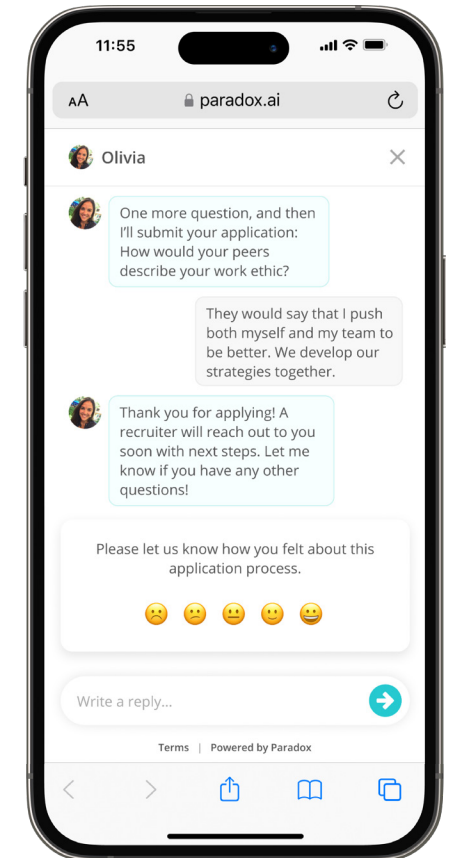
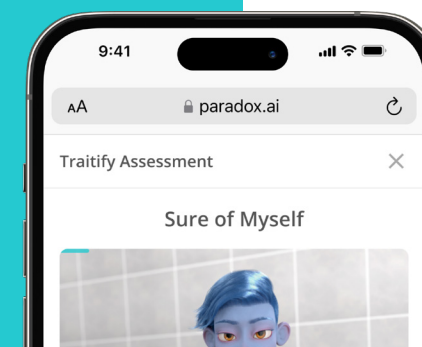
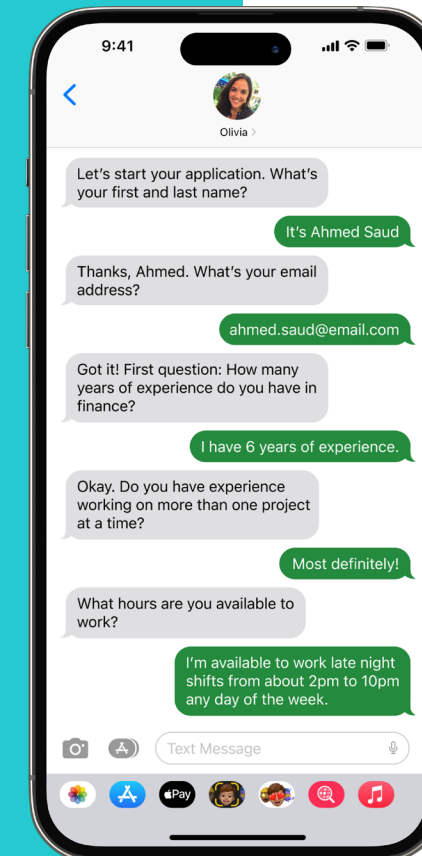
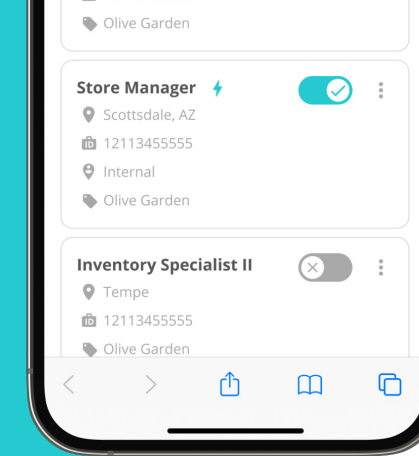




There is a DISCONNECT with AI use in hiring technology.

