

How CapitalT reduced hiring bias with online skills assessments



TestGorilla



Introduction

Eva de Mol is a founding partner of CapitalT, a seed stage venture capital fund that invests in dynamic teams that are making an impact in the world.

Eva and her partners look for entrepreneurs that are working to contribute to building a better, more sustainable, and equal world.



Eva de Mol
Founding Partner
CapitalT

Challenge

Roles at CapitalT are highly sought after, with hundreds of candidates applying for job openings at the company.

Eva found that giving each candidate's resume the time it deserved meant she was only able to get through about three resumes every hour. She had to find a way to be more efficient.

Additionally, diversity is one of CapitalT's company values. Finding a solution that would increase the diversity of their shortlisted candidates.

"What I like most is that if you use the filter in the beginning you have a lot less work, so you have a lot less resumes to check."



Solution

The first time Eva used TestGorilla was for an investment associate role. She directed candidates to the assessment right off the bat.

"I was worried that people wouldn't take the test—for a split second," Eva said. "Then I thought, 'If this is too much effort then I don't think you're the right candidate.'"

She used TestGorilla's culture add test, along with our critical thinking and other analytical tests to get an idea of who might be a good fit for CapitalT.

Eva needed to find a way to spend less time reviewing resumes, while still identifying candidates with the skills necessary for the role. She also wanted a solution that would reduce the impact of hiring bias.

Two of TestGorilla's features that helped the most were incognito mode and public links.

Incognito mode

With incognito mode, Eva was able to mask the names, email addresses, and anti-cheating snapshots to avoid any change of unconscious bias influencing the decision-making process.

Public links

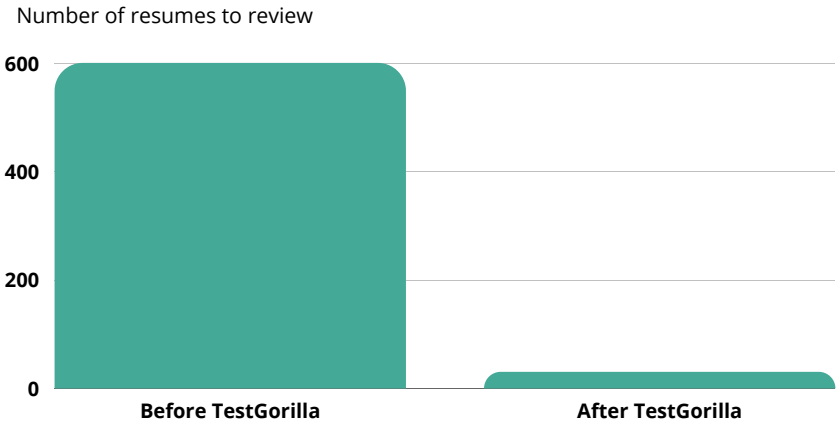
Using TestGorilla's public links for assessments, Eva was able to find out:

- who was serious about the role, and
- who had the skills necessary to perform the role.

Results

CapitalT's investment associate job posting received over 600 applications, but by using TestGorilla, Eva was able to shortlist 30 candidates.

The anonymous nature of TestGorilla's platform led to a diverse candidate pool and, in the end, they hired two diverse candidates.



"We ended up engaging with people we wouldn't have spoken to solely on the basis of their resume which is very powerful." —
Eva de Mol, Founding Partner, CapitalT



Reduce the impact of hiring bias with TestGorilla

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