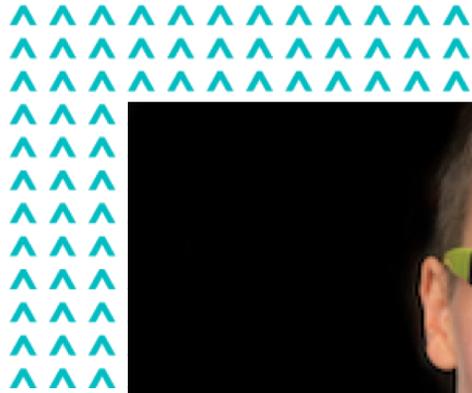


karat[^]

Interview Engineering: The science of predictive and fair hiring



Hello! I'm Lusen Mendel

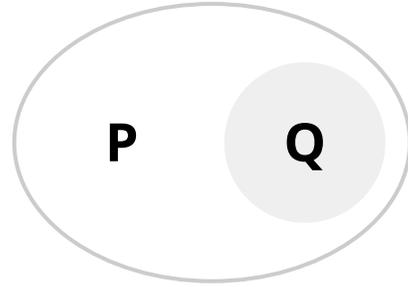
Director of Developer Relations at Karat

lus@karat.com

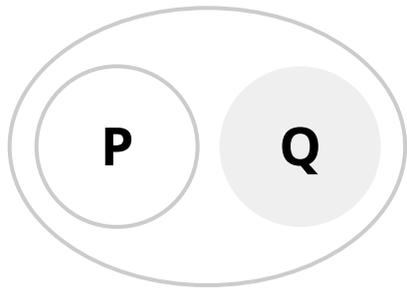
[linkedin.com/in/lus](https://www.linkedin.com/in/lus)



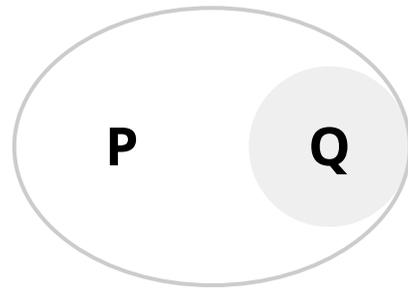
b) Negation $\neg P$



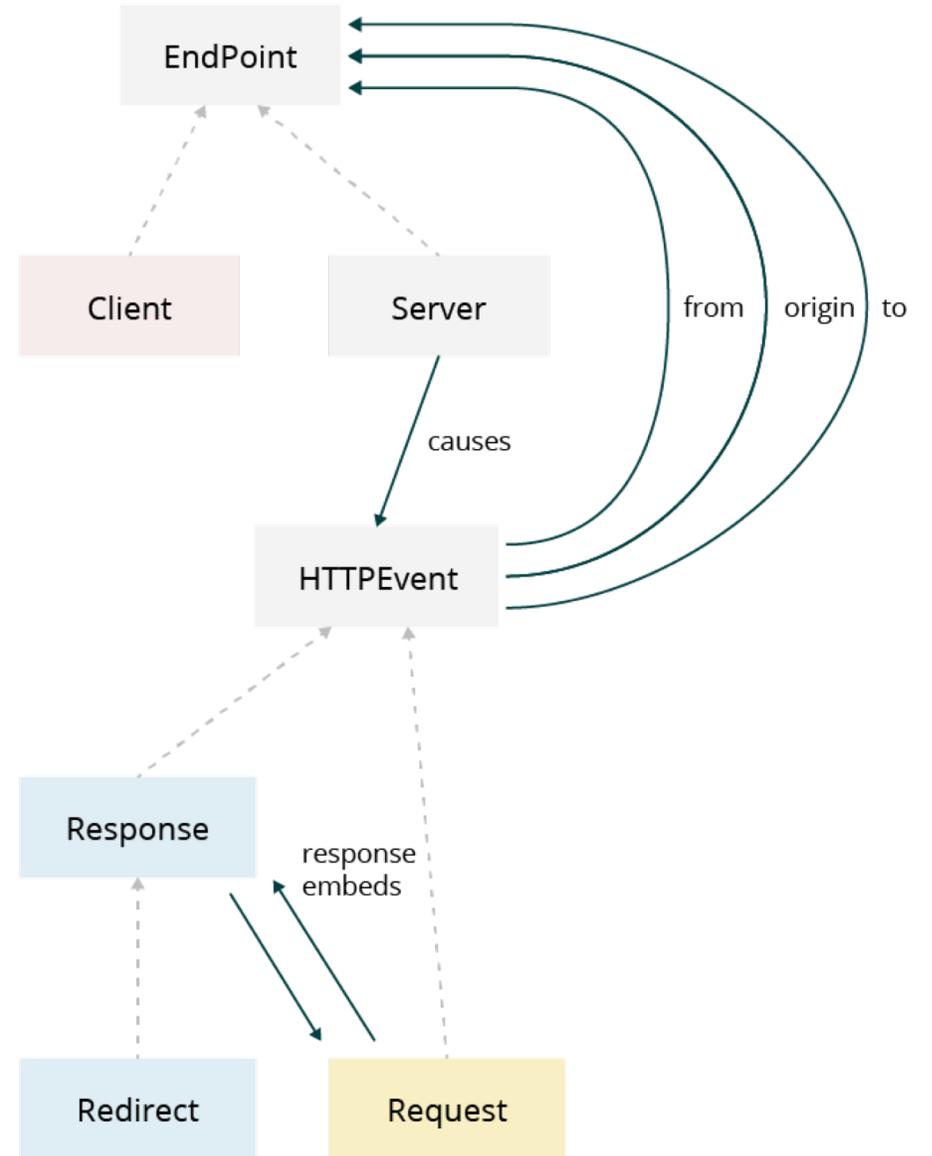
c1) Conditional $P \rightarrow Q$



d) Disjunction $P \vee Q$



c2) Conditional $P \rightarrow Q$, alternative notation



1

You source candidates



2

Interview Engineers
conduct live technical interviews



3

You bring candidates onsite and make hires



4

Interviewing Infrastructure
powers your hiring process with data and insight

5

Your process gets smarter and more predictive over time

Client candidates

Karat Interview Engineers

Client on-site



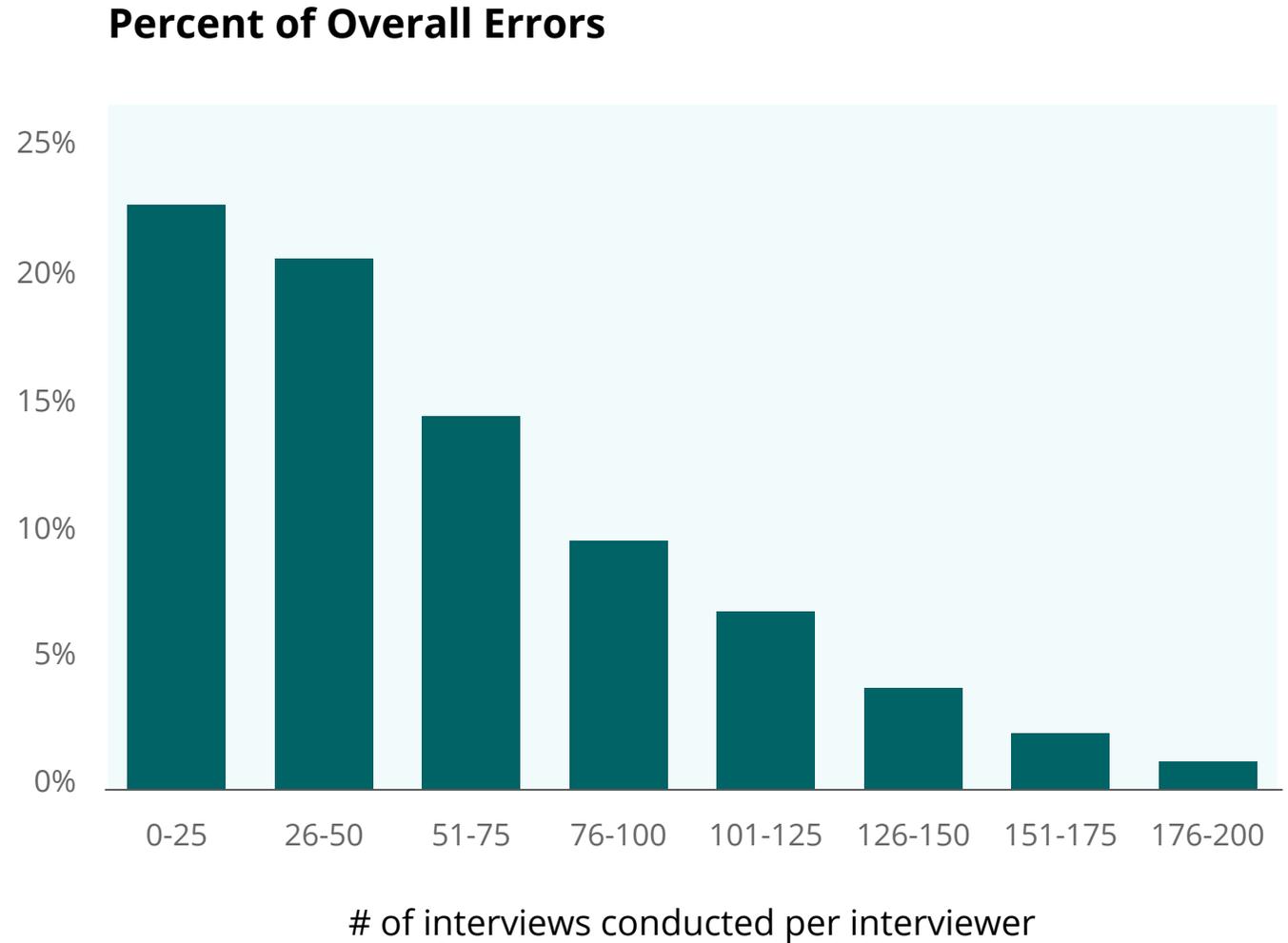
Fast track →

Solid →

Not ready ↘



Interviewers get better with practice



**How many engineering hours
do you spend per hire?**

**Average number of
engineering hours per hire**

75

How many onsites per offer?

