For instance, a candidate may respond 'No' and may show surprise when asked whether he had a conflicting relationship with one of his previous co-workers. The candidate purposely sends false facial messages so that the interviewer sees him/her as someone who doesn't get into workplace conflicts.

"I want to get selected for this job"



Display Rules



When we think of happiness, we imagine a face with a u-shaped wide smile on it. Our basic emotions such as joy, anger, sadness, and so on, as well as their associated facial expressions, are universal. It helps us understand the emotions of an individual by looking at the expression on the face.

But these are often affected by “Display Rules”. These are the rules that we learn while growing up, about what is socially acceptable and what is not.

Emotional Display rules are the decisions made by individuals to consciously or unconsciously express or not express feelings in the context of the environment. (Ekman and Friesen, 1969; Hochschild, 1983; Isenbarger and Zembylas, 2006; Schutz et al., 2009).

It can primarily be defined as

“the need to display a particular expression in a particular situation, that is aligned with expectations of the society”.

Diefendorff and Greguras (2009) stated that many jobs in organizations require employees to suppress original feelings and reactions to prevent workplace disturbance. And instead, express subtle positive feelings to promote team bonding and mutual trust.





According to Paul Ekman and Wallace Friesen, when individuals are not aware of being watched, they act in a true/ generic manner. But when they are under observation, their behavior significantly changes depending upon their individual characteristics.

For instance, in the case of candidates in a job interview setting, they know how to mask their nervousness and fear of rejection with a smile while encountering the interviewer. They barely let the recruiters learn about undergoing negative emotional experiences. Candidates consciously use the 'DisplayRules' to express only confidence and positive expressions.

Candidates prepare thoroughly to present a good first impression by using Display Rules. In their enthusiasm to clear the Interview rounds, job seekers tend to put up a facade of competence.

There are certain behavioral dispositions they adopt to be perceived as fit for the job. Given below are some tactics your candidates might be using to impress you!



Four Deception Rules: (*"You See What They Show You!"*)

Many times, recruiters believe that an in-person interaction will help them identify if the candidate is truthful or not. The candidates' body language plays the main role in projecting their character in a traditional interview. Mostly the recruiters believe, that observing a few body cues can help them trap the lies of the candidates.

The Four Deception Rules help you understand how candidates use their body cues such as:



Micro-expressions



Timing of expression

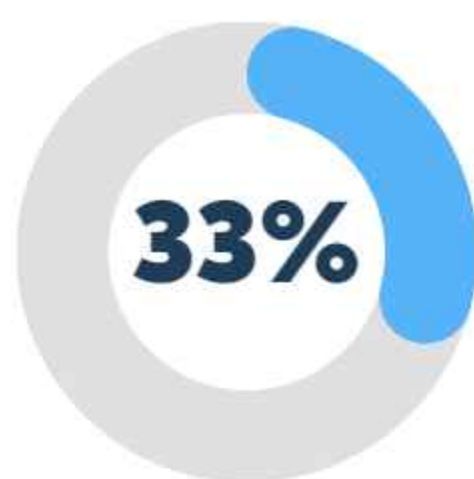


Face morphology



Location of expression in a conversation to create a false impression.

But, this method can either get you a good candidate or a fake performer depending on the back story.



Also, some expressions might not be clear, as reactions often overlap, with many insignificant situational factors. If we still stick adamantly to traditional hiring it will be a real disastrous move by the hiring managers. Unfortunately, **33%** of recruiters still assume the candidates' eligibility in the first 90 seconds, as per reports by Undercover Recruiters.

Interview Body Language

When you type 'Interview body language' in the Google bar, you would be able to see a number of recommendations. These recommendations include tips, dos and don'ts, position, eye contact, and so on. All candidates usually go through all these pre-interview preparations to present themselves formally, in the best way possible. The next time you see a sophisticated interviewee, you had better be aware of their tactics!



