



SELECT
The Neuroscience
of Better Hiring®



**Make More Inclusive,
Informed, and Successful Hiring Decisions**

SELECT is a research-based solution designed to mitigate the specific biases that undermine hiring decisions. This program uses brain-friendly techniques to teach hiring managers how to remove bias during each of the three key phases of the hiring process:

**RESUME
REVIEW**
Embrace the Evidence

INTERVIEW
Follow a Process

**CHOOSE
A CANDIDATE**
Challenge Your Thinking

Unconscious Bias

Bias happens when the brain uses shortcuts or rules of thumb to make decisions quickly. Unfortunately, this can lead to ineffective evaluation of information and, ultimately, a poor decision. This is especially detrimental in the context of hiring decisions.

Simply raising awareness about bias is not enough to move the needle because people aren't capable of "catching" themselves being biased. The only way to get rid of unconscious bias in hiring is to proactively implement research-based mitigation strategies.

How SELECT Promotes Successful Hiring Decisions



SELECT applies a framework known as the SEEDS Model® by identifying how different biases, such as the similarity bias or experience bias, impact the hiring process. Then, **SELECT** provides managers with three easily applicable habits that mitigate these biases when reviewing resumes, interviewing, and choosing a candidate.

SELECT for Recruiters

SELECT is also available for recruiters, and includes a focus on mitigating bias in intake conversations with hiring managers.



Biases That Impact the Hiring Process: The SEEDS Model®



Similarity
Bias



Expedience
Bias



Experience
Bias



Distance
Bias



Safety
Bias

Solution Overview



Research Summaries
for a deeper dive into
the brain science



Practice Tools
to support habit formation
through practice



Hiring Guides
for guided application to
real workplace scenarios



Activities
for long-term sustainment
and learning

Distributed Learning Solution (DLS):

Bite-sized video content
delivered across four
weeks to thousands of
managers at a time

High Impact Virtual Experience (HIVE):

Three 90-minute sessions using
NLI's HIVE (High Impact Virtual
Experience) methodology,
impacting hundreds to
thousands of participants

In-Person Workshop:

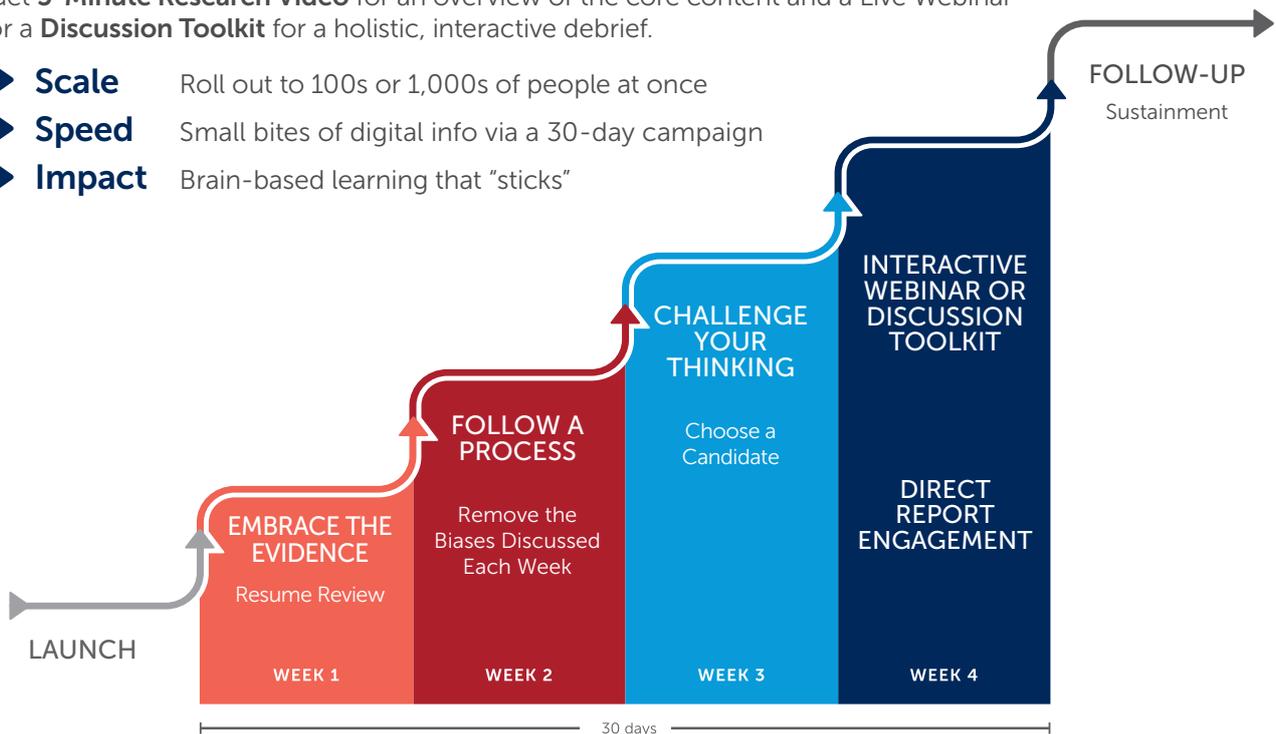
Expert-led, generative learning
experiences, offered as a full-day
session with tailoring options to
fit your organisation's needs

30 Days to Integrate

The **SELECT** Distributed Learning Solution seamlessly integrates into your organisation and supports managers to mitigate bias at every step of the hiring process.

Get **5-Minute Research Video** for an overview of the core content and a Live Webinar or a **Discussion Toolkit** for a holistic, interactive debrief.

- ▶ **Scale** Roll out to 100s or 1,000s of people at once
- ▶ **Speed** Small bites of digital info via a 30-day campaign
- ▶ **Impact** Brain-based learning that "sticks"



For more information



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