Selective onsite to offer ratio

23:1?

Simplistic onsite to offer ratio

23:1?

Average onsite to offer ratio

5:1?

Desired onsite to offer ratio

Fast track

1:1

Solid

2:1

Learning

4:1

Today's agenda

Data Insight #1: Funnel metrics

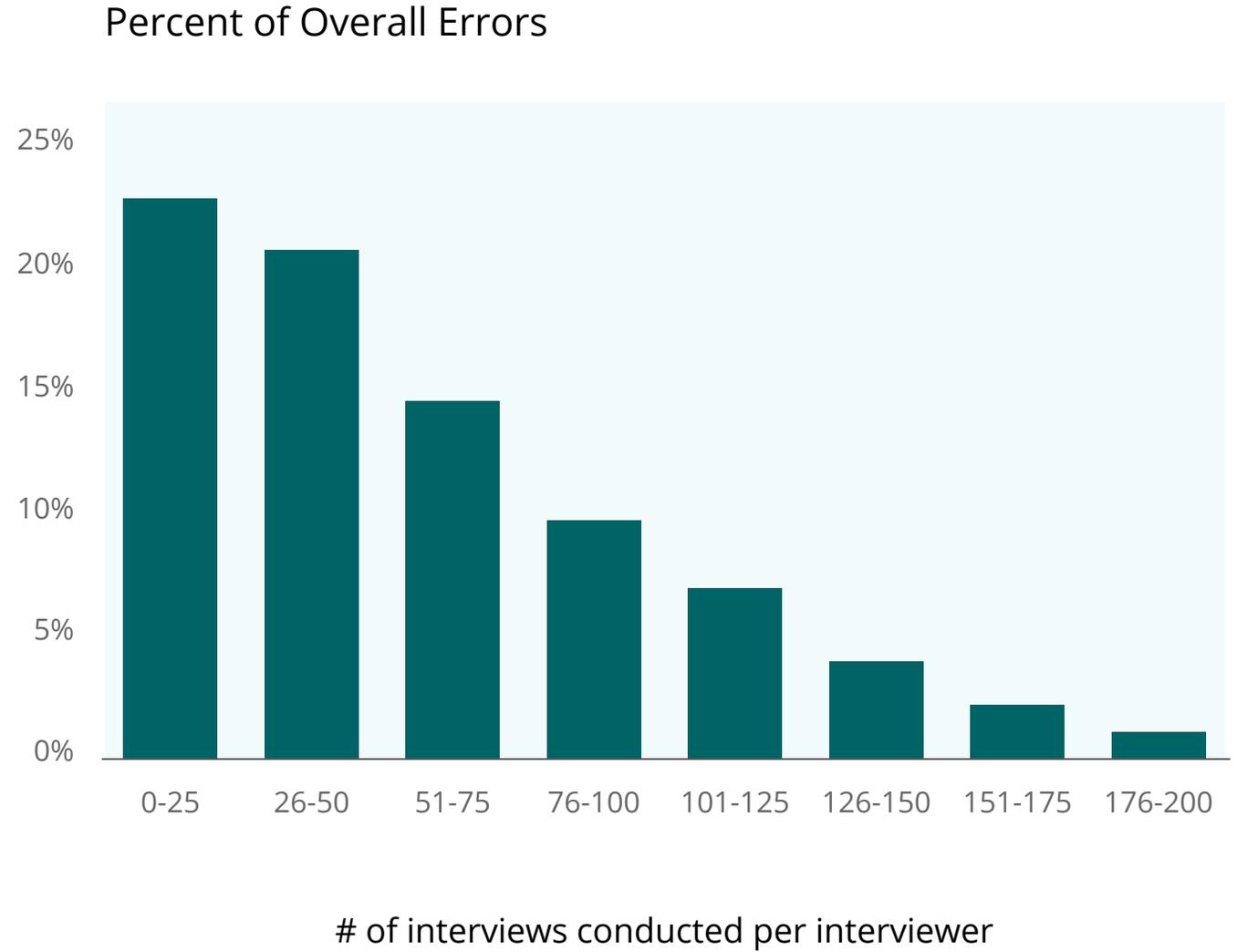
Data Insight #2

How to make predictive hiring decisions

How to ask relevant questions

Questions

