



# 7 Ways to Win the Battle for Talent

In 2021, with unemployment in IT plummeting to 2%, the battle for talent is accelerating. To compete in this economy, companies need to adapt their recruiting process to the new candidate market, where talent is passive and requires a different approach.

## 1 Write Candidate-Oriented Job Descriptions

Use traditional titles like 'lead' or 'senior' instead of unconventional or fun titles like 'ninja' or 'rockstar' for improved search, and to appeal to more humble applicants.

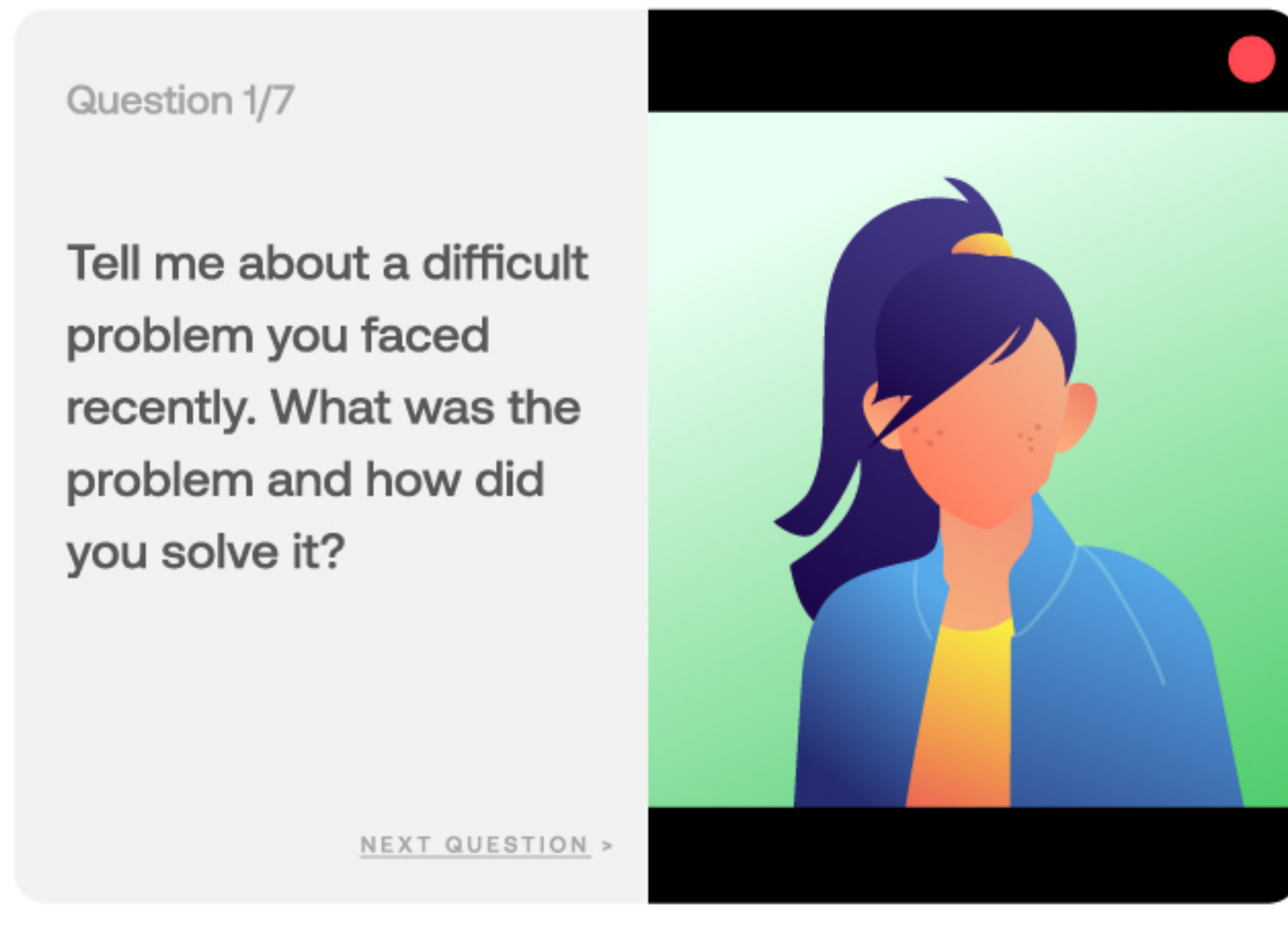


## 2 Screen Instead of Apply

Include a direct link to assessments and video screening questions within job posting so candidates can immediately begin the interview process. Create momentum and remove unqualified applicants out fast.

