

How to achieve recruiting goals without using AI

Turning to AI-powered recruiting without understanding the risks is... well, risky. Here are some tools you can use to achieve your hiring goals and truly benefit, without the implications of AI.



"I want to speed up our time-to-hire"



Pre-recorded video interviews: Evaluate candidates' video interviews at your convenience, 24/7



Automated scheduling: Share real-time availability with candidates so they can choose their timeslot



Automated communication: Send time-sensitive email/SMS notifications automatically to all parties



Automated reference checking: Auto-share reference forms with referees



"I want to improve the candidate experience"



Applicant empowerment: Allow candidates to select how they'd like to complete an interview – virtually or in-person



Timely SMS/email reminders: Keep candidates in the know with auto-notifications



Mobile first platform: Allow candidates to easily apply and interview via mobile devices

"I want to find better candidates"



Advanced searchability: Use boolean search in applications and resumes



Structured interviewing: Understand candidates better with a fair and comparable evaluation



Pre-recorded video interview: Get deeper insights into candidates from your first screening



Proctored skills testing: Assess candidates objectively using proctored skills tests or work samples



"I want to minimize hiring bias"



Built-in rating guides and rating scales: Use HR-approved evaluation tools for an equitable interview automatically to all parties



Accessibility-friendly tools: Allow candidates to use screen readers and opt-in for other accessibility features



Structured interviewing: Assure every candidate gets a fair and comparable interview experience



Diversified evaluators: Share recorded interviews with a diversified panel

AI hiring is here, but should algorithms be in control of employment decisions? Learn more in our article:

[AI Recruiting: Are We Ready For It?](#)