Way Of Speaking

The tone, pitch, fluency, pronunciation, and vocabulary of a candidate directly affect the first-impression judgment of the recruiter.

Nowadays, applicants are aware of your unconscious biases! They rehearse answers that are ideal for the job role. You may have noticed that there are many Instagram influencers who teach candidates how to respond diplomatically and intellectually to interview questions.



Appearance and Expressions

Yes, you read this right! The appearance and expressions of a candidate can be factors that influence your views about an individual. You must be thinking– “NAH... I never get swayed by appearances or expressions.”

Now consider this... Your candidate shows up with unpressed formals and punctured boots. Their appearance can instantly make you wonder if the applicant is at all serious about the interview or job position.



Faults In HR Perception

Questions like “Why should you be hired?” or “What are your strengths and weaknesses?” allow candidates to take an upper hand with the creative impression management tactics of verbal exaggeration and non-verbal self-presentation. It results in the possibility of strong first impression bias, influencing the hiring managers to favor the applicant.

Below is the theory given by psychologists that justify the claims of intentional and unintentional biases of a hiring manager.



Truth Default Theory “I Don’t Know You, So You Are Right!”

The belief of the recruiter that the candidates they encounter are likely to be truthful is because it is simply difficult to detect lies.

A study by Tim Levine showed, our guesses are mostly correct 54% of the time while identifying truths and the least while identifying lies.



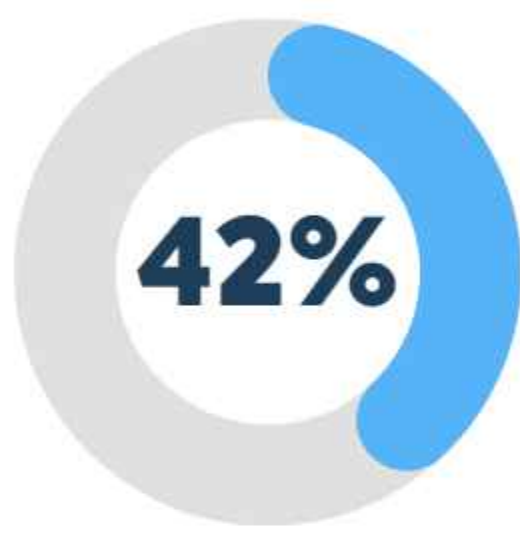
This phenomenon influences a recruiter’s perception, believing received information as true most of the time instead of being watchful. It also

increases the chances that the bold statements of an applicant will impress the interviewer, irrespective of their genuineness. Hence, candidates when reading about the best ways to present themselves in an interview, focus on how confidently they can establish their point of view, though it be false and manipulated.

‘Statements braced with confidence make it difficult to examine the authenticity’

So how will you make sure you don’t fall prey to such tactics used during interviews by the candidates to impress you? Human biases are inevitable, but not your hiring decisions. Our eBook on Mindful hiring speaks about how objective hiring helps you eliminate these biases with ease.

Maybe, The Mode Of Job Interviews Are Faulty?



Did you know? **42%** of hiring managers believe recruitment bias is a problem of traditional hiring, according to LinkedIn. The mode of interviewing might be at fault, as it is dependent on the recruiter's perception of the candidate and loaded with unfiltered information from candidates.

In-person interviews:

Many good matches are rejected due to flaws in body language. A statistic from Legal Job shows, 39% of the candidates get rejected due to overall confidence level, lack of eye contact, or smile.



Telephonic Interview:

Tonality matters a lot in the 'get to know you' first interactions. Biases start from the very beginning of the encounter. The voice quality often adds volumes to one's personality. For instance, a soft voice is expected from a polite applicant.



Virtual Interview

The modern-day remote interviews are not free from biases, as there is always a chance of miscommunication or misinterpretation due to limited means of assessing the candidate's body language.



Psychometric Assessment— The 21st Century Solution

The 21st-century recruitment processes are gearing up to assess candidates thoroughly in job-specific skills and competencies. A survey by ThriveMyWay records **94%** of HR professionals reporting positive hiring outcomes using recruitment software.