Based on the research from
**Harvard
Business
Review**





Recently, we partnered with Harvard Business Review to determine how and what senior leaders truly think about AI, automation, and the efficacy of their TA processes.

In the following studies, these organizational executives were asked what recruitment tools they most desired — ways that they could demonstrably improve their talent acquisition.

These were their top 5 answers.

46%

Screening or assessment software.

39%

Communication software.

36%

Data analytics.

34%

Better integrations.

33%

Real time applicant status updates.

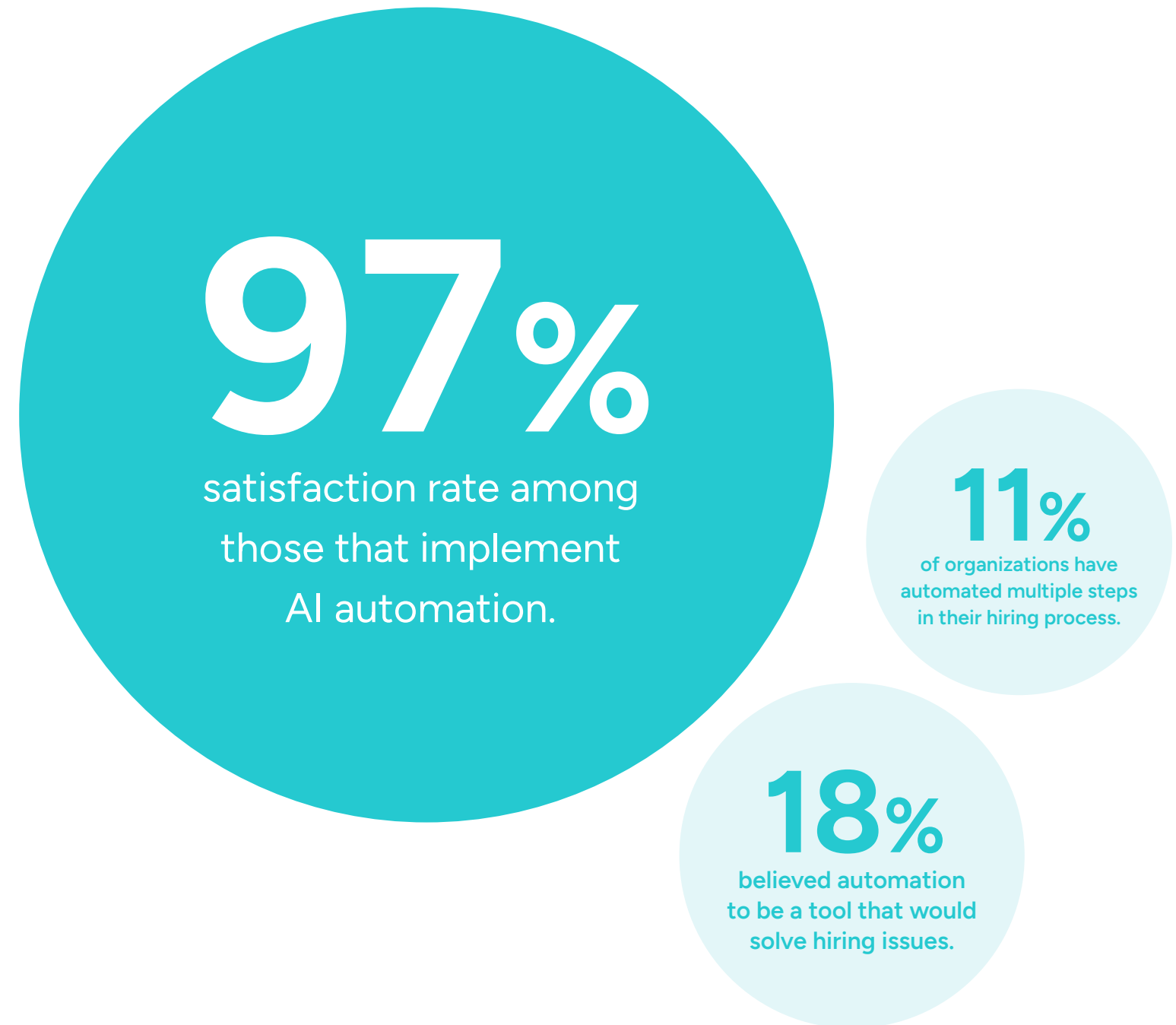
Something didn't add up.