Interviewers get better with practice

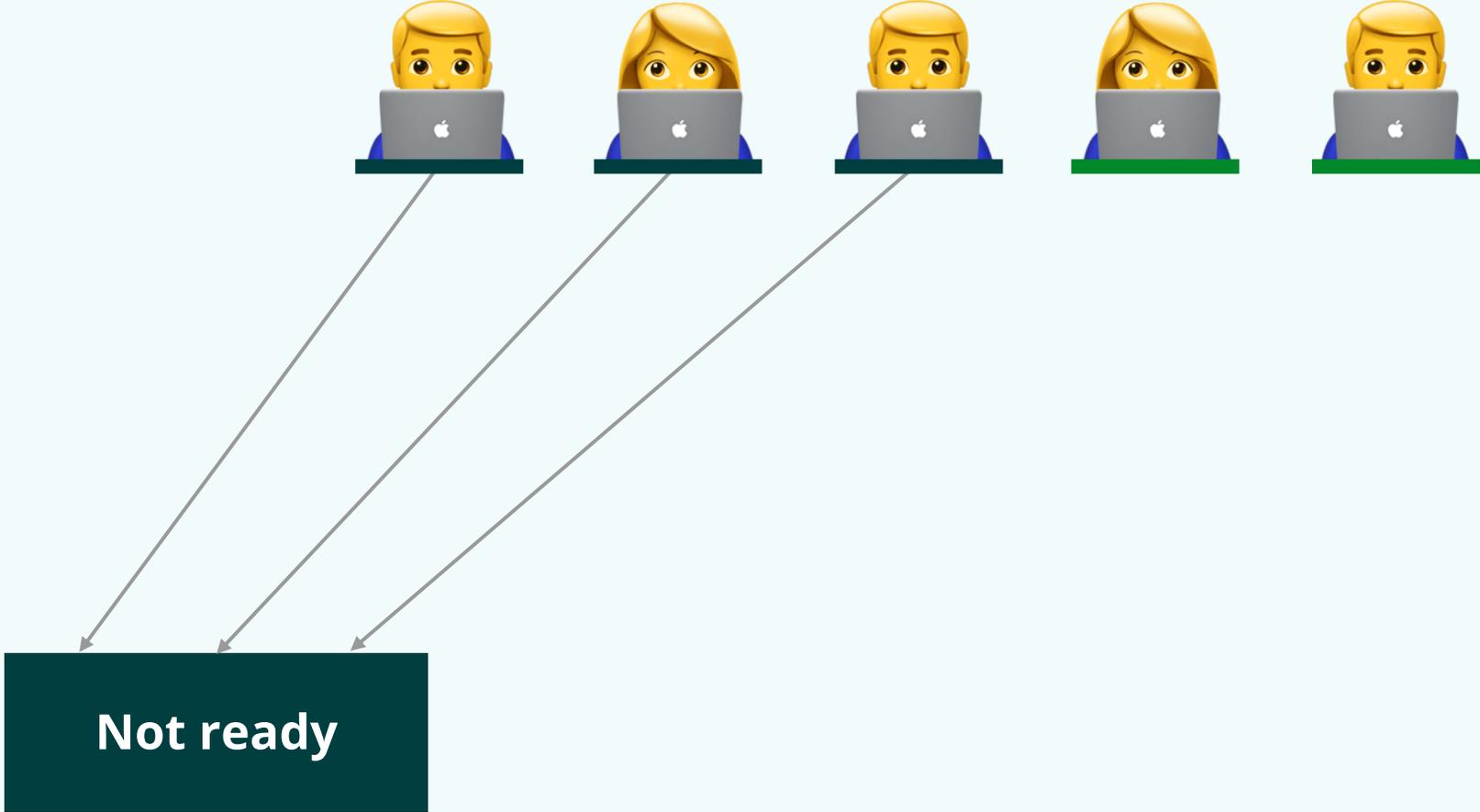


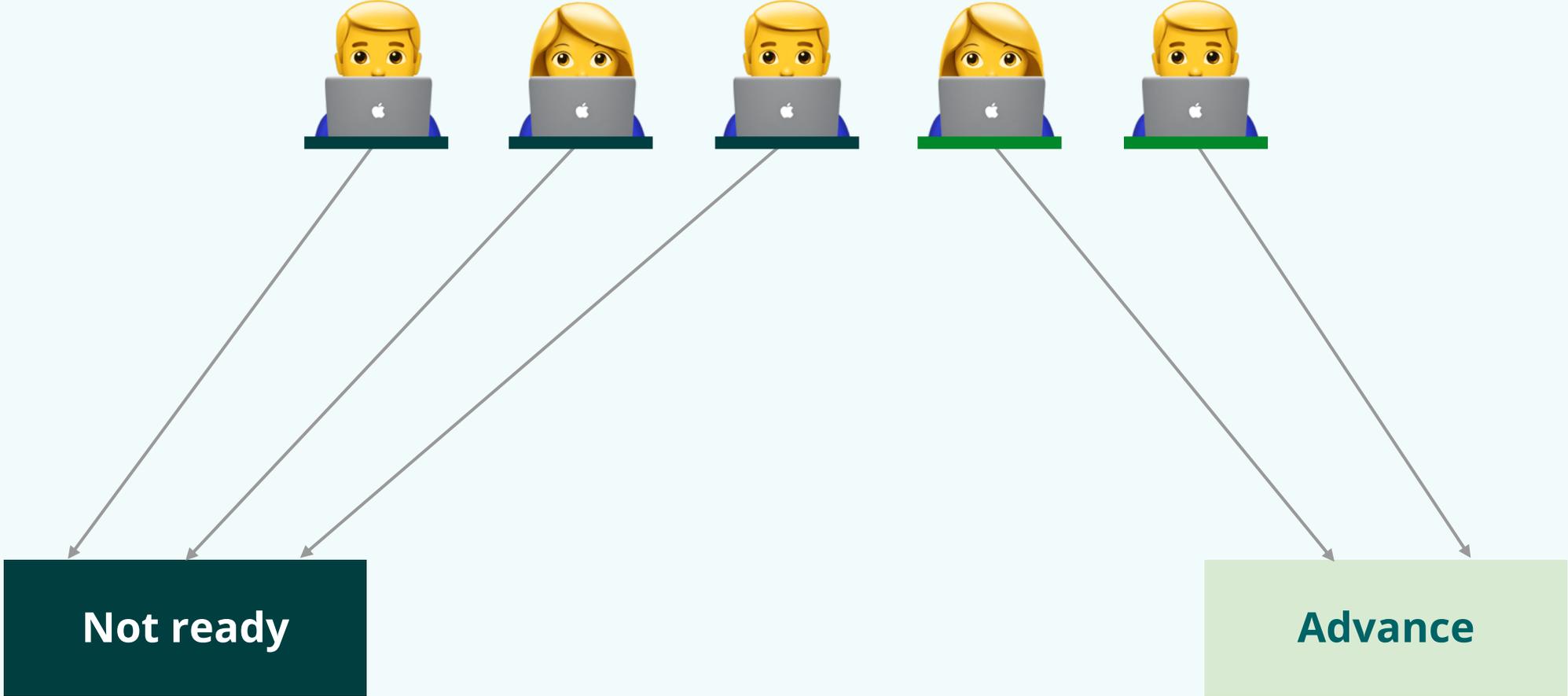
**Clap if you don't know how
often interviewer error occurs
at your company**

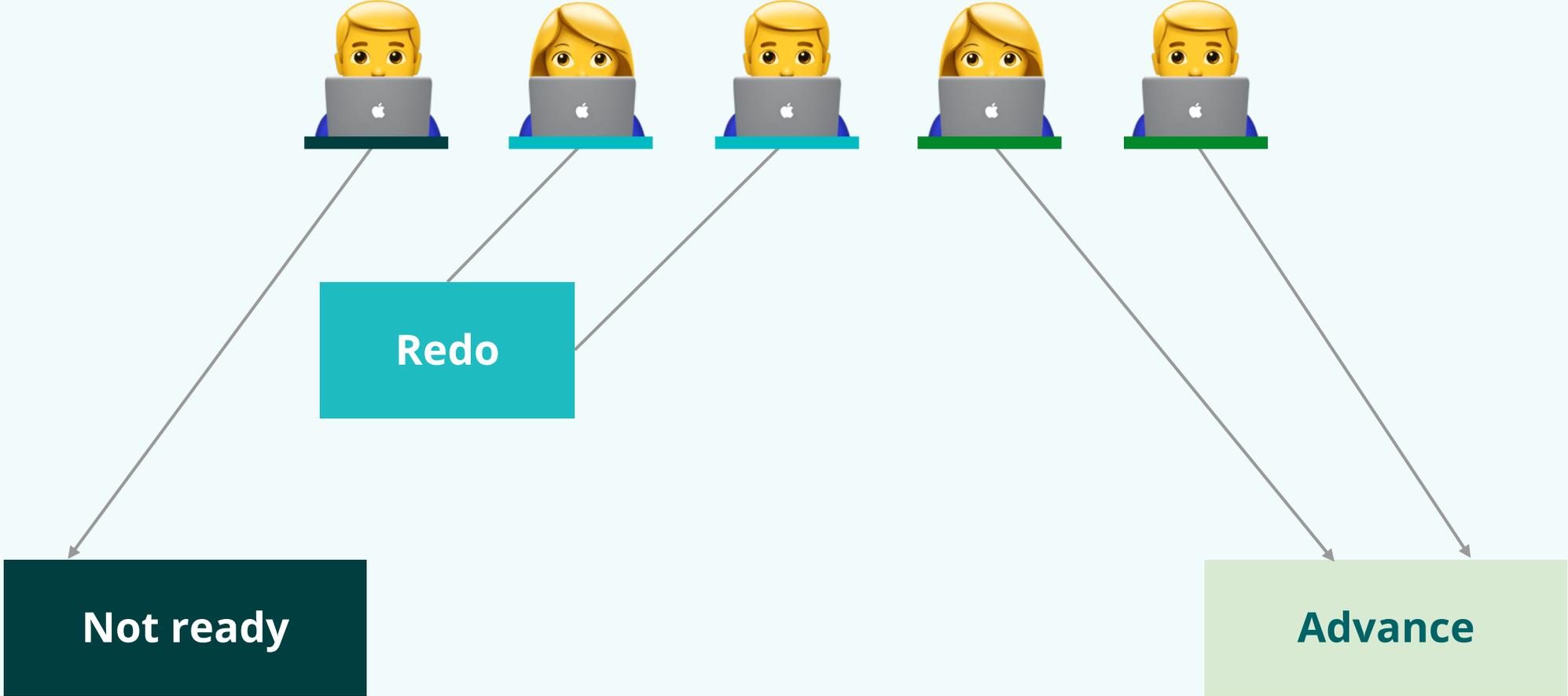
**Clap if you can't tell the difference
between a candidate that chokes and a
candidate doesn't meet the bar?**

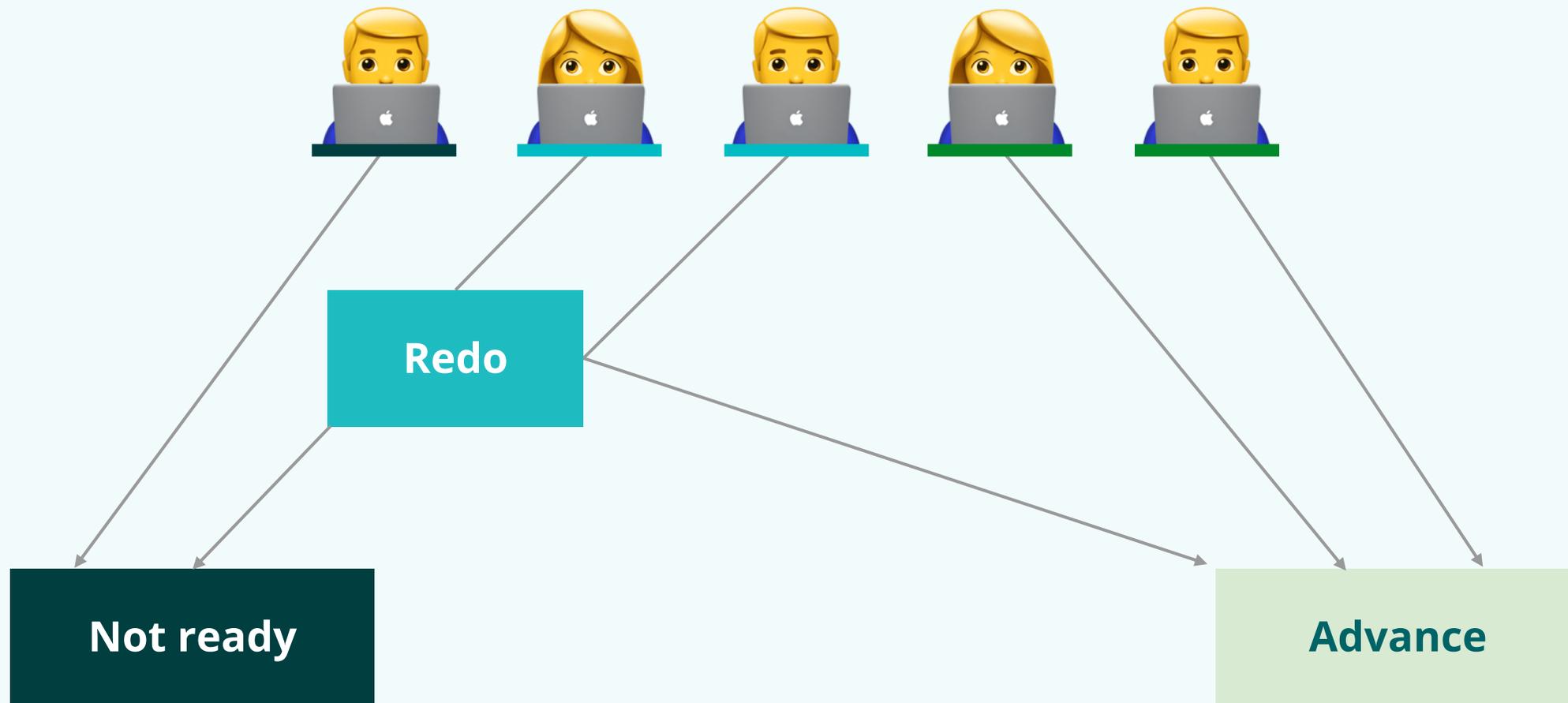
Redos to the rescue!