Are you one of this 94% of HR professionals?

To avoid a bad hire, it is imperative that one must adopt scientific recruitment practices in assessing, training, and appointing candidates.

Some effective ways to reduce hiring biases are:



- Using **scientific assessments** that assess core competencies
- Assessing candidate's **cultural fitment**
- Choosing assessments that can provide **predictive analysis** to ensure employee retention
- Opting for **Evidence-based hiring**
- Gauging your candidates' **soft skills** before appointing them to any job post in your organization
- Using **behavioral Interview questions** the right way
- Adopting **proctored digital assessments**

Confusion is natural when you are trying to interpret the actions of candidates during interviews without any certain data. The reason behind an action can be influenced by many external factors and internal factors. It is better to **not** take any risks while making a final hiring decision.

Psychometric Assessments

Your scientific tool to evaluate your applicants, filters good-quality candidates based on genuineness in behavioral disposition, as well as their real abilities. Our reports include the prediction regarding employee retention rate in the context of the values of your company and the candidate’s potential salary.



This can help you avoid high employee turnover.



An MRI Network Study concludes, **51%** of recruiters believe it takes three rounds of job interviews to select the best candidate. Therefore, the best way to assess your candidate in 3 rounds while saving time, is by using psychometric assessments. Make the right hiring decisions and seamlessly onboard employees for your organization without the intervention of any type of bias!

- 1 Ensure the use of the right recruiting software for a thorough evaluation of soft skills and job-specific skills.
- 2 Secure your digital assessments with advanced applicant tracking systems and proctoring.
- 3 Cross evaluate the candidates’ personalities through behavioral questions before the final hiring decision.



Want to know the ultimate modern aid to these hiring biases?

Here are some technologies that will give you a hand in identifying, restricting, and assessing the truthfulness of job applicants. Behavioral assessments, lie scales, and digital proctors reduce a commendable amount of manual re-evaluations and provide accurate reports of the candidates.

These integration systems are the cherries on top of the cake, that is psychometric hiring assessments. The section below takes you through ‘how it works?’ in combination with the psychometric assessments to filter the top talents that you need in your office.

Psychometry Assessments

Lie Detector



Proctoring



Behavioral Interview Questions



1 Lie Scales

Beware of the candidates' tendencies to respond in a socially desirable manner. This results in a continual attempt to make a good, lasting, first impression. It will encourage an applicant to act in accordance with your expectations. To prevent the first impression bias in hiring, you need to be updated about the latest HR tech options available.



Hiring tools such as psychometric assessments with lie-detecting scales can help you filter genuine responses by the candidates. This will ultimately lead to efficient hiring!

The three lie-detecting scales are:

- **Impression Management Scale**
- **Infrequency Scale**
- **Acquiescence Scale**



Acquiescence Scale

This scale identifies the candidates that respond in extremes. The report obtained turns out to have a skewed graph to either the negative or positive side of the traits. You must have experienced the strong urge to portray yourself as incompetent in a job interview that your parents forced you into.

And in contrast, a strong urge to portray yourself as a perfectionist when you are attending the hiring assessment of your dream company.

If it can happen to you, it can happen to anyone!

Though candidates cannot prevent themselves from lying, the lie scale can help you avoid hiring troublesome employees. The structure of this test considers exceptions (certain extreme answers may pass through). And the extreme responses are often the result of the pre-assumption of what the interviewer expects to read.

But, the acquiescence bias occurs when people encounter bipolar statements (Bipolar statement refers to two contrasting outcomes such as yes or no). This refers to the tendency of answering positively.

To give you clarity on the scale, here is an elucidated example of the scale.

Suppose “Are you influenced by a professional goal?” asks one question, many would tend to answer ‘strongly agree’ to it.

However, if the same asks as “Do you prioritize professional targets over personal goals?”, the reply favors a well-thought-out response, despite the fact that both statements mean the same thing.