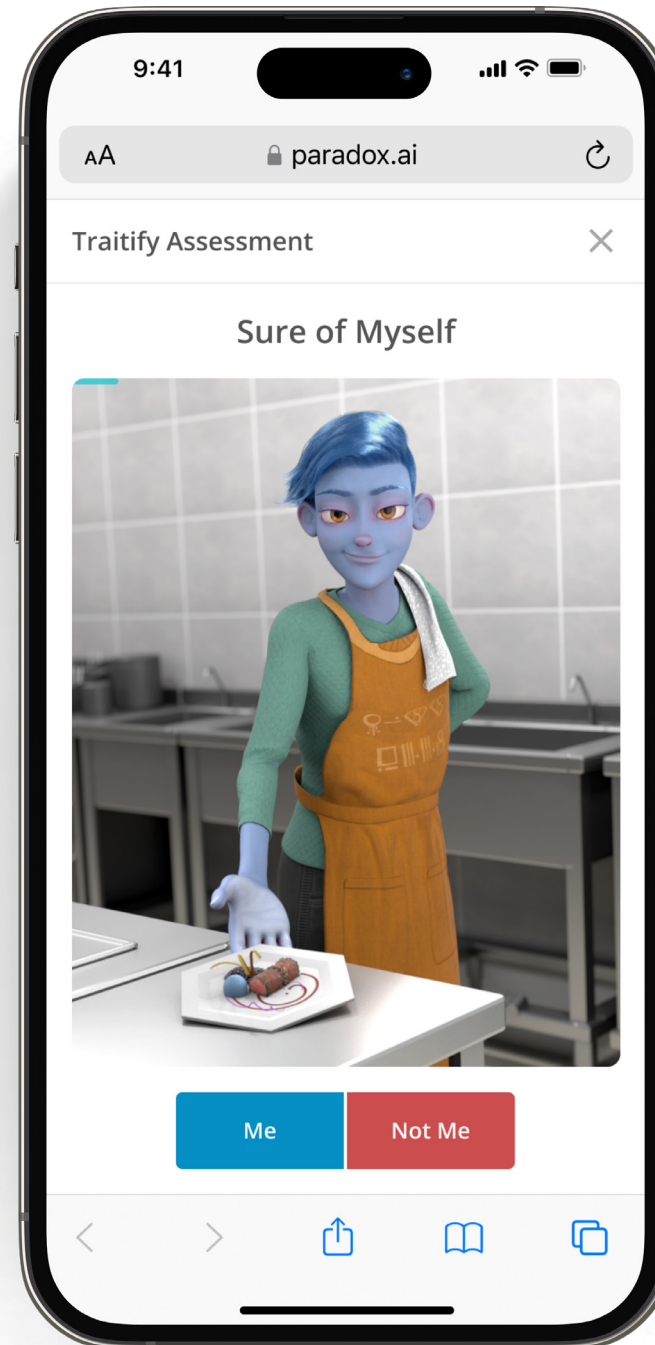
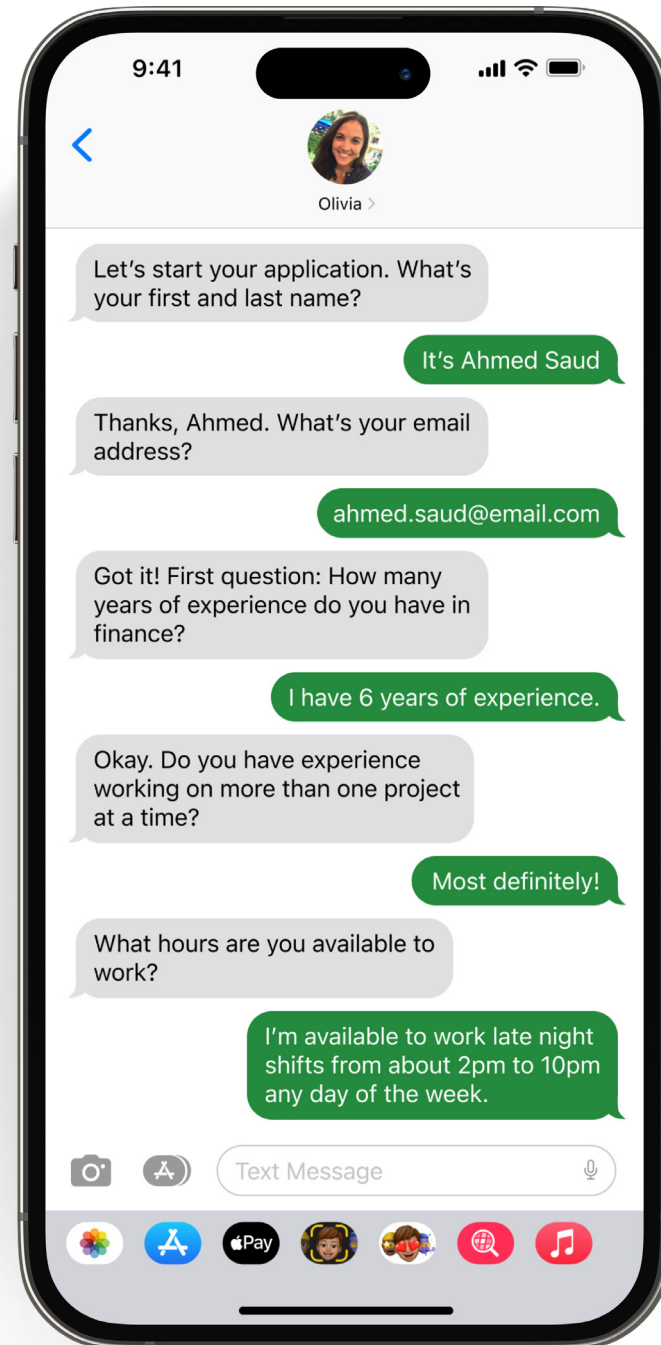
Less than a fifth of respondents wanted AI automation introduced into their hiring system, and only 11% have already taken steps to automate multiple areas of their process. Yet those that do are **almost universally satisfied with the results.**