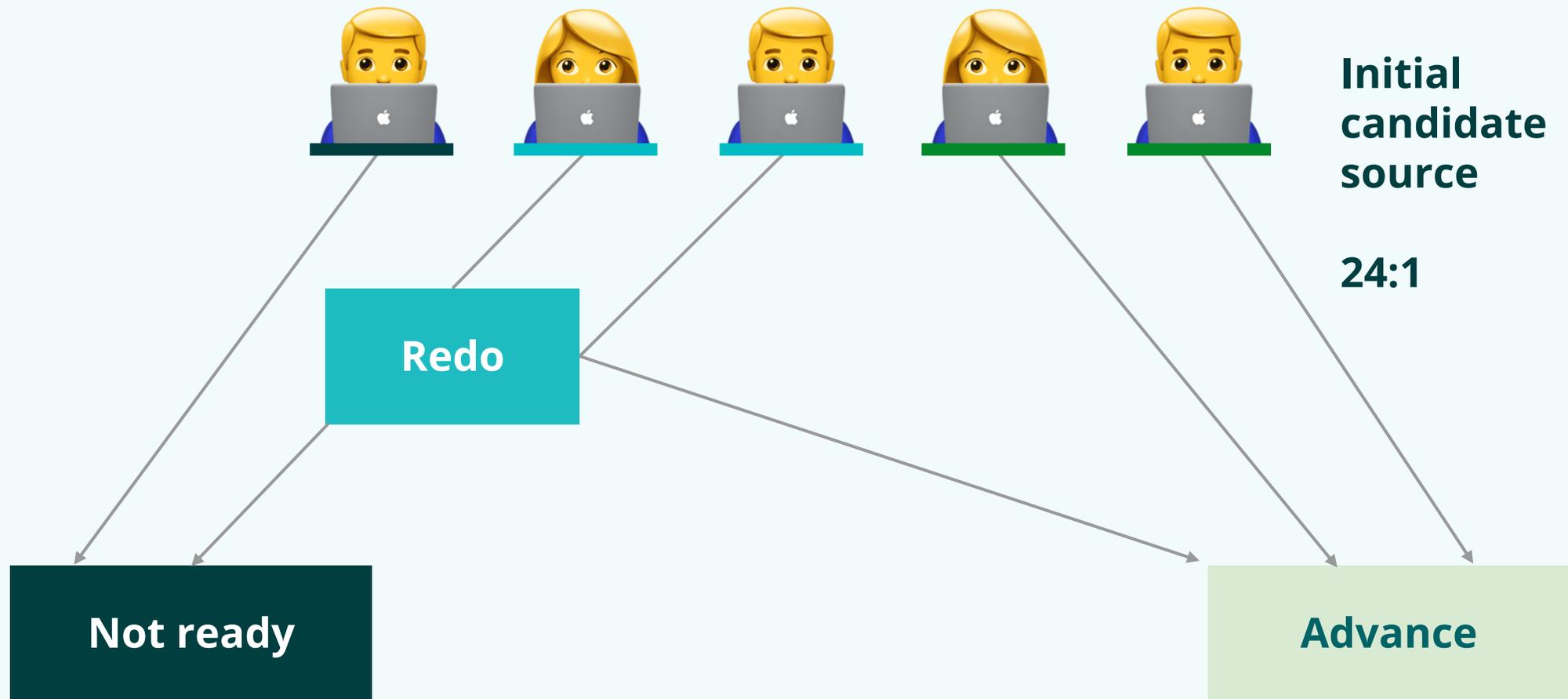


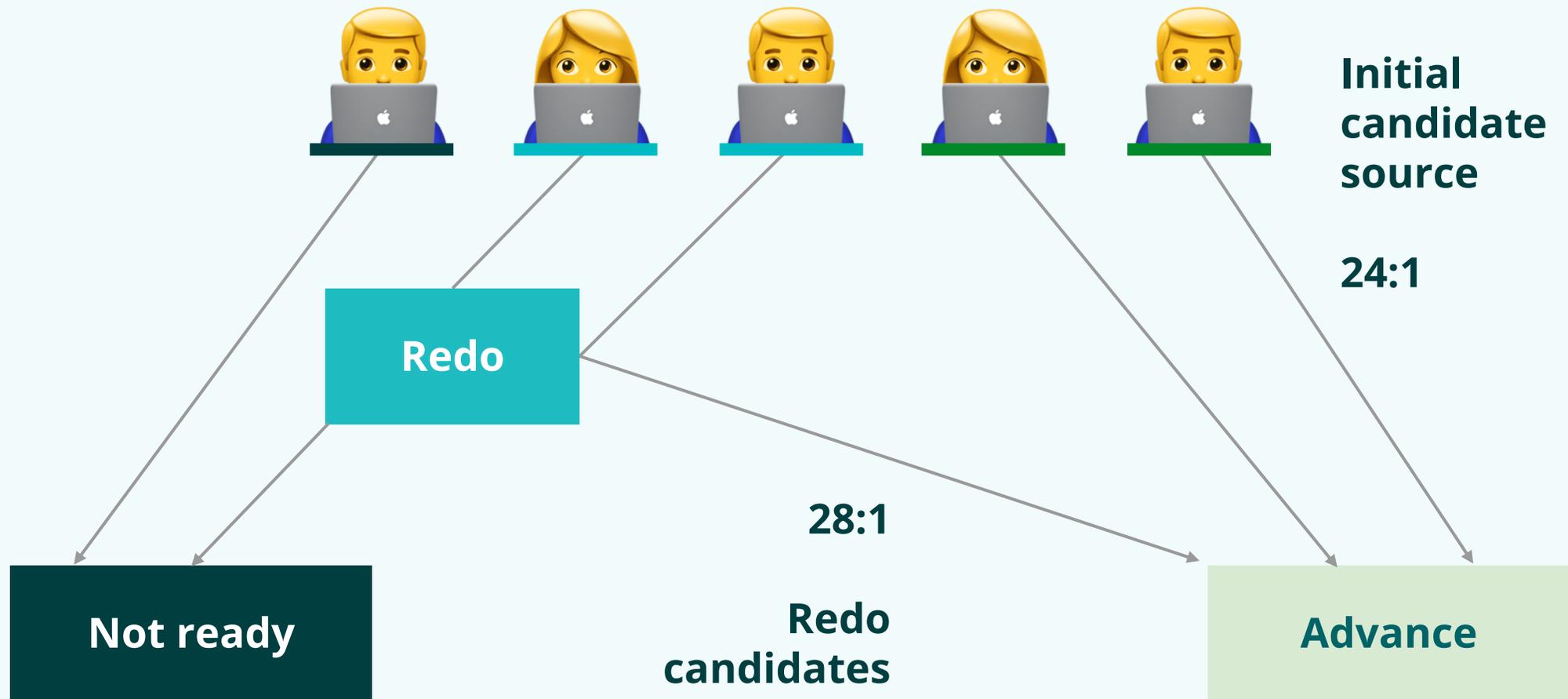




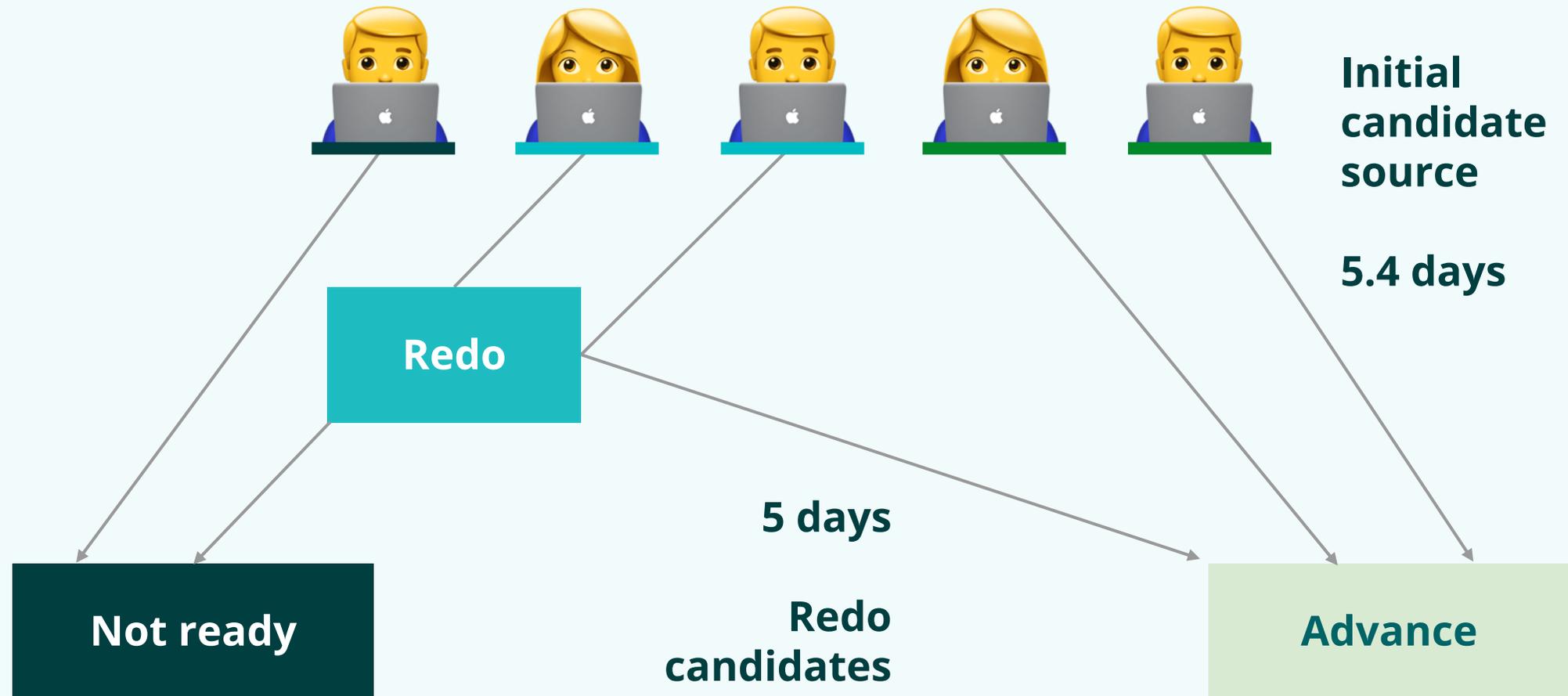








Redos relieve candidate pressure



Today's agenda

Data Insight #1: Funnel metrics

Data Insight #2

How to make predictive hiring decisions

How to ask relevant questions

Questions

Today's agenda

How to make predictive hiring decisions

1. What are false positives/negatives?
2. What to watch out for
3. How to choose competencies

Example

Job Title:

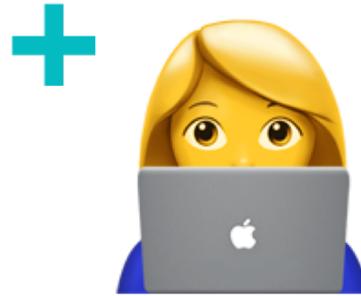
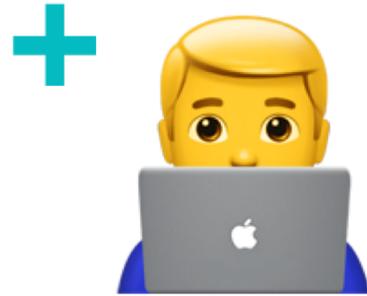
DevOps Engineer

Job Description:

Proficient in Chef



Example



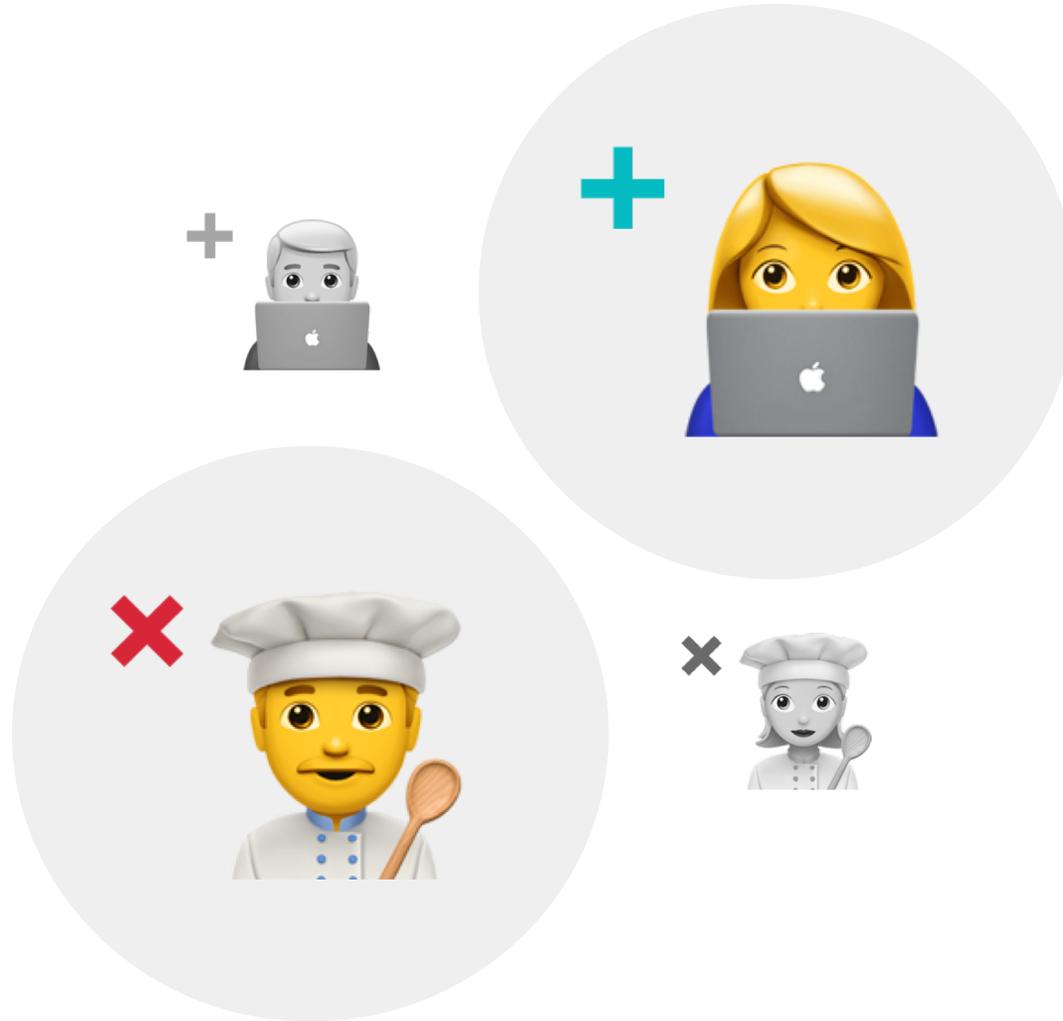
High DevOps skills



Low DevOps skills

Example

Highly connected
professional
network



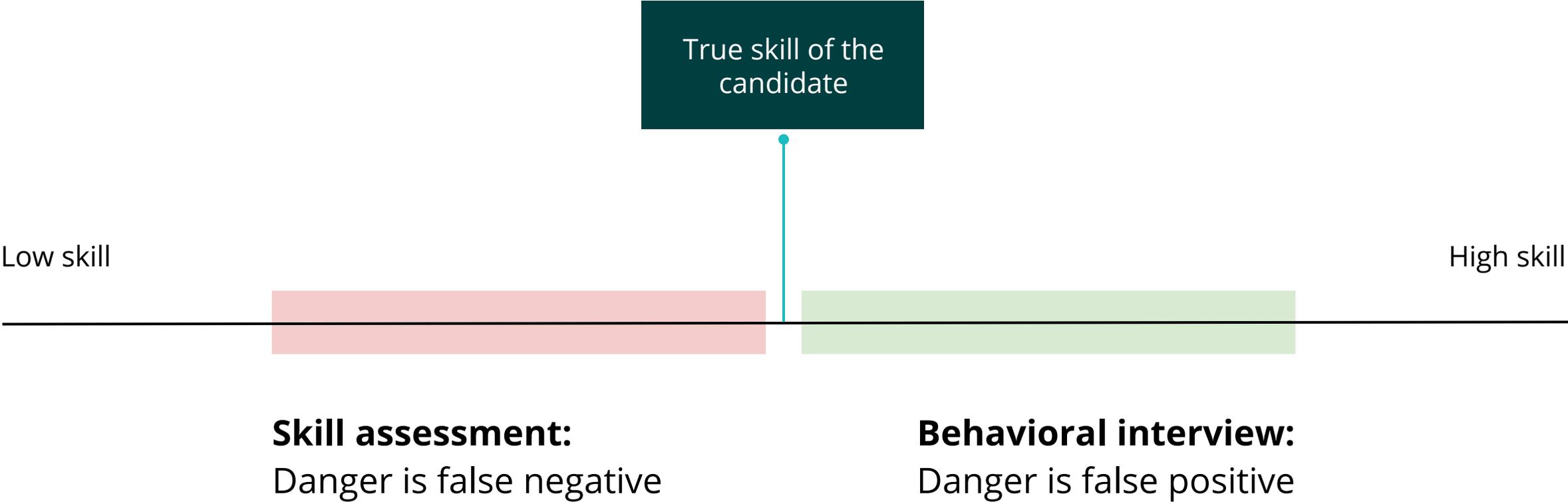
First in professional
network

Today's agenda

How to make predictive hiring decisions

1. What are false positives/negatives?
2. What to watch out for
3. How to choose competencies

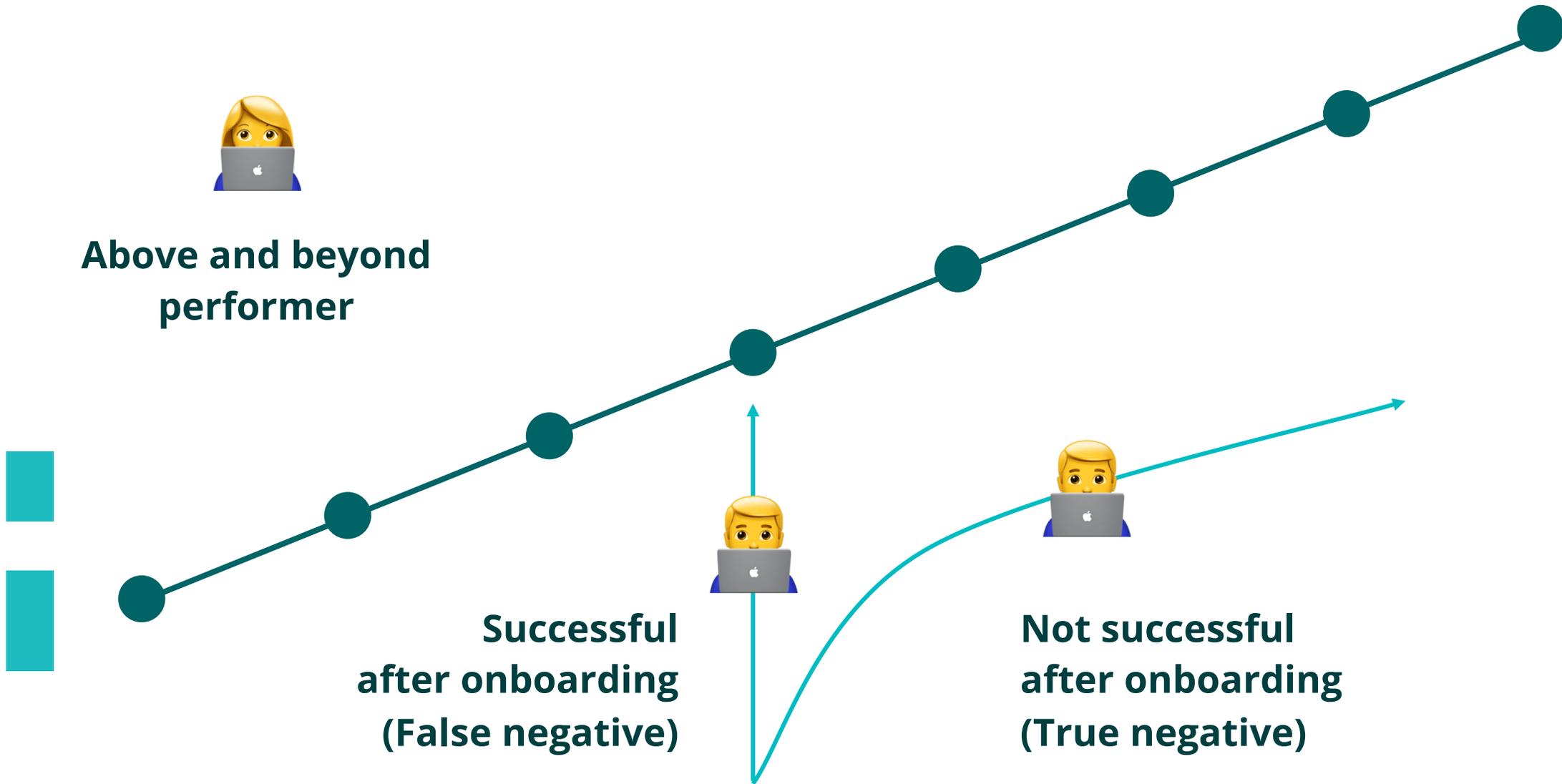
What to watch out for



Today's agenda

How to make predictive hiring decisions

1. What are false positives/negatives?
2. What to watch out for
3. How to choose competencies



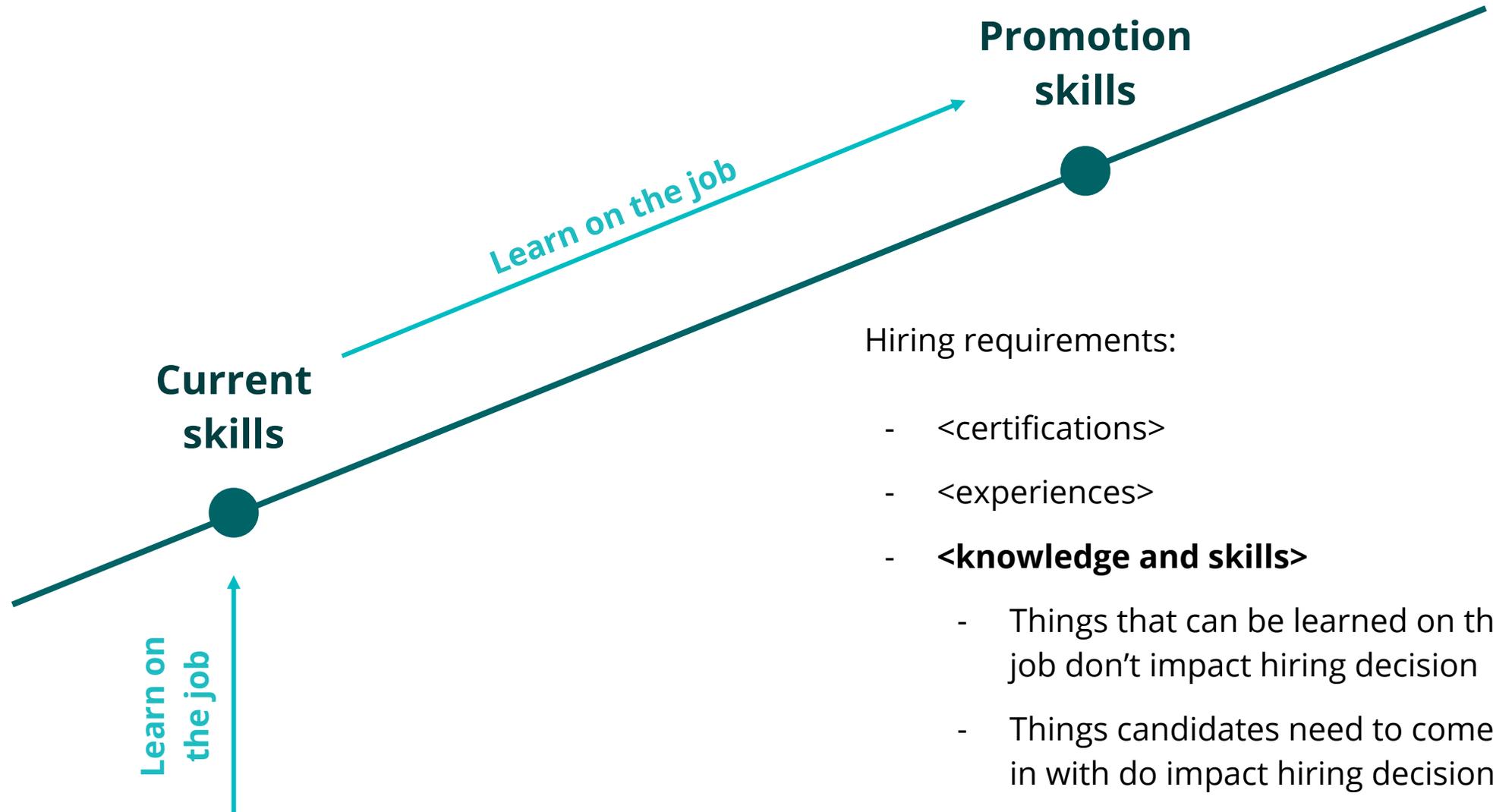
Job description:

What you'll do on the job:

- <responsibilities>
- <behavior>
- <results>
- <processes and working styles>

Hiring requirements:

- <certifications>
- <experiences>
- <knowledge and skills>



Hiring requirements:

- <certifications>
- <experiences>
- **<knowledge and skills>**
 - Things that can be learned on the job don't impact hiring decision
 - Things candidates need to come in with do impact hiring decision

Today's agenda

How to make predictive hiring decisions

1. What are false positives/negatives?
2. What to watch out for
3. How to choose competencies

Question calibration

(Scientific process, wonky graphs)

