TOP TRENDS SHAPING THE FUTURE OF RECRUITING AND HIRING

■ Very/extremely important   ■ Mostly/completely adopted

Diversity
78%
53%

New interviewing tools
56%
18%

Data
50%
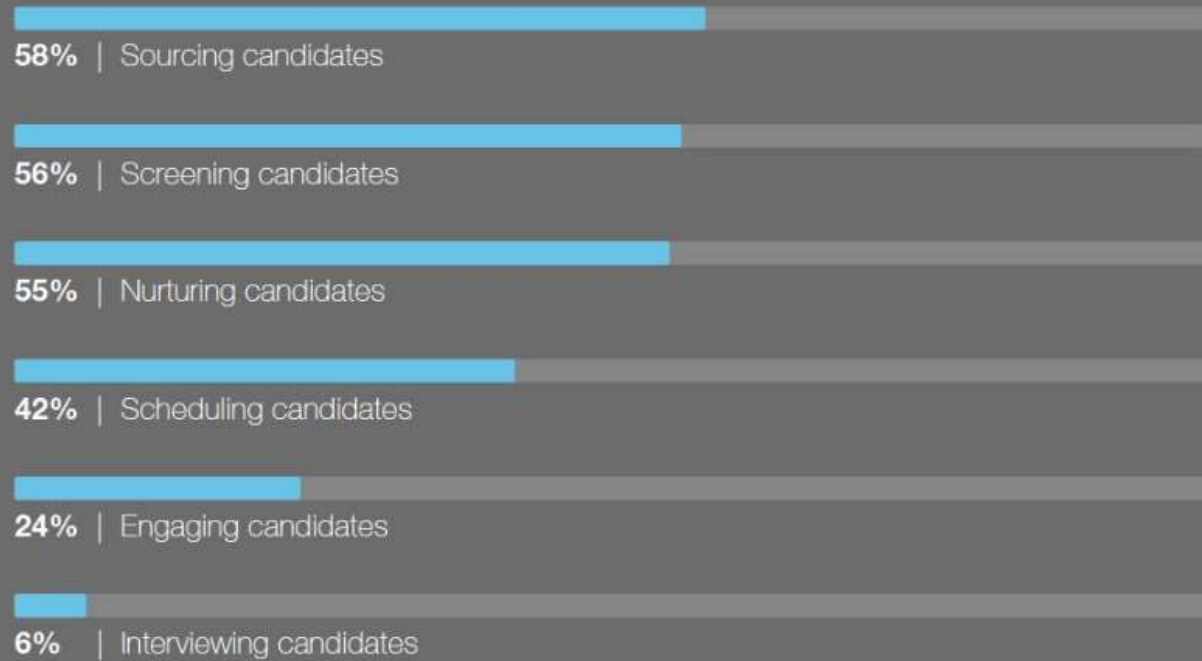18%

Artificial Intelligence
35%
8%

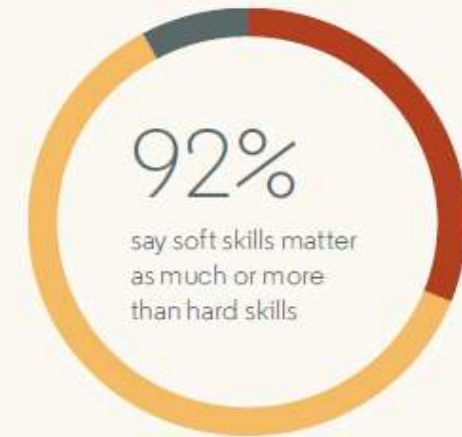*** Source: Global Recruitment Trends LinkedIn**
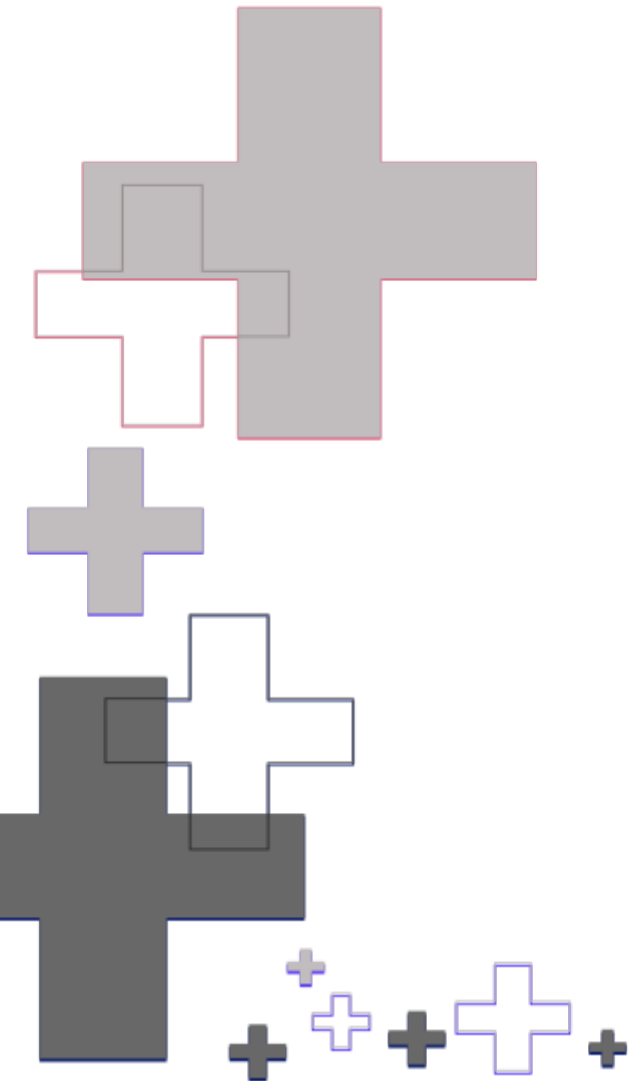
It's more important to hire for:

