Enhancing hiring intuition with technology

AI and people working together

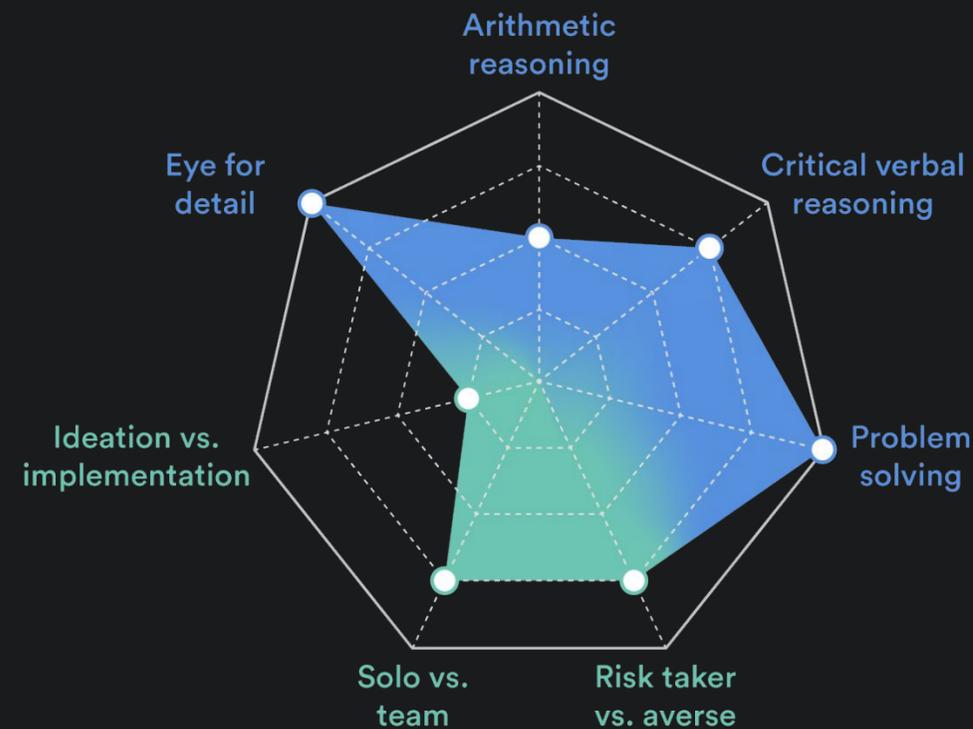Goal : Prevent 100,000+ cases of bias by 2023

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Sigma Polaris' AI-driven platform supports companies in identifying **top talent** in a **standardised and equitable** way while removing **unconscious bias**

DEI: **29** cases of bias prevented *per hire*

Quality: **5x** more accurate selection process than human-only approaches

Efficiency: **90%** faster candidate pre-screening

Arithmetic reasoning

Critical verbal reasoning

Problem solving

Risk taker vs. averse

Solo vs. team

Ideation vs. implementation

Eye for detail

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Traditional recruitment faces modern problems

Challenges and opportunities around DEI

Talent and customers care more about DEI than ever before. Efforts around DEI must start with recruitment, and lip service toward DEI is no longer enough – companies must invest and do the work.

Unfortunately, many traditional recruitment processes are at high risk of bias. As companies come under increasing scrutiny to improve their DEI, one relatively easy way is to improve how they recruit.

Talent shortage

The great resignation and Covid has made the fight for talent much harder. Leading companies are looking further afield in their hunt for talent – they go beyond the normal scope of CVs and geographical borders. Hiring consistently and well from this new talent pool is a key differentiator of success for companies moving forward.

This increase in scope is an opportunity. But, when faced with such diversity, how do you find a standardised, equitable way of finding and assessing top talent without exposing yourself to even greater bias?

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How Sigma's assessment technology helps

Great talent comes in all shapes and sizes – our AI finds it

Widen your talent pool by dropping any potentially biased requirements around experience and education, and let data-driven tech identify the top talent with the skills to do the job. Our AI uses interdisciplinary academic research from the Universities of Bristol and University of Copenhagen to assess people in a way that doesn't rely on how 'good' their CV is, but rather how good they are.

Eliminate bias from the top of the recruitment funnel

Bias is natural, especially for recruiters having to quickly consider multiple candidates at the top of the recruitment funnel. But bias has negative consequence for companies in terms of ideal decision making and DEI. Technology can help at this stage, so that recruiters can use their intuition and experience in the later stages. In fact, our tech removes on average 29 cases of bias *per hire*.

As recruiters move from screening to interview and selection, Sigma Polaris provides them with deep profiles and insights into each candidate. This helps guide the interview process providing a more data-driven approach to the entire process.

Find the right pieces for your employment puzzle

Finding great talent isn't enough. You can't fit a round peg in a square hole. Sigma Polaris assesses work-preferences to ensure the candidates will thrive in that specific environment. Ideators for ideation roles, team players for team roles, and risk-takers when required.

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How the process works

Job-Profile

You create your 'ideal applicant' profile using the Sigma Polaris software.

For example:
Someone who likes working in a team, has excellent critical verbal reasoning skills and is risk averse.

Assess Candidates

The system creates a unique link to the assessment based on your required profile.

Job applicants take the assessment, which tests candidates against a set of hard and soft skills.

AI Ranking

The applicants are ranked and profiled according to how close they are to your ideal applicant profile.

Uniquely prioritising your needs.

Without bias.

Human Interview

You can then use the ranking and profiles to decide how to proceed and whom to invite to interview.

And you do so knowing a great deal about each applicant's ability to do your job.

The AI also identifies top talent that aren't suitable for your role, but may fit other places in your organization

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Candidates love it – 85%+ completion rate

"I have just finished the test and I'd like to say how great it was. I found the variety of questions for different competences and skills pretty interesting."

Krisztina J. – **Candidate**

"Hi, I've completed the assessment and I just wanted to comment that it was the most interesting assessment that I've done in years."

Ryan R. – **Candidate**

"Applicants really enjoyed seeing how their results set them up for a career in tech. It gave them a confident boost that the job was right for them."

_nology - **Recruitment Firm**

Clients love it – selected feedback

Deutsche Bank

"The software was a confidence–boost that the candidates were right for the jobs. It simplified our process and made it more accurate. People who took the assessment enjoyed it"

OPUS
TALENT SOLUTIONS

"Sigma Polaris' AI allows us to refine our process to effectively find the best candidates faster."

go-centric

"Sigma Polaris takes the risk out of recruitment. Their intelligent software sifts through hundreds of applicants, assesses thousands of candidates and delivers unbiased recruitment recommendations"

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