What gives? There are many possible outcomes, but we like to believe that **many leaders out there just don't know about the power of AI.**

Automation, in the form of conversational AI, functions as all 5 of organizations' most desired tools — leaders just don't know it yet.

Here's why you should add conversational AI into your tech stack.





Screening and assessments.

It's natural that organizations would want to improve their top-of-funnel processes — if you can speed up the pre-interview part of the job application, without sacrificing the quality of your hires, you're pretty much guaranteed a positive ROI.

Conversational AI will automatically respond to interested candidates, 24/7, and begin an initial screening process.

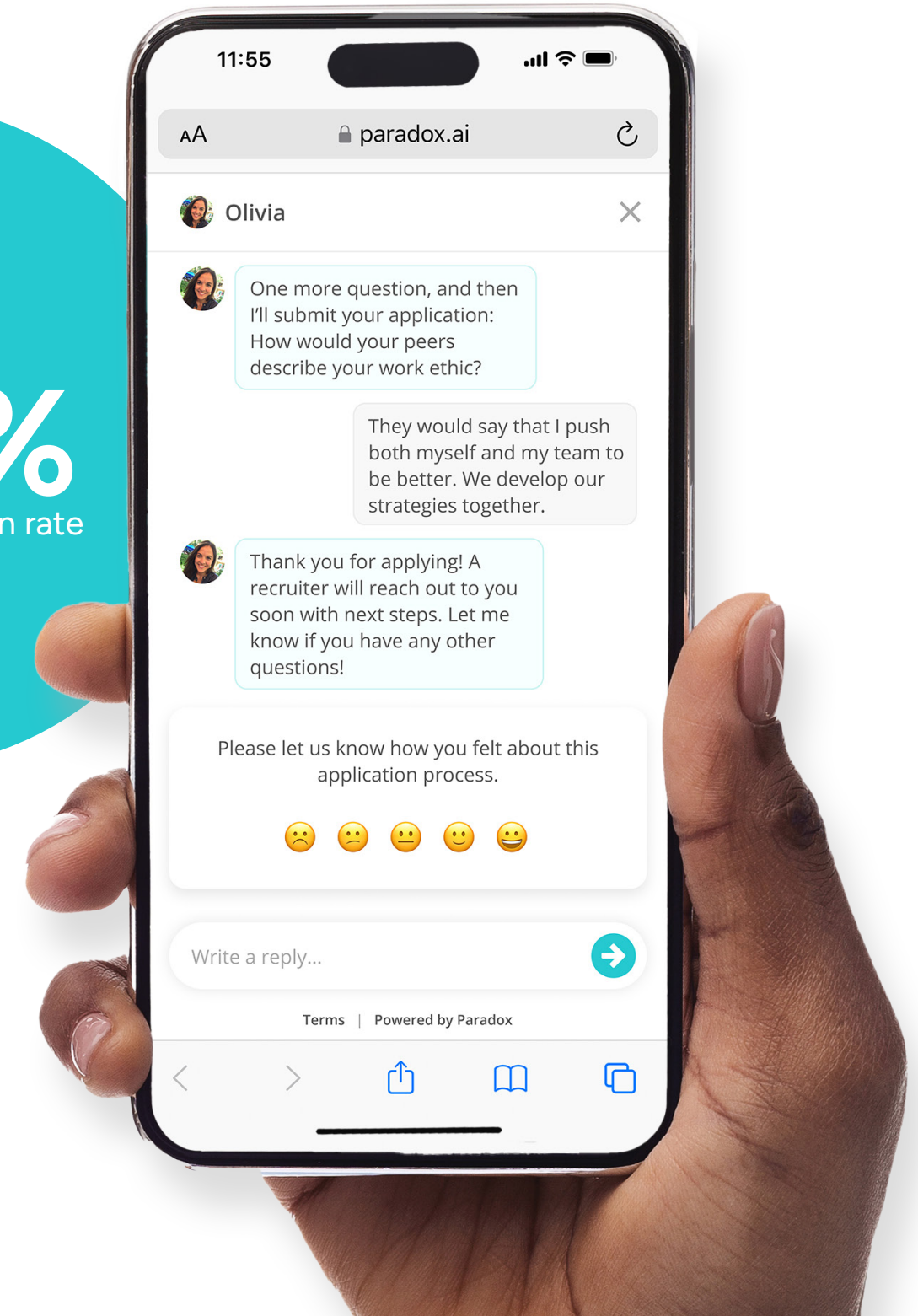
Post-screening, candidates are driven to take a 2 minute personality assessment that lends thoughtful context to the employer — ultimately **reducing turnover of new hires.**

Candidate communication.

Conversational AI makes all communication as simple as sending a text, whether on SMS, WhatsApp, or your career site.

But beyond the simplicity of speaking to candidates, **there's also a focus on providing the right kind of communication.** AI assistants are able to answer any question that candidates may have, while also serving them relevant content, ensuring that no candidate is ever left in the dark.

After the hiring process, a survey component is implemented to **let candidates give feedback on the entire process** — this improves all future communication.