1

Identify
competency
and signals

2

Test and refine
question using
calibrated
candidates

3

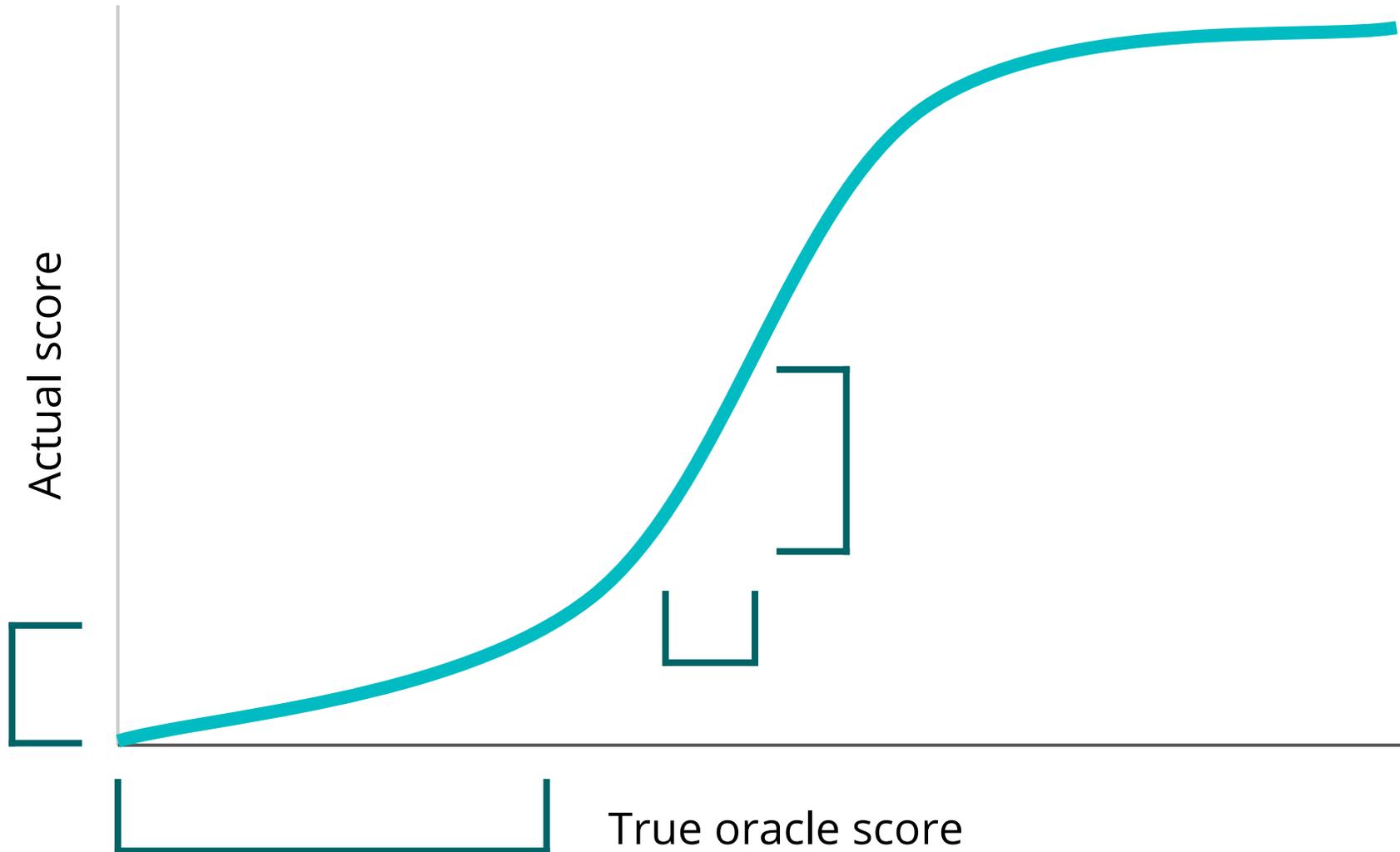
Publish question
for real candidate
interviews

4

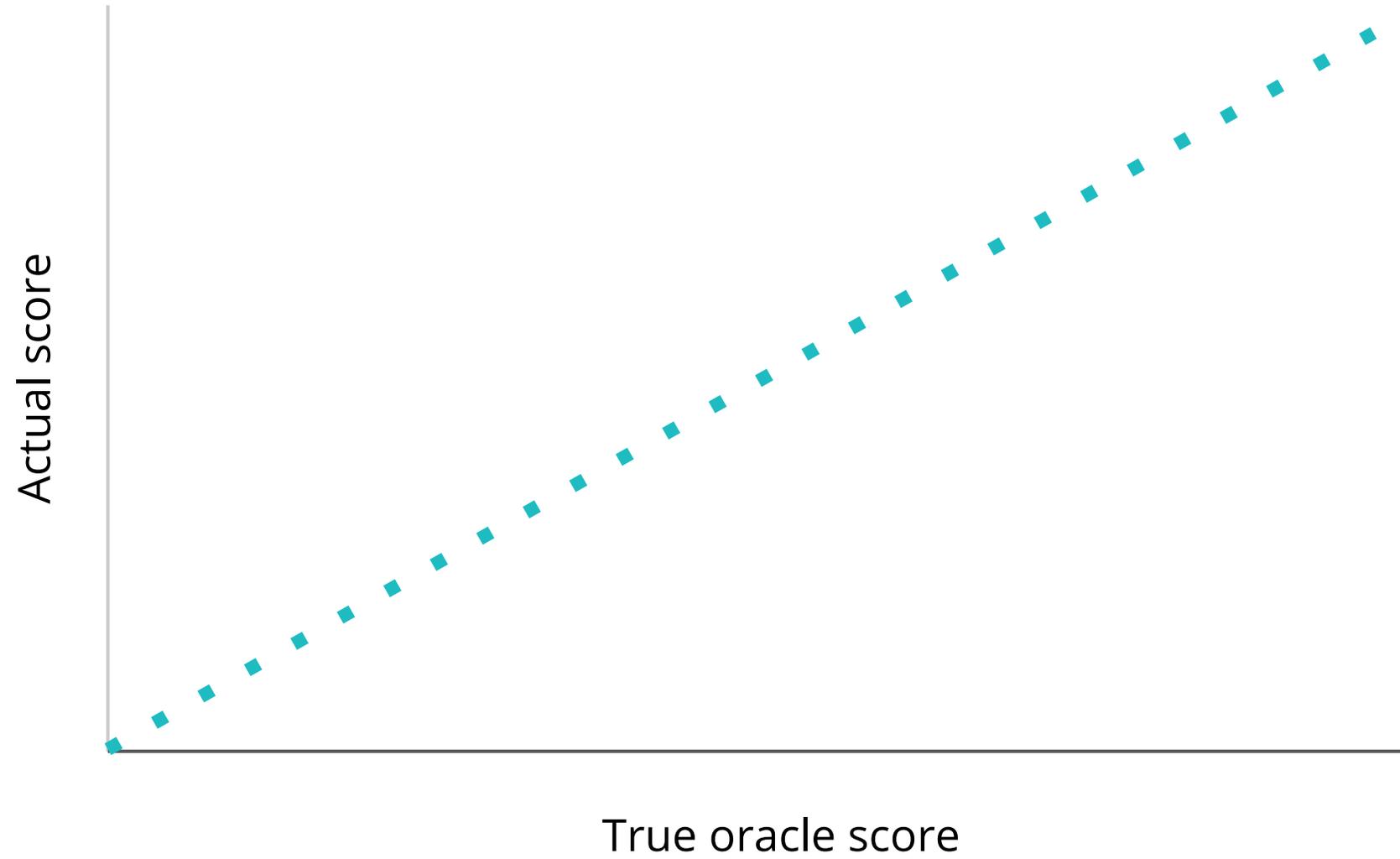
Monitor question
performance:
calibration, retire