## 3 Skip Phone Screens

Ask a candidate to answer questions on video about open-ended topics. Spend 10 minutes instead of an hour.



## 4 Assess on Job Capability

Offer standardized digital assessments to screen for technical skills and culture fit.

## 5 Data on Thought Process

Watch candidates solve problems by viewing minute-by-minute playback of their coding challenges.

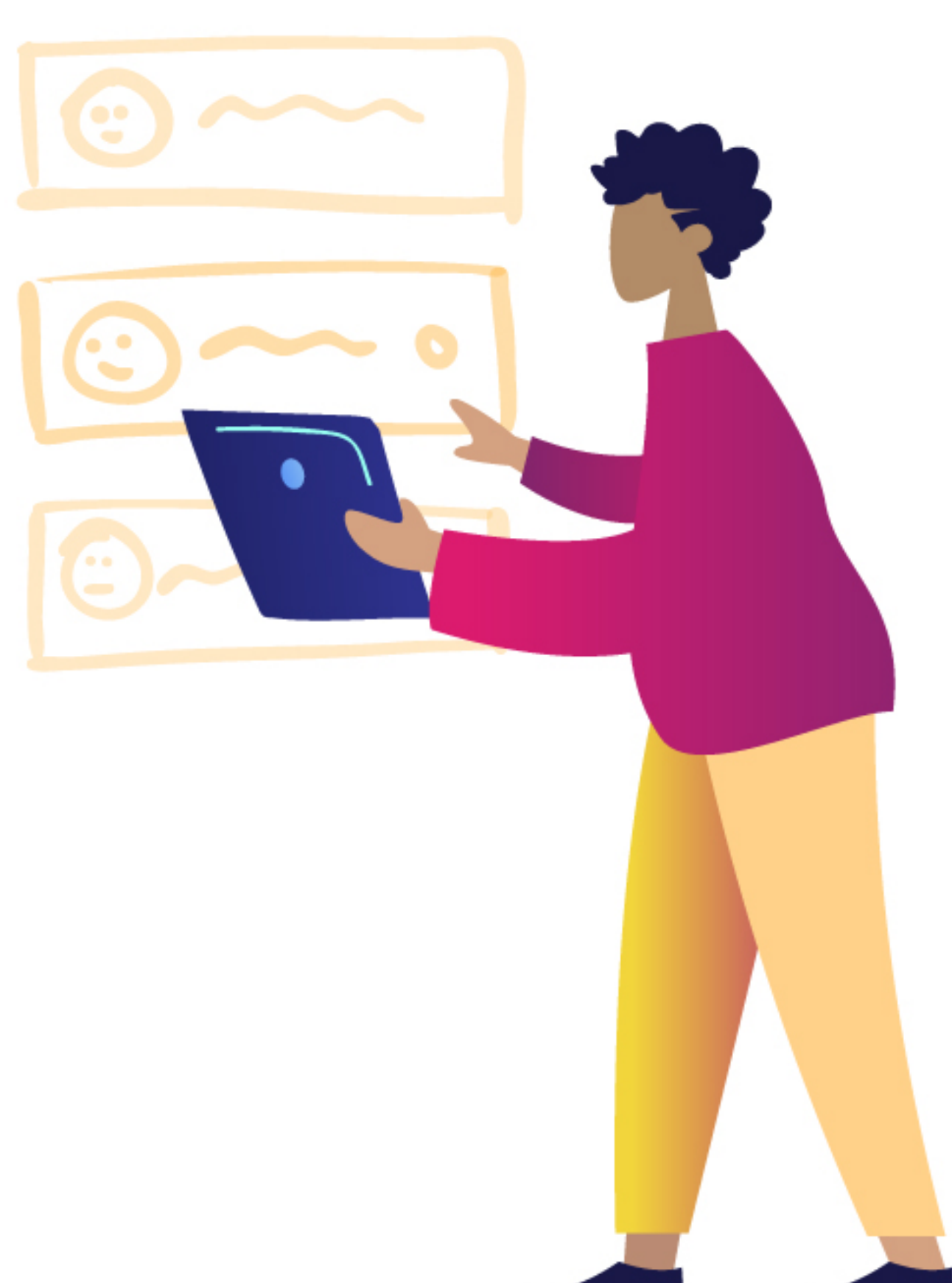


## 6 Fraud Protection

Identify cheating candidates - know if they searched for answers, got help from a friend, or masked their identity.

## 7 Make Offers Faster

Organize your interview team and create a streamlined process to mark approvals, leave comments, and collaborate with peers to make offers in days, not weeks.



Filtered's approach uncovers previously hidden applicant insights and measures their true match, not only to the job but with your business goals.

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