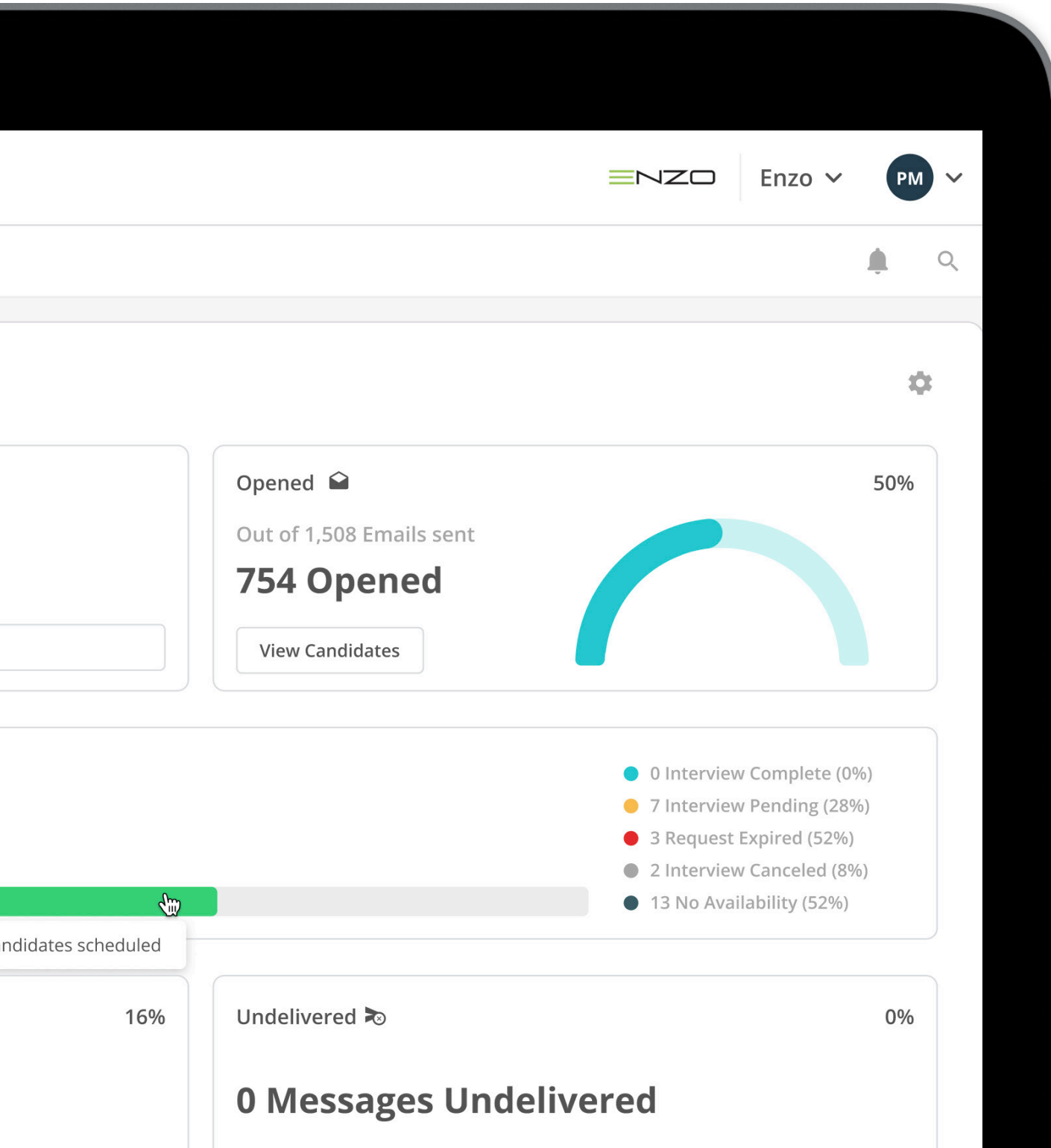


Data visibility and consolidation.

It doesn't take a TA expert to know how data can be valuable in the hiring process.

