

TRAINING SELECT WITH BOLDNESS

Bias, assessment errors and other obstacles to selecting the correct males/females







We feel most comfortable with people who are like us. And so, the pitfall with that, is that we tend to select a copy of ourselves. We call this an **assessment error**. How do you prevent assessment errors and do you select with courage that male/female candidate who is '**just a little different**', but is the perfect fit to **complete the team**?

Training for managers, recruiters and selection committee members.

Participants are given the opportunity to work with practical examples and are given tips to use later within their own organisation. The workshop is held by two of our experienced advisors.

- **Theory; thinking through the (unconscious) processes of people and organisation thinking** –system 1 and 2 thinking; inner and outer group
- **Inclusive recruitment** – gender and culture-specific signals in recruitment
- **Inclusive selection** – the job and competence description
- **Having a bold conversation** – conversation techniques, attention to the process, postponing judgment, inter-assessor subjectivity

After the training, the participant is aware of three essential facts and he / she:

-   • **ACCEPTS** that everyone is biased,
-  • **UNDERSTANDS** what his/her own prejudices are,
-  • has practical **TOOLS** for having conversations with an open mind - bold conversations