Another way to tackle the tendency of yes-sayers according to Yphtach Lelkes and Rebecca Weiss, is to include ‘yes’ and ‘no’ questions in the questionnaire. In this form, the scale will identify the propensity of the candidate to answer ‘yes’ to an item.

Features of acquiescence scale

- Identifies whimsical responses
- Consists of exceptional items with extreme ‘yes or no’ responses
- Reports genuine responders
- Prevents self-boasting bias on the candidate’s side
- Combats the tendency of respondents to ‘go with the crowd’



Infrequency Scale

This scale has a simple structure with extreme elements. It measures how “**NEUTRAL**” the responses of a candidate are. It means how obviously they have responded to the questionnaire. The reason can be anything.

Sometimes, the candidates might need to present themselves ideally and unrealistically to make a distinct impression. Or it can be due to the length of the questionnaire, that many candidates tend to lose interest halfway through. This can also be a cause of infrequent or typical responses, says the [Journal Of Business And Psychology \(2022\)](#).

Therefore, the role of this scale is quite significant.

Let’s suppose an element of the questionnaire happens to be “Are you economically ambitious?”. We are all aware that the world now is much more money-oriented than it was in the past, as monetary capital provides us with social standing.

Now, if the candidate chooses ‘neutral’ to this item, they might as well be lying about their actual motive.

The scale, however, considers the chances of a candidate picking 'neutral' in a literal sense. It might be true to some extent that he/she had been truly satisfied enough with whatever they earned. The scales show the percentage of conscientious responses of the examinees. This further contributes to differentiating genuine candidates through an online report.

Features of infrequency scale

- Increases the validity of the assessment
- Detects exaggerated personality components
- Filters conscientious responders
- Evaluates all the candidates fairly
- Is easy to implement



Impression Management

The most complex tendency of human beings is to act as per the expectation of the second person. According to a paper published by Duke University, Durham, NC, USA, impression management involves self-promotive, ingratiation, exemplification, intimidation, and supplication tactics as core

traits. This is where the test takers tend to exaggerate their actual nature and motive. If not for the scale, you would have fallen victim to these smooth-talkers during the job interviews.

To help you understand the role of this scale better, here is an example. Suppose, an item asks, "Have you been through the company's website?", "Yes" will be a natural response for any attendee.

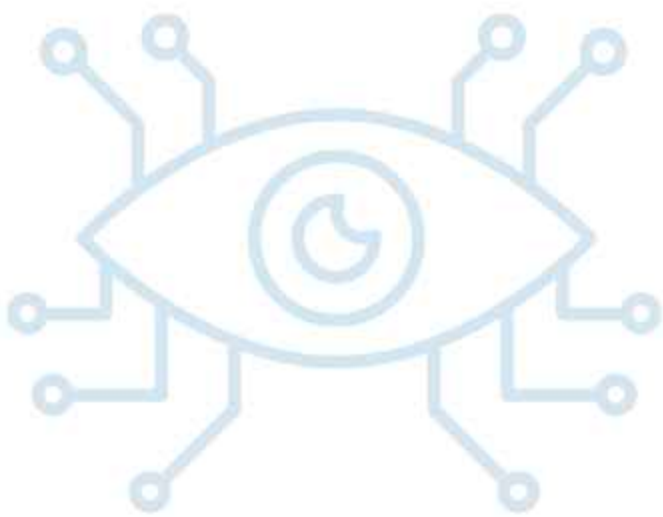
This is because it goes unsaid that a company expects the applicants to have a brief idea of their organization.

Nevertheless, the scale considers genuine responses and acknowledges the true achievements of the applicants up to a certain level. Overachievers can be good hires given the fact they are genuine. At the same time, underachievers with potential can prove to be good recruits if they are genuine enough.