Information about all of your candidates is collected and stored in a simple dashboard to **help you make better decisions**. You can also discover insights about your candidates to better inform what type of people become the most successful employees.

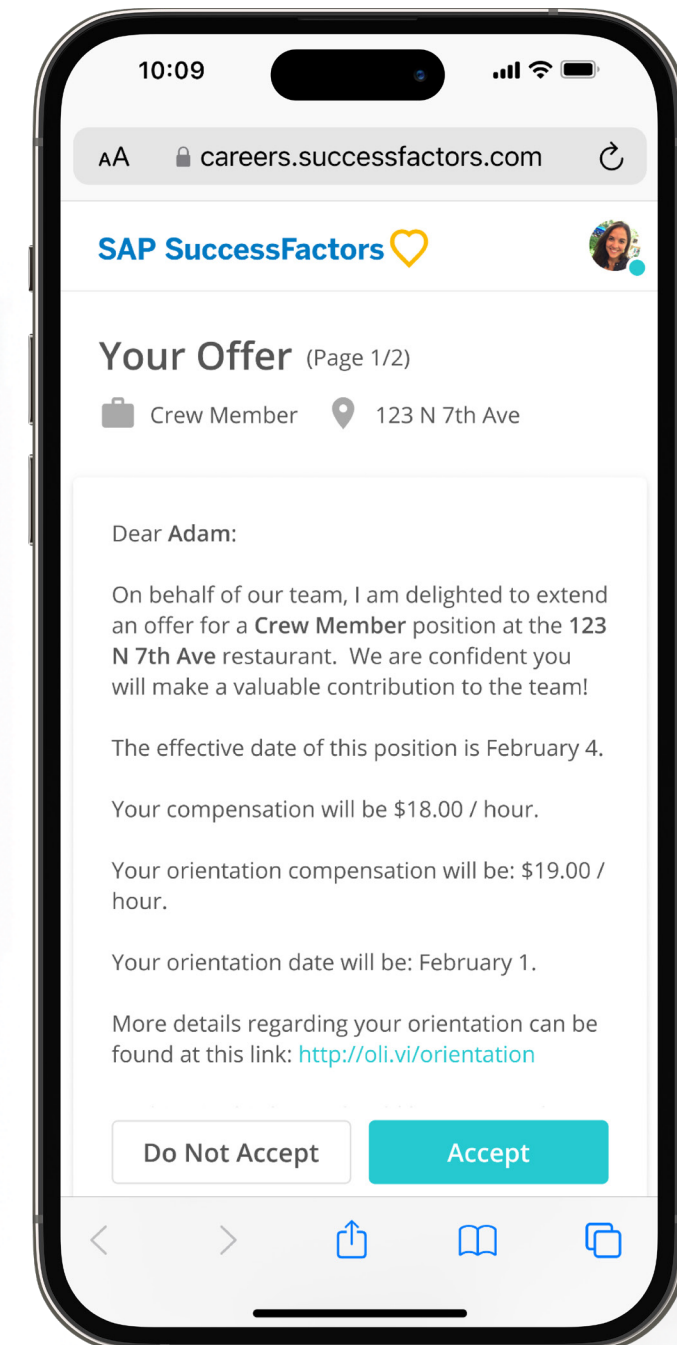
Southern Rock Restaurants, a franchise group of 150+ McAlister's Delis, used these analytics to optimize their job advertising spend. Because of that increase in efficiency, Southern Rock is **saving \$840,000 a year**.

