

RECRUITMENT CHARTER

This charter is an integral part of the recruitment agreement you have signed with our firm.

The principles we are committed to together will be our guides for a positive candidate experience.

HUMANITALENTS
POSITIVE CANDIDATE
EXPERIENCE

PEDAGOGY

In each of our activities, a positive customer relationship is based on a reciprocal capacity for adjustment based on a regular exchange, where each lesson learned is an opportunity to learn uniquely and question our practices. This in turn contributes to a positive candidate experience.



COMMUNICATION

Humanitalents undertakes to make a detailed return of the elements of motivation and the validated or invalidated know-how, relating with veracity and relevance the reasons for the continuation or non-continuation of the process. We want to count on the same transparency on your part.



NON-DISCRIMINATION

At Humanitalents, our talent pool is all over the world. We recruit profiles with the skills sought in tolerance and openness. A fundamentally inclusive approach that is expressed through respect for gender, religion, nationality. Non-discrimination is also based on an awareness of unconscious (cognitive) biases* in a recruiter posture.



TRANSPARENCY

The follow-up of our recruitment activities cannot be done without clear and positive communication at each stage of the recruitment process: regular points, written reports and feedback on the candidates met are key elements of the success of our collaboration.



RESPECT OF DEADLINES

A candidate, even the most motivated, needs to be located in time to be able to project himself. Meeting recruitment deadlines is an important factor in the commitment of the candidate who feels considered and respected.



LIMIT COGNITIVE BIASES

Cognitive biases are a way of thinking that leads to judgment or decision-making quickly, often obscuring rational thinking. Cognitive biases therefore influence our choices and in the context of recruitment, they prevent us from remaining objective. It's about identifying them and thinking about their impact when defining your job profile, selecting candidates and interviewing.



PROFESSIONALISM

Courtesy, politeness, respect for others, punctuality, honesty, reliability, benevolence and rigor are soft skills to which Humanitalents is attached in its customer relationship as well as in its approach with candidates.



*cognitive biases are illustrated by examples on the back of the charter

*Cognitive bias

Our brain has a limited ability to analyze information. To simplify this task, it creates shortcuts, which cause bias. In this concern for simplification, the brain leads us to make decisions that lack objectivity and impartiality and creates a major obstacle to the implementation of a recruitment process based on diversity and equity. Several types of so-called «cognitive» biases exist in the context of recruitment.

For each of them, an example of an introspection question is proposed to illustrate the concept and take stock of your own biases.



FIRST IMPRESSION BIAS:

First impressions have a strong ability to distort our judgment. .

Do I tend to rely on my intuition often?

STEREOTYPES:

Beliefs we have about candidates because of their membership (real or supposed) in a given group.

Do I have different expectations of a candidate from a given group to consider that he or she has the same skills as other candidates?

PROTOTYPES:

These are preconceived ideas about the type of profile you want to recruit and that immediately exclude certain other profiles because they do not correspond to the restricted vision of the prototype despite the relevance or potential of their profile.

Do I tend to give more credit to a profile because it comes from a school that I know well as a recruiter?

THE CONTRAST EFFECT:

The contrast effect refers directly to our natural tendency to comparison, because it is the basis of our judgment. Referring to the requirements of the position in these circumstances allows for an objective assessment of a candidate's skills.

Do I tend to compare candidates for the same position with each other or am I able to do so according to the expected skills profile (techniques and soft skills)?

THE HALO EFFECT:

This is the tendency to extend a quality of a candidate to the whole of his person. In other words, there is generalization of the evaluation of a candidate from a positive element.

Do I tend to mitigate certain points of questioning/alert on a candidate because he has a particularly useful skill for the position?

BLIND SPOT BIAS:

It's about the ease of identifying unconscious biases in others and the difficulty to perceive them on his own person.

Do I tend to believe that I have no bias when I am able to perceive in others?

PERSONAL PREFERENCES:

Naturally, we tend to be more lenient with candidates with which we can more easily identify ourselves.

Do I tend to think that a collaboration will be more difficult with a candidate whose values and points of view I do not share?

UNIVERSALITY BIAS:

Tendency to consider that our vision of things, of the world, is a way universal to think.

Do I tend to believe that the candidate in front of me has the same way of seeing the things as me, the same priorities, the same expectations?