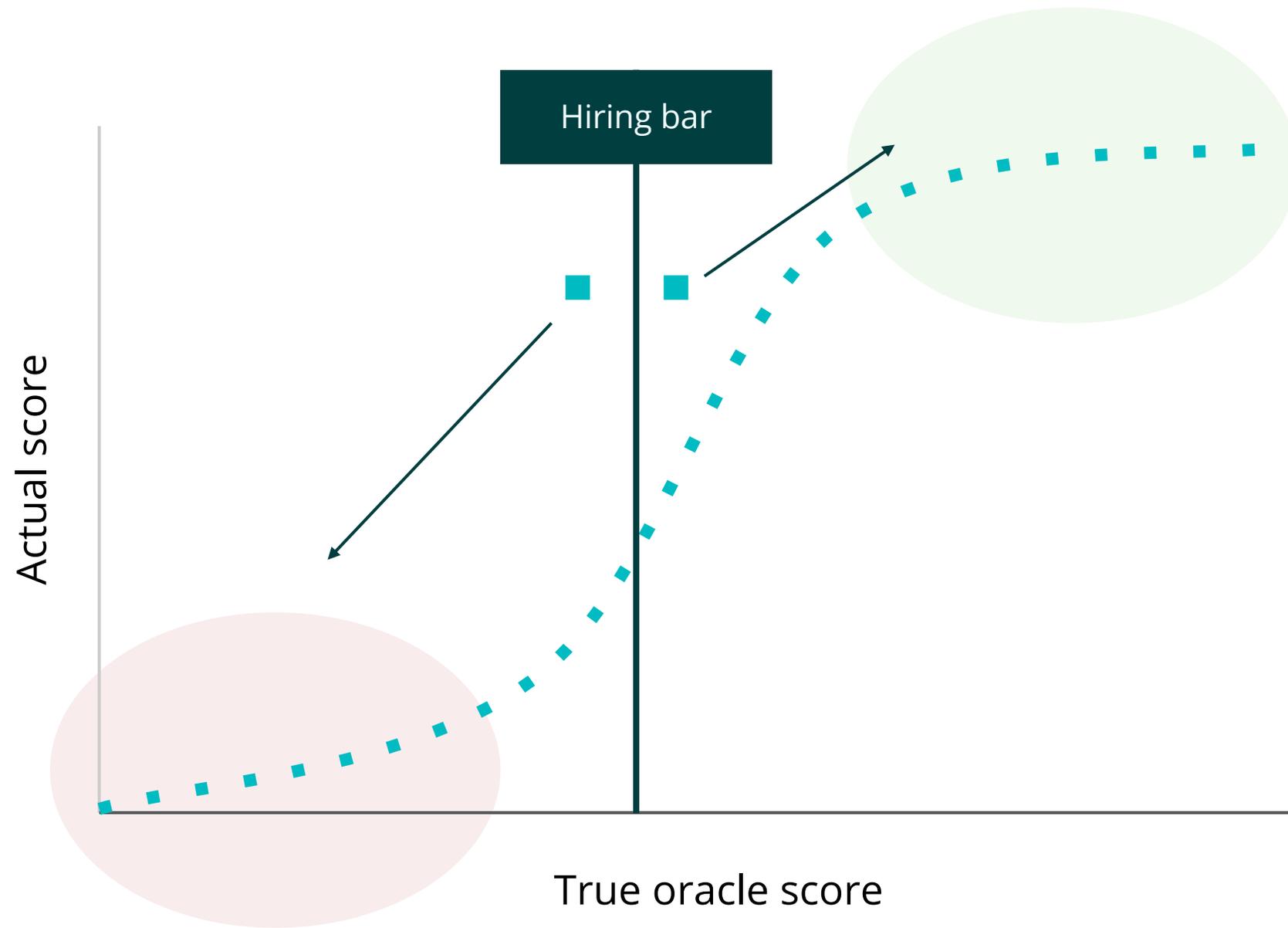
k^{\wedge}



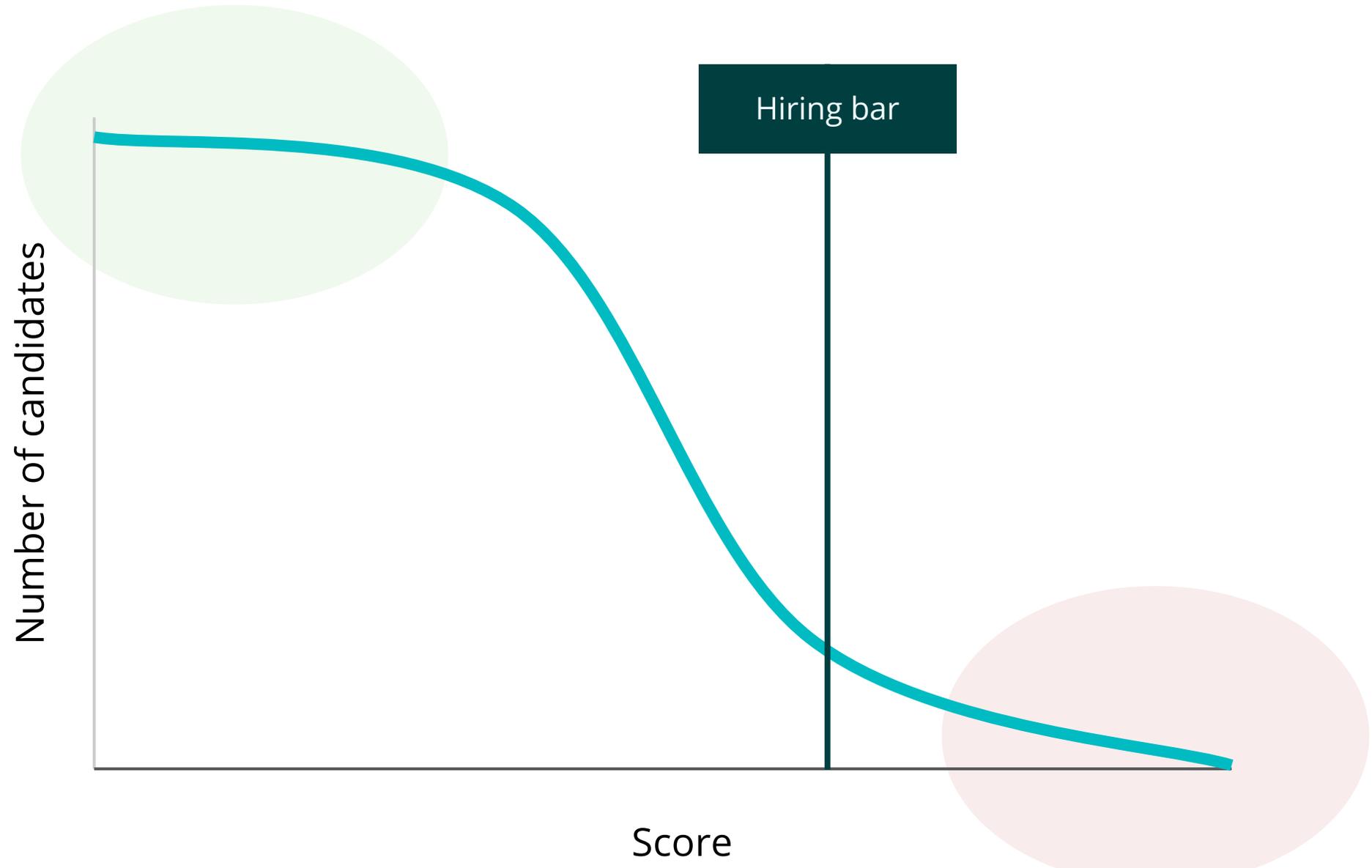
k^{\wedge}



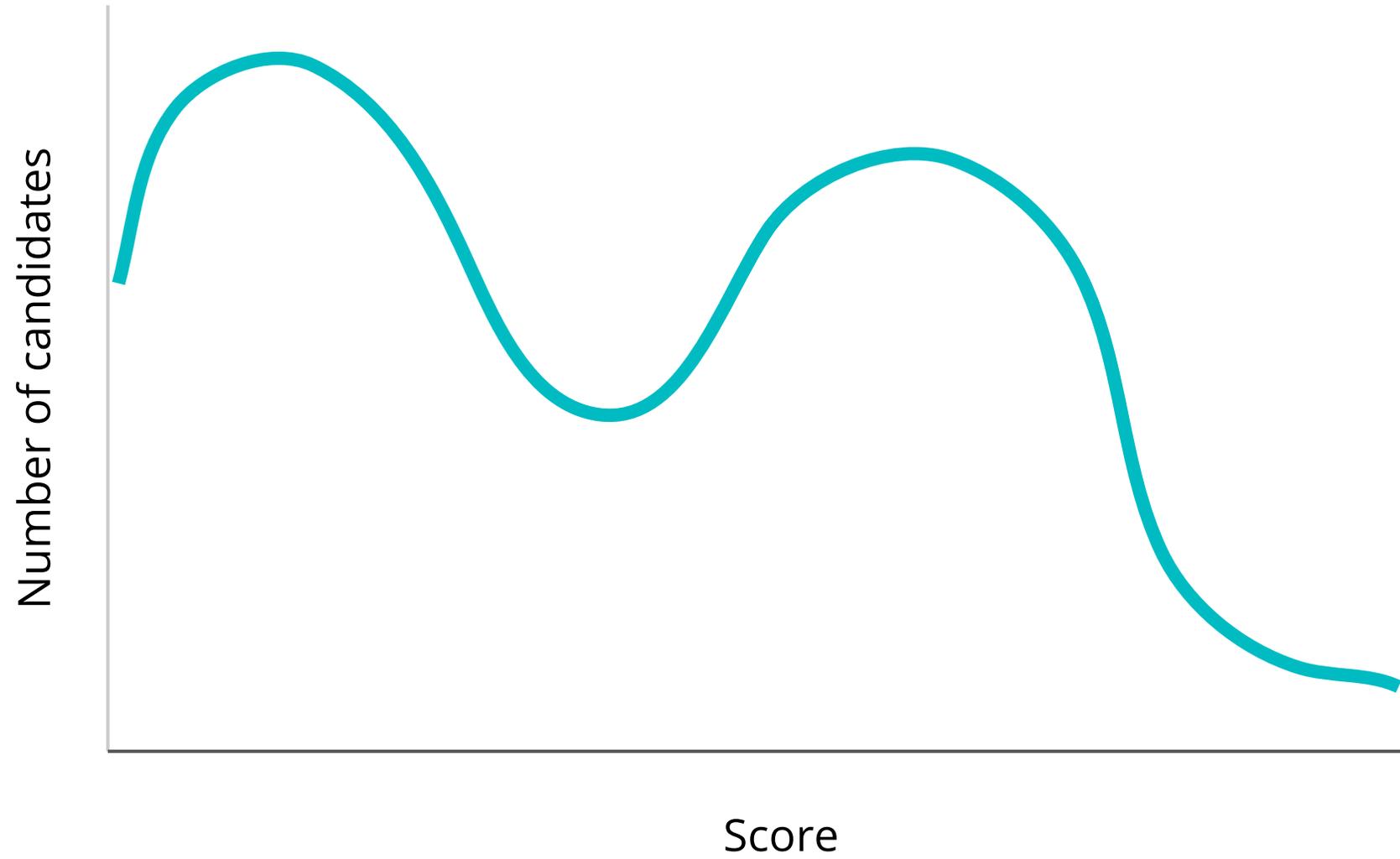
k^{\wedge}



k^{\wedge}



k^{\wedge}



k^{\wedge}

Summary of question best practices

Best practices for questions

- List the competencies being assessed
What is the objective/signal of the question? What is noise?
(i.e. context, split)
- Remove noise (i.e. context, noise)
- Assess one thing at a time
- Create template/checklist for question guide:
 - Common approaches
 - Common pitfalls
 - Test cases
 - Hint progression & impact
- Beware candidate choice in multi-part questions

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Thank you. Any questions?

Free workshops:

Predictive hiring
Question creation

Interview communication
Structured write-ups

