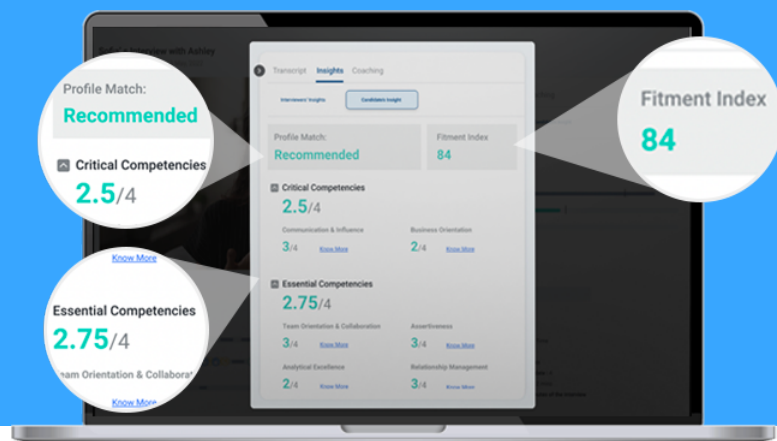




Talview Interview Insights

Maximize the Effectiveness of
the Interview Process



Interviewing is a Blind Spot in the Hiring Process

The interview, the most common component of the hiring process, continues to be a source of inconsistency, inefficiency, and unreliable data.

Interviews are not always effective (valid), resulting in **Bad Hires**. 46% of hires are considered failures by the time they reach the 18-month mark.

Interviews are not always fair (unbiased), leading to **Adverse DEI Impacts**. 76% of job candidates factor in the diversity of an organization's workforce in their decision.

Good candidates can be lost to unskilled interviewers due to a **Poor Candidate Experience**. 50% of U.S. job seekers turned down an offer because of a poor interview experience.

Talview Interview Insights

Combining the power of digital interviewing with the best of AI technologies.

- ✓ Measures the validity of every interview
- ✓ Provides insights to the organization on candidate & interviewer performance
- ✓ Continuous feedback to the interviewer to improve their skills
- ✓ Monitors for bias and interviewer conformance to achieve DEI goals

Specific, descriptive, explainable, and prescriptive insights make Talview Interview Insights an indispensable addition to ensure a valid talent measurement process.



Winner

2022 Top HR Product of the Year

Interview Insights is something we have always wanted to deploy but didn't know how. We will now be able to identify specific areas of the org that need attention and deliver interviewing coaching best practices with precision.



Hire the Best Talent

Incorporation of interview best practices helps you convert the best candidates consistently.



Improve Quality of Hires

Continuous feedback to each interviewer to improve interviewing skills & techniques.



Meet DEI Goals

Continuous feedback sensitizes interviewers of unconscious bias, helping them make objective decisions.



Improve Candidate Experience

Ensure a positive portrayal of the organization, the role & its impact on operations & goals.

Maximize the Effectiveness of the Interview Process

Quicker, Faster Reviews

Talview Interview Insights helps improve the efficiency of interview process enabling quicker reviews

- ✓ Interview timeline
- ✓ Easy navigation of interviews using transcripts
- ✓ Highlight Topics discussed, questions asked

The outcome is an Interview and Talent Measurement Process that is fair, replicable, and of high validity.

Gain Insights into Candidate and Interviewer Performance

Save supervisor time with at-a-glance understanding of candidate performance and the interviewers' conformance to organizational policies for every interview.

- ✓ Summary of the interview
- ✓ Talk ratios to gauge involvement
- ✓ Overview of candidate behaviors & language skills

The ability to provide specific, descriptive, explainable, and prescriptive insights makes Interview Insights indispensable.

Improve Interviewer Skills with On-Going Coaching

Interviewers often lack the skills necessary to elicit the most job-related and predictive information from candidates.

Talview Interview Insights provides a framework for the interviewer, designed to guide them through the entire process, as well as on-going analysis, feedback, and suggestions to improve their performance.

Achieve Your Diversity, Equity and Inclusion Hiring Goals

Talview Interview Insights uses proven psycholinguistic frameworks, machine learning, and natural language processing to provide coaching against bias in interviews.

- ✓ Measure conformance to best practices
- ✓ Determining if the questions being asked are relevant to the role
- ✓ Monitoring topic coverage

A key addition to any organization that is serious about fair, informed hiring practices.

Learn More About Talview Interview Insights Today!

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