

Tools & Resources For Candidate Interviewing and Evaluation

Pre-Hire Skill Assessments

- **GapJumpers** (Paid) Custom assessments and masks application materials
- **Pymetrics** (Paid) Pre-set behavioral pre-hire assessments
- **Togglhire** (Free & Paid Versions) A skills assessment platform

Evaluate EEOC Compliance of Assessments

- **SHRM** (Paid)
- **EEOC Guidance**

Mask Application Materials To Reduce Bias:

- **Entelo** Diversity, equity, and inclusion software that helps businesses automate sourcing, screening, and employee engagement.
- **Diversity TalVista** Applicant tracking system with a job description optimizer, redacted resume review, and structured interviews
- **Pinpoint** Applicant tracking system with blind recruiting built in

Resources For Writing Skills-Based Interview Questions:

- **Competency-Based Interviewing:** Key Concepts for Managers (*Indeed.com*)
- **Competency Based Interview Questions to Ask Job Seekers** (*Lever.co*)

Bias Training Providers

- **Managing Unconscious Bias** (Free) Facebook training series
- **Paradigm** (Paid)