



# CodeSignal Tech Screen

## A better way to conduct the technical screen



**Reduce bias, give time back to engineers, and deliver a great candidate experience** with human-led, computer scored interviews backed by Skills Evaluation Frameworks.

### How it works:

- **Tech screening interviews** are scheduled with candidates at a time that is convenient for them, with around the clock availability.
- CodeSignal's **Interview Experience Managers** lead the session and serve as helpful product experts for candidates.
- Candidates engage in a series of **research-backed questions** that mimic on-the-job projects and accurately predict performance.
- Feedback is **delivered in a matter of minutes**, not days, after the tech screen is completed.
- **Cheating is prevented** with question randomization, consistently-released variations, and plagiarism checks—all maintained by CodeSignal.

### Why Tech Screen?

- **Improve speed-to-hire** with quicker scheduling, completions, and scoring.
- **Reduce engineering time** spent writing and maintaining questions, conducting interviews, and evaluating responses.
- **Enhance candidate experience** with realistic questions, a state-of-the-art IDE, and helpful Interview Experience Managers.
- **Strengthen your signal of skill** with questions that have been validated by subject matter experts and IO Psychologists.
- **Minimize bias** with rigorously researched Skills Evaluation Frameworks and computer scoring that provides consistent and fair results.

### Don't just take our word for it:

A leading enterprise tech company replaced their technical phone screen and they were able to:

**Save Valuable Engineering Hours**

**15,000+**

hours saved, which is the annual equivalent of nearly **7 full time engineers**

**Engage Candidates in the Screening Stage**

**93%**

of candidates that were invited completed the assessment

**Improve the Signal of Candidate Skill**

**45%**

higher onsite to offer rate\*  
\*when compared to previous baselines