Features of Impression management

- Sorts candidates who are truthful
- Tackles impression management tactics of candidates
- Identifies liars and reports them as 'not genuine'
- Picks out intentional frauds
- Is valid and reliable





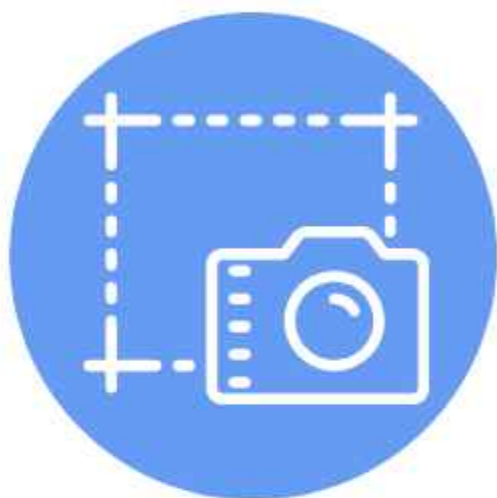
2 Proctoring

Many hiring assessments, these days, make use of proctoring technologies to ensure that online tests are cheating-proof. The proctors monitor the candidates’ activities throughout the exam and record any misconduct that takes place.

The remote proctoring system enables HR professionals to digitally invigilate through:



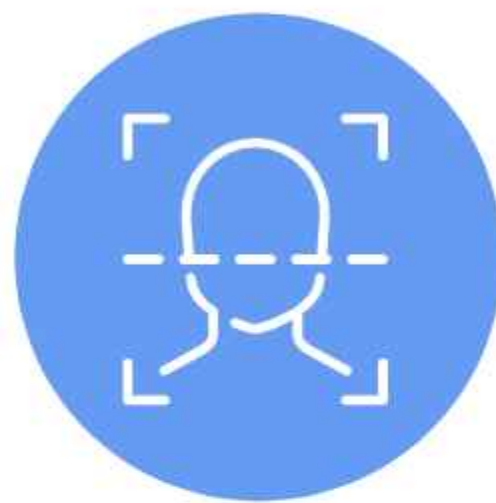
Noise
Detection



Snapshots



Browser Switch
Detection



Face
Verification

The proctoring technology temporarily controls the audio, webcam, and display of the test takers. It obtains records in pre-set intervals throughout the attempt.

3 Behavioral Interview Questionnaire:



Behavioral Interviews then help you cross-check your filtered candidates. This is done by planned and schemed questionnaires based on the reports of the lie scales. The specific items of these questions encourage the candidate to explain, express, and self-reflect on their responses. It delivers the right evidence that confirms the candidate’s profile, which includes their strengths and weaknesses.

The candidates are thoroughly assessed on the specific soft skills required for a particular job position. Rather than the usual “Why should you be hired?” or “What are your strengths and weaknesses”, you can ask your applicants more direct and individualized questions. Such as “Give us an instance where you demonstrated the skill of leadership.” or “Tell us something about a recent failure. How did you cope with it?”

