Opportunities for Bias in the Current Process

Screening Criteria	Interview Process
• Law school ranking • GPA • Like-me: similar schools, clubs, groups, sports, etc.	• Snap judgements • Similar-to-me effect • Subjective views on what it takes to be successful

Law School GPA >3.5

The percentage of candidates who fall above a GPA cutoff vary dramatically by demographic group.

Potential Bias in Interviews

5% Of hiring decisions are made in the first minute of an interview

30% Of hiring decisions are made in the five minutes of an interview

Currently, firms try to counter the possibilities for and effects of these potential biases through a number of different methods, such as:
(i) only using selected interviewers, (ii) interviewer training, and
(iii) structured interviews.

But, in the end it all comes down to the interviewer!

What if you could create a more scientific and objective evaluation?

orrick   **SUITED**

Hiring for Fit

The Wrong Way	The Right Way
- Do I like the person? - Will they "fit-in" here? - Do they remind me of someone?	- Understanding what drives success for your organization - Objectively evaluating candidates with that in mind

How to Understand Success at Your Firm

- Scientifically and objectively collect and analyze data
- Consider factors that are relevant to the job (validity) and that do not show significant differences across demographic groups
- Critically assess current factors and methods utilized during recruiting and continue to use the factors that work for the firm, while being open to reconsidering the ones that don't
- No individual method, factor, or assessment should be dispositive; use all the tools at your disposal to make an informed decision

What Impact Can You Expect?

⬆ **Increase Diversity**

⬆ **Drive Performance**

⬇ **Minimize Attrition**

Join us for the presentation to see real data points and case studies illustrating the topics above!