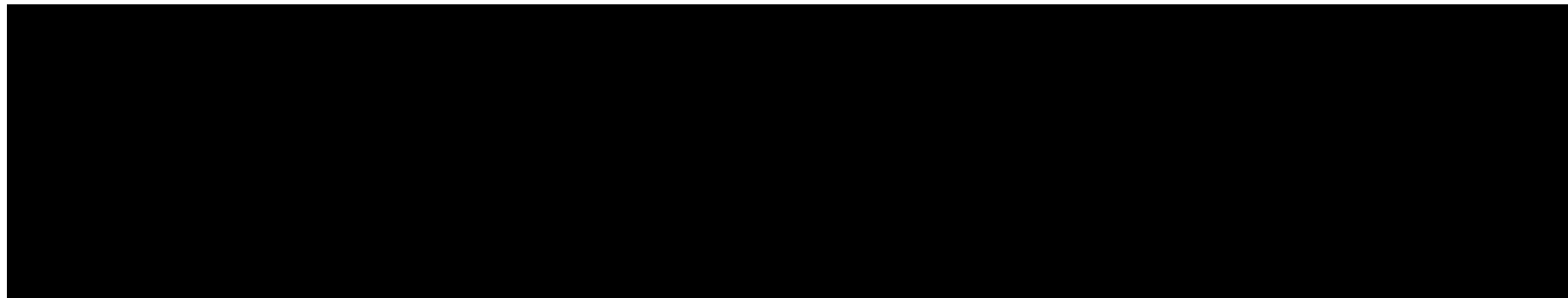




Recruiting for a **cognitively diverse** workforce



TOP TIPS



ATTRACTING TALENT



- **Do: include essential skills only**
- **Do: Include benefits up-front**
Salary ranges, flexible working options and other benefits make a difference
- **Do: Work with local colleges** to broaden the variety of people you attract
- **Do: Look with differences in mind**, even if the role is specialised
- ✗ **Don't: Include niche requirements or qualifications** unless you have to



FINDING GEMS

NextGen 

- **Do: Be aware of unconscious bias**
Blind CVs don't completely remove bias, so keep an open mind when reviewing CVs
- **Do: Be brave!** Don't be scared to use other screening methods - question forms and task-based tests can offer a broader picture
- **Do: Increase the diversity of your pool**
You can increase the diversity of your hires

ASSESSING



- **Do: Be organised and consistent**
Ask the same questions, use the same tone and the same manner for all interviews
- **Do: Use a diverse interview panel**
Make sure different levels and role types are involved in the interview and selection
- **Do: Level the playing field**
Use different tests and exercises to test specific skills needed for the role

NEGOTIATING AN OFFER

- Do: Ask for feedback about the process
- Do: Stay transparent and timely
- Do: Identify the candidate's motive – it may not just be money!



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