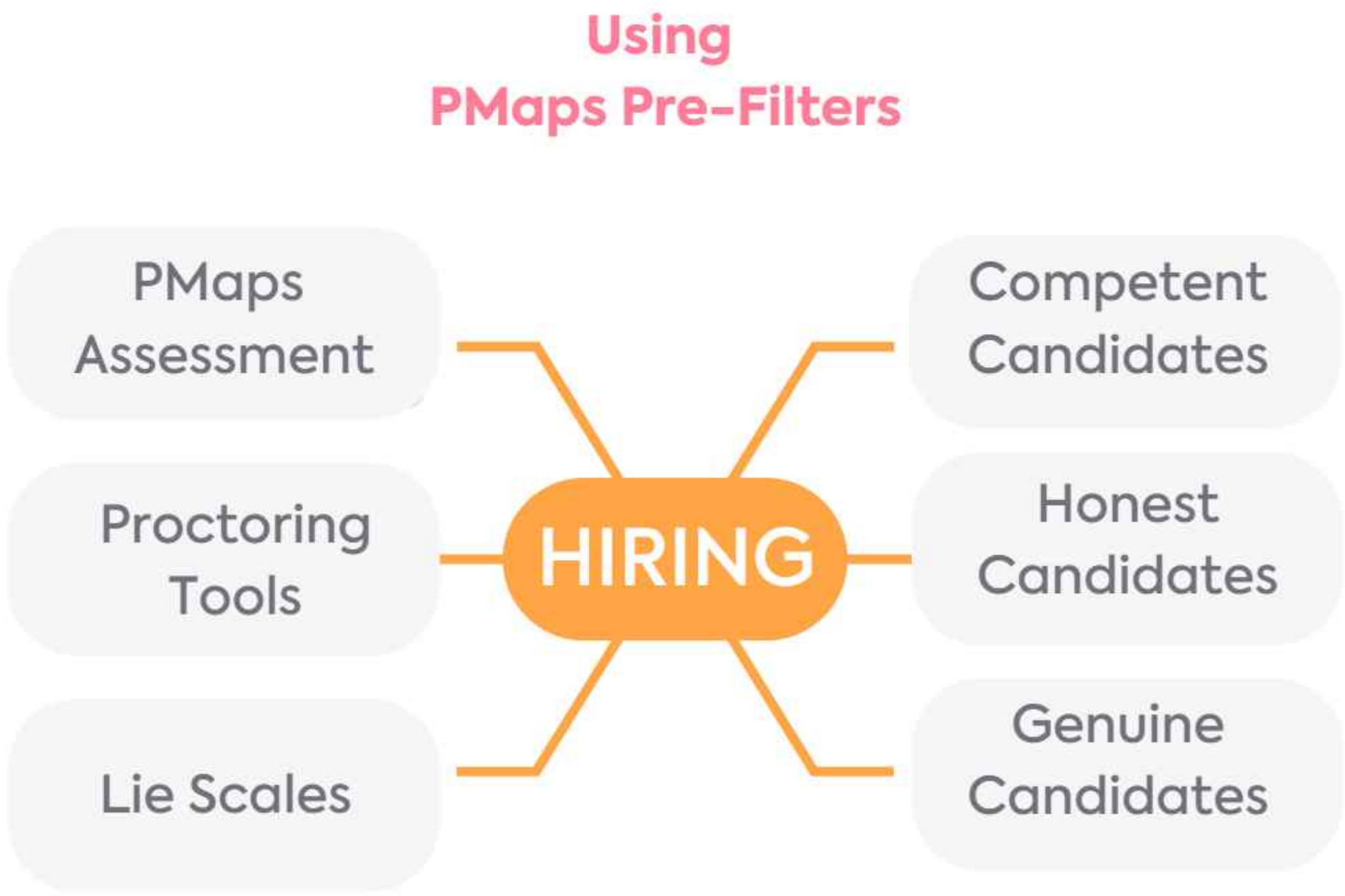
PMaps Pre-Filter Hiring Assessments

How To Use Them To Prevent Job Interview Bias

We realize how precious your time is. Therefore, we ensure that you will effectively reduce hiring time by incorporating psychometric assessments into your tight hiring cycle. And like a cherry on top of the cake, proctoring and lie detection scales tops PMaps assessments. The combination provides you with security and clarity in assessing your candidates.

The proctoring technology temporarily controls the audio, webcam, and display of the test takers. It obtains records in pre-set intervals throughout the attempt. Also, the assessments have psychological lie scales incorporated within their items. And it identifies careless responders.

A brief report from both the invigilation software products gives an insight into candidates' honesty. Proctoring tools help you check the candidates' activities through snapshots, audio records, and screen-switching actions. And the lie scale shows possible exaggerations and skewed responses. The combination of these tools helps you in effectively identify job interview lies and filtering of the right candidate profile.





To know more about our psychometric solutions,
reach out to us at

<https://pmapstest.com/>



Thank you!

Follow us on:



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