



UNCONSCIOUS BIAS DIAGNOSTIC

IDENTIFY BIAS AND FOCUS YOUR BIAS BUSTING EFFORTS

Unconscious bias rarely impacts just one segment of the talent management cycle. Answer the questions below to uncover the big picture and determine where to focus your efforts.

YOUR NUMBERS TELL A STORY. WHAT ARE THEY TELLING YOU?



- What percentage of candidate pools (for new hires, promotions and in your succession plan) are made up of women and/or diverse candidates?
- What percentage of current leaders are women or diverse, from supervisor through the C-suite? Where does the largest drop-off occur?
- If you track employee engagement, are there differences in engagement levels based on gender or other diversity measures?
- Compare your turnover rates. Are they higher for women and diverse employees? Do they spike at certain milestones (6 months, points of promotion, 5 years, etc.)?

RECRUIT



- From an outsider's perspective, what is your employment brand? (3-5 words)
- Are you attracting the number of female and diverse candidates you would like for your interview pools?
- Do female and diverse candidates seek you out as an employer?
- Are you recognized in the market as a great place to work for female or diverse employees? Are you recognized as an inclusive workplace?
- How is unconscious bias popping up in your hiring practices (candidate pools, interview panels, like-me bias, untrained interviewers, etc.)?

DEVELOP



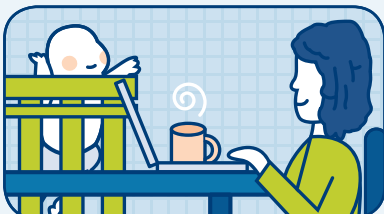
- Is money being invested in women and diverse employees at equal levels as white men for training, continuing education and stretch assignments?
- In both formal programs and through informal means, are women and diverse employees being sponsored? How do leaders decide who they mentor and sponsor?
- How are high-potential employees identified?
- Are you intentional and strategic about how stretch assignments are assigned?

PROMOTE



- Are all promotions posted and communicated extensively internally?
- Is more than one candidate considered for internal promotions?
- Is your performance feedback consistent, clear and objective?
- Have you clearly outlined and communicated the path to advancement?
- Are there defined criteria for promotions that have been clearly communicated?

RETAIN



- Do you have a "hire for retention" mentality across the organization?
- Do you have cultural and practical barriers to implementing flexible work arrangements for high performers during major life events?
- Are you more focused on hours in the seat or quality of work when it comes to keeping people in a role and succession planning?
- Are your rewards and recognition appropriate for an inclusive culture?