30% Soft skills

62% Soft and hard skills

8% Hard skills

92% say soft skills matter as much or more than hard skills

WHERE AI IS MOST HELPFUL

58% | Sourcing candidates

56% | Screening candidates

55% | Nurturing candidates

42% | Scheduling candidates

24% | Engaging candidates

6% | Interviewing candidates

Bad hires usually lack:

45% Soft skills

44% Soft and hard skills

11% Hard skills

89% say bad hires typically lack soft skills
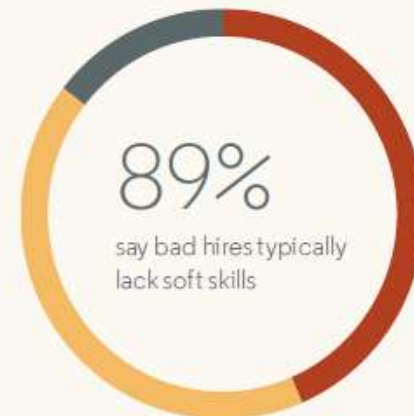
* Source: Global Recruitment Trends LinkedIn

Virtual Interview Technology

An on-demand interview is a structured way of interviewing which allow candidates to answer a predetermined set of questions with a video recording.

Structured
Allows for a pre-determined set of questions to be posed to candidates. It is also used for job simulations.

Tangible and indisputable data
Recorded data available for review at any time. Auto-start recording functionality to enhance data quality

Decrease bias
Allow for online collaboration for interview evaluation to reduce single view bias and allow for multiple perspectives

Time and Cost Saving
Able to afford more candidates the opportunity to interview. Able to review the answers for each of the questions

Automates the mundane
Automates to company, role and interview introduction process

Candidate experience
Able to allow candidates to complete interviews in their own time, without the need for time off of work (or travel), in a less stressful environment

Automated analytics
Focus on video and speech analysis, tone, keywords, facial expression, stress indicators etc.

Past hire algorithm
Configured algorithm that is built on historic data of previous hires to predict future hire fit

Game-based/other assessments
Assessments which is positioned as AI in predicting job success

AI- Driven Interview Evaluation

Art and Science of Interviewing

Art of interviewing
Methodology to assist in collecting accurate data in a structured manner while delivering a **positive candidate experience**

Science of evaluation
Enables evaluation using objective, consistent, and an unbiased process, whilst sharing data with multiple reviewers for collaboration

Reduce bias
Applying the art and science of interviewing can assist in constructing and evaluation various kinds of interviews such as values based interviews, behavioural and competency based interviews, future fit interviews and many more.

Elevate "human-ness"
Focus on elevating our innate human qualities and appreciating the value that it brings into the interview and hiring process. Qualities such as intuition, judgement, emotional intelligence, etc. that can't be automated.
Impact the candidate experience positively through interest and including a sense of belonging and engagement

Automate but don't eliminate

Focus on quick win automations with a scalable impact in reducing the transactional and administrative functions. Be mindful of eliminate human intervention in the areas which require it most.

Integrating multi-leveled and multi-sourced data

Move towards data integration- a single data point per candidate evaluation which includes a full data review of all information sources from application, interview, assessment, reference checks. Find the golden thread!

Shifting role from interviewer to evaluator

"Technology is best when it brings people together."
Matt Mullenweg, Social Media Entrepreneur

"THE NEW NORMAL"
#HRDay

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