

How CodeSignal helps you reduce bias in the hiring process

CodeSignal strongly believes in the importance of upholding hiring practices that promote diversity, equity, and inclusion (DE&I), and building unbiased interviews and assessments is a key part of this. Some of ways our solutions help customers reduce bias include:



Validated evaluations that are defensible against adverse impact

CodeSignal's Skills Evaluation Frameworks are role-relevant assessments that are written and maintained by subject matter experts and validated by Industrial-Organizational (IO) Psychologists. When leveraging a CodeSignal framework, you can be confident that you're measuring the right skills in a fair and accurate way, due to our rigorous development and monitoring process.



Research-backed, predictive scoring

Computer-scored questions can evaluate candidate responses across a number of criteria, such as correctness of solution, implementation ability, problem solving ability, and speed. With a validated approach to automated scoring you can ensure candidates are scored fairly and consistently, every time, without the subjectivity and bias introduced by human review.



Questions that are relevant to candidates' day-to-day work

CodeSignal's advanced IDE and conversation simulations allow you to simulate real-world scenarios in your interviews and assessments, so you can hone in on job-relevant skills without introducing irrelevant decision criteria. Candidates often question the validity of prompts that aren't related to the work they'll be doing, and having face-valid questions can prevent a poor candidate experience as well as legal action. You can also work with our team of IO Psychologists to conduct a job analysis and identify which evaluations are most relevant to the skills required for the role.



Ability to replace resume reviews with Pre-Screen assessments

Many CodeSignal customers replace resume reviews—a process that’s known to introduce bias—with a top-of-funnel pre-screen that gives every candidate a fair chance to demonstrate their skills. With CodeSignal’s ATS integrations, it’s easy to send an assessment to every candidate in your pipeline and receive their results automatically.



Ability to conduct structured and consistent interviews

With CodeSignal’s interview templates, you can structure interviews to make sure all candidates are asked the same questions and evaluated against the same criteria. This reduces the likelihood that a candidate’s evaluation is impacted by an interviewer’s unconscious biases, mood, or personal circumstance.



Support for anonymized results

You can remove personally identifiable information from your CodeSignal reports, which helps your team focus on the candidate’s skills over their irrelevant background characteristics.



Familiar platform that spans the entire hiring process

Your candidates can use the same CodeSignal platform from initial pre-screen to on-site interview. The familiar interface and state-of-the-art IDE will reduce the barriers a candidate may have to learning the platform; this helps you hone in on their job-relevant technical skills, rather than their ability to navigate a new platform.



Question variations prevent cheating without compromising fairness

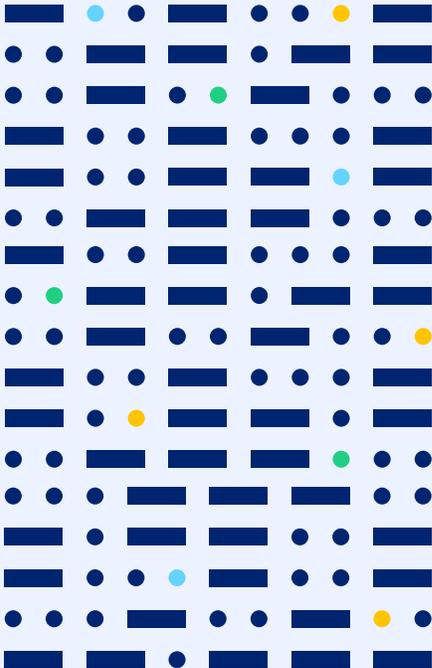
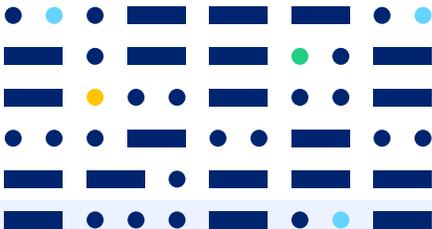
Using a unique framework-based approach, CodeSignal is able to create thousands of question variations for each Skills Evaluation Framework that are equivalent in difficulty and skills evaluated, providing consistency in candidate experience and evaluation. This makes question leaks a concern of the past while reducing the likelihood of artificially inflating scores for candidates who have access to leaked questions or are given less difficult question variations.





Capability of assessing varying skill levels

CodeSignal has Skills Evaluation Frameworks that span various levels across key roles in your technical org. By leveraging the most relevant questions for each role and level, you can meet candidates where they're at and give them a fair chance to demonstrate their skills. You can also consult with CodeSignal's IO Psychologists to set cut scores that are inclusive to nontraditional candidates that may be coming in with different experience and candidates who belong to underrepresented groups.



Let's talk about hiring

Schedule a call with one of our experts to learn how you can hire more diverse talent, faster, and with fewer resources.

[Let's talk](#)