



## CREATE ANONYMOUS AUDITION SCENARIOS

Review resumes and/or applications without names listed. Redact names in addition to any demographic, content, or otherwise identifying information.



2

Consider transferable and related experiences that may fall outside of the desired skill sets or experiences.



## UTILIZE AN ASSESSMENT RUBRIC

4

Be consistent and use the same set of questions for each candidate, include interviewers with diverse skill sets for team interviews, incorporate behavioral questions to gain insight into the job candidates' past experiences, ensure all interviewers are also aware of what questions they cannot ask.

5

Avoid prematurely labeling any candidate as the "most promising" until all candidates have been interviewed. Debrief as a search committee/interview panel to identify strengths & weaknesses for all candidates. Collect feedback from all individuals who interacted with the candidates.