HOW TO BUILD TRUST SO CANDIDATE'S SHOW UP AUTHENTICALLY IN INTERVIEWS

FORGING #CAREERSUCCESS AND #HIRINGSUCCESS



STEP 5

Openly invite candidates to bring their whole selves to the interview.

Ensure candidates understand the work that's been done to create an inclusive interview experience where candidates can show up authentically. But remember that it is the candidate's choice, and sometimes it takes time to reach a level of trust to accept the invitation.



STEP 4

Role model the inclusive interview commitments and train all interview team members.

The team assessing candidates must know the commitments to which they are being held accountable, what they mean, and how to carry them out. When they know, they can also be held accountable for the outcome.



STEP 3

Explicitly and publicly state your company's inclusive interview commitments.

It is one thing to share your organization's commitment to diversity and inclusion, but as a hiring manager, what rules will you abide by during the interviewing process to maintain inclusivity and equity? Make a list and post this list both internally for employees and externally for candidates to see.



STEP 2

Become an employer of choice for marginalized groups (too).

Show candidates that this is more than performative allyship. Create a new reputation and/or brand for your interview team's commitment to end assessing a candidate's personal affects and rather assess candidate's skillsets. Candidate's often check platforms like Glassdoor to learn about interviewing experiences at your company. The more candidates rave about their experience and ability to be themselves and still get the job, the more you will become known for your practices.



STEP 1

Acknowledge your resistance and find support to overcome it.

Encourage your employees to do the internal work first. Learn about where you may feel resistance when it comes to individuals who identify uniquely to you. Learn about the biases that most commonly manifest during the interviewing process.