

Achieving the benefits of diversity: making your assessment processes **fair for all**

Fairness, objectivity and removing bias are at the core of creating a diverse workforce

Diversity is still very much on the agenda and remains an important business issue for those companies within mature HR and testing markets according to our Global Assessment Barometer survey.

But why this focus? The benefits of creating a more diverse workforce are clear.

- **Greater innovation and creativity**

Different views, approaches and experience can be brought together to boost innovation, spark creativity and get closer to customers. Research has shown that organisations with diverse management teams perform better.

- **Increased tolerance and inclusiveness**

A diverse workforce mirrors an increasingly diverse market place both locally and globally. Creating a corporate culture that embraces and celebrates difference, promotes greater acceptance of all views and perspectives which can then be used to better inform decision-making.

- **Supports a fair-minded and just corporate brand**

Knowing that an organisation is fair to its people is important, and increasingly important, to customers, potential applicants and employees alike.

- **Legal compliance is assured – but it's also the fair thing to do**

Diversity is about more than simply making sure quotas are met and adhered to. Not only does the organisation see the bottom line benefits of accessing a broader range of views, but valuing equality and selecting and promoting based on merit and 'fit for the job' simply makes sense and is the right thing to do.

How to achieve diversity

Creating a diverse workforce is about creating a blend of skills, experience, language, knowledge, approach and ways of working in order to better the business and organisation. To succeed at this, companies need to:

- Attract applicants from a wider talent pool;
- Ensure that all applicants are treated impartially during the selection processes;
- Offer equal opportunities during employment.

At the core of all this is fairness: creating a fair assessment process for recruitment, opportunity and progression that removes human bias and focuses on requirements of the job itself. *cut-e* assessments are built on fair testing principles; we constantly research our products and how they work in practice, and our consultants share experience and knowledge with clients about fair procedures and processes.

Why cut-e?

Online screening and testing ensures that assessment of candidates is objective and fair. To implement this requires a partner that can provide robust and fair online assessments as well as the expertise to advise how to set up processes that fit with your own corporate culture, and are tailored to the different roles, skills and competencies needed.

Here is why *cut-e* is the preferred partner for many companies:

- **Fairness to all – regardless of language spoken**
Most organisations would say that they offer a fair process to all candidates. However, if a candidate is not a native speaker of your national language, is your application process really fair to him or her? *cut-e's* online psychometric assessments can be deployed in up to 40 different languages, so that candidates can complete them in their preferred language.
- **Fairness to all – including those with learning disabilities**
Online psychometric assessments can be adapted for people with learning disabilities to make the process fairer. For example, the time given to a candidate with dyslexia can be increased based on an educational psychologist's report, in the same way the candidate may have received more time for an exam in school or college.
- **Ensuring fairness in volume recruitment**
Online psychometric assessments are scored automatically, making them very efficient to administer early in the application process, allowing a fairer, more standardised approach to a greater number of candidates. This gives all candidates a level playing field and a chance to impress.
- **Adding objectivity through scoring**
Human biases can come in to play when candidates are assessed face-to-face, over the phone or through video. Choose to include some online psychometric assessments as these are scored automatically, and human biases are removed making them truly objective.
- **Cutting assessment time and improving the user experience through adaptive testing**
Many of the *cut-e* online psychometric assessments are adaptive. They adapt in real time based on the answers given to test questions earlier in the test and therefore how strong or weak a candidate may be. This allows the assessment to be relatively short, while still giving a very clear picture of a person's aptitude. It also improves the users' experience as the assessment better fits their ability.
- **Predicting performance**
Online psychometric assessments have the highest predictive validity, in terms of job performance, compared with other assessment methods. Decades of research have proven this over and over again.
- **Minimising cheating through unique testing**
All *cut-e* online assessments use item generators or item banks and this means that no two *cut-e* tests are ever the same so no candidate is at an advantage. This makes the process fairer by reducing the training effect and eliminates the risk of assessment answers leaking online.
- **Enabling applicants to apply and be assessed, anywhere and anytime**
Online psychometric assessments can be completed online almost anywhere at any time, making them more accessible to people than other more traditional methods such as phone interviews, face-to-face interviews or assessment centres, which are often better deployed later in the application process.

cut-e is a world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. *cut-e* helps companies identify people with the right capabilities and cultural fit to deliver optimal business results. *cut-e* carries out over 12 million assessments per year in over 70 countries and 40 languages.

