



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

Digital Learning Solution (DLS):

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

Integrated Learning Solution (ILS):

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

In-Person Workshop:

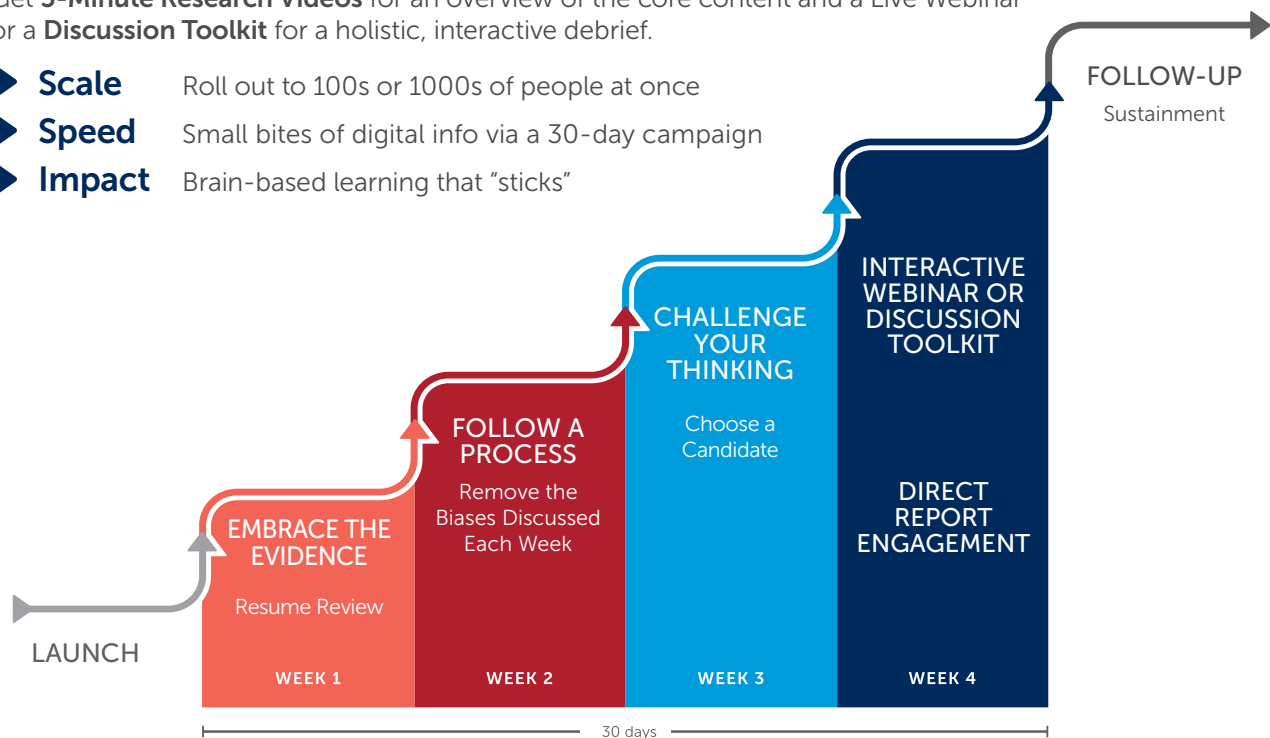
Expert-led, generative learning experiences, offered as a half day session with tailoring options to fit your organization's needs

30 Days to Integrate

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

Get **5-Minute Research Videos** 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 1000s 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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