

Our Commitment to Diversity

A diverse team is a strong team. At Criteria, we're committed to helping organizations make fair and objective talent decisions by minimizing bias and uncovering the potential within each job candidate.



Traditional hiring methods are filled with bias

Study after study shows that highly diverse teams are stronger, higher performing, and more innovative. Yet unconscious bias can affect our ability to objectively evaluate the potential in each candidate. Resumes and interviews can be notoriously unreliable, and can inject added bias and subjectivity into the hiring process. To minimize that bias, we advocate for a more objective approach.



We're committed to helping you reduce bias

We design each of our assessments to help you hire diverse, high performing teams. Through a rigorous validation process, our team of I/O psychologists ensures that our tests are non-discriminatory and that any subgroup differences are minimized, while maintaining the accuracy of the assessment. We do this by reviewing all test content for cultural sensitivity and for differential item functioning to ensure that each test is free of content bias across cultural and gender groups.



Unlock the hidden potential in your candidate pool

Assessments help organizations break away from their mental image of what the "ideal" candidate should look like by highlighting qualities that aren't readily apparent from a resume or interview. Especially when administered early in the hiring process, our assessments help to surface outstanding candidates that may have been overlooked based on a resume alone. The result? A more diverse candidate pool with a rich diversity of backgrounds and perspectives.



Build a fair and equitable hiring process that fits your needs

Many organizations today are committed to enhancing diversity and inclusion, but there's no single solution. At Criteria, we're dedicated to working with our clients to help them build a fair and equitable hiring process that fits their needs. From our blind hiring tool to custom validation studies provided by our team of I/O psychologists, our goal is to help organizations achieve their goals to build a stronger, more diverse team.

We partner with you to help you achieve your diversity goals

CUSTOMER SPOTLIGHT

Manufacturing Company Hires More Diverse, Higher Performing Workforce

One company was reluctant to use assessments out of fear that they may lead to adverse impact against female and minority candidates. After running the study, the organization found that not only was there no evidence of adverse impact, but also that the assessments led to greater tenure, lower termination rates, and fewer disciplinary actions.



CUSTOMER SPOTLIGHT

Tech Company Used Criteria's Assessments to Predict Performance Without Adverse Impact

A tech company wanted to predict performance for its software engineers, but did not want to introduce any adverse impact into the process. A study conducted with Criteria found the assessments to be highly predictive of performance and also found that pass rates were similar across all demographic groups, giving the company the ability to be more objective with their hiring process and bring in a more diverse set of candidates based on potential, not experience.