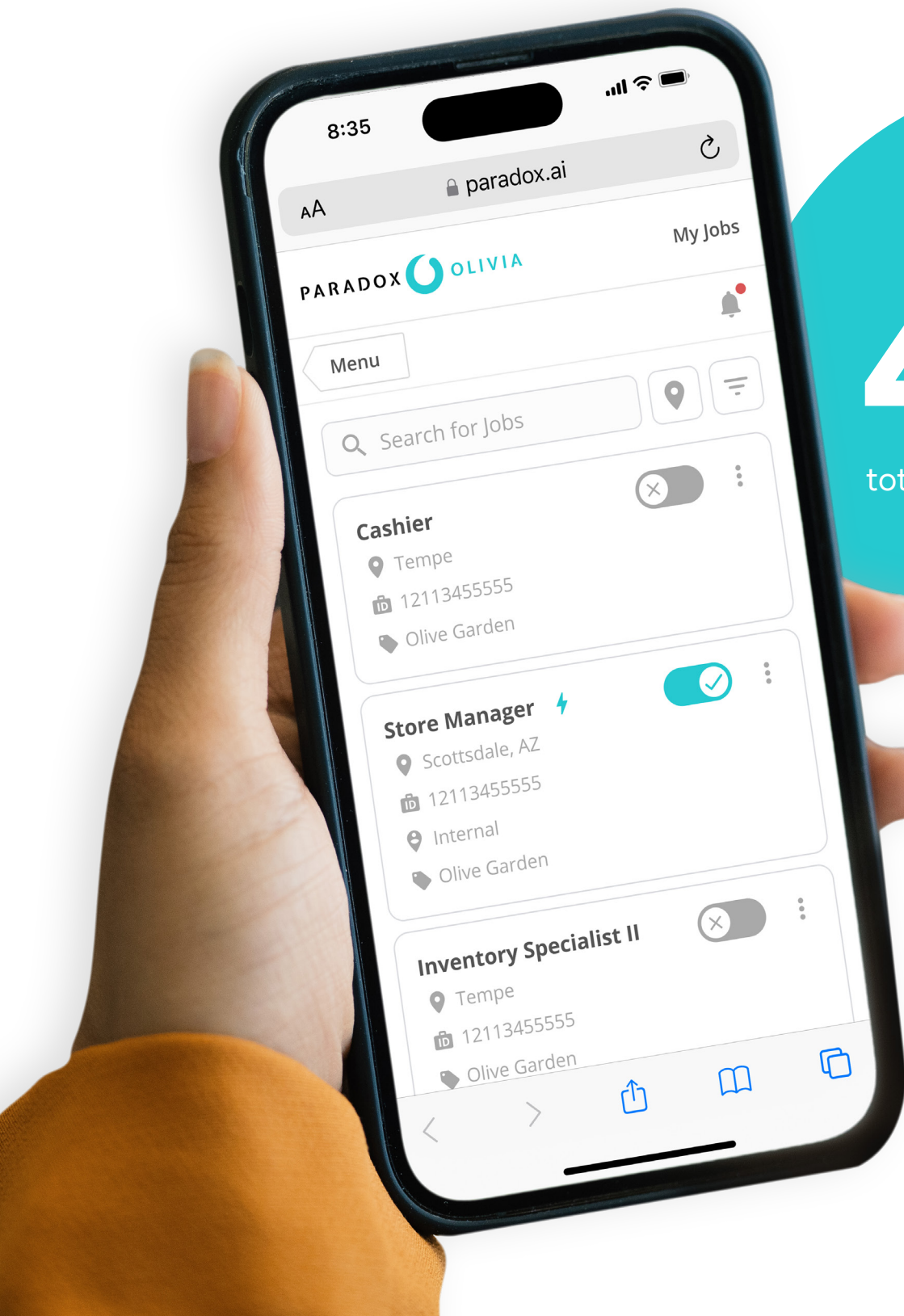


Enterprise-level integrations.

Paradox integrates **directly with Workday and SAP SuccessFactors** to add intelligent automation, including two-way texting, candidate screening, and interview scheduling to help clients around the world save time — and money — with conversational experiences that candidates, recruiters, and frontline managers love.

Best of all, **you never have to leave the platform** your team has already been trained to use, minimizing change management.





48hr

total time to hire for some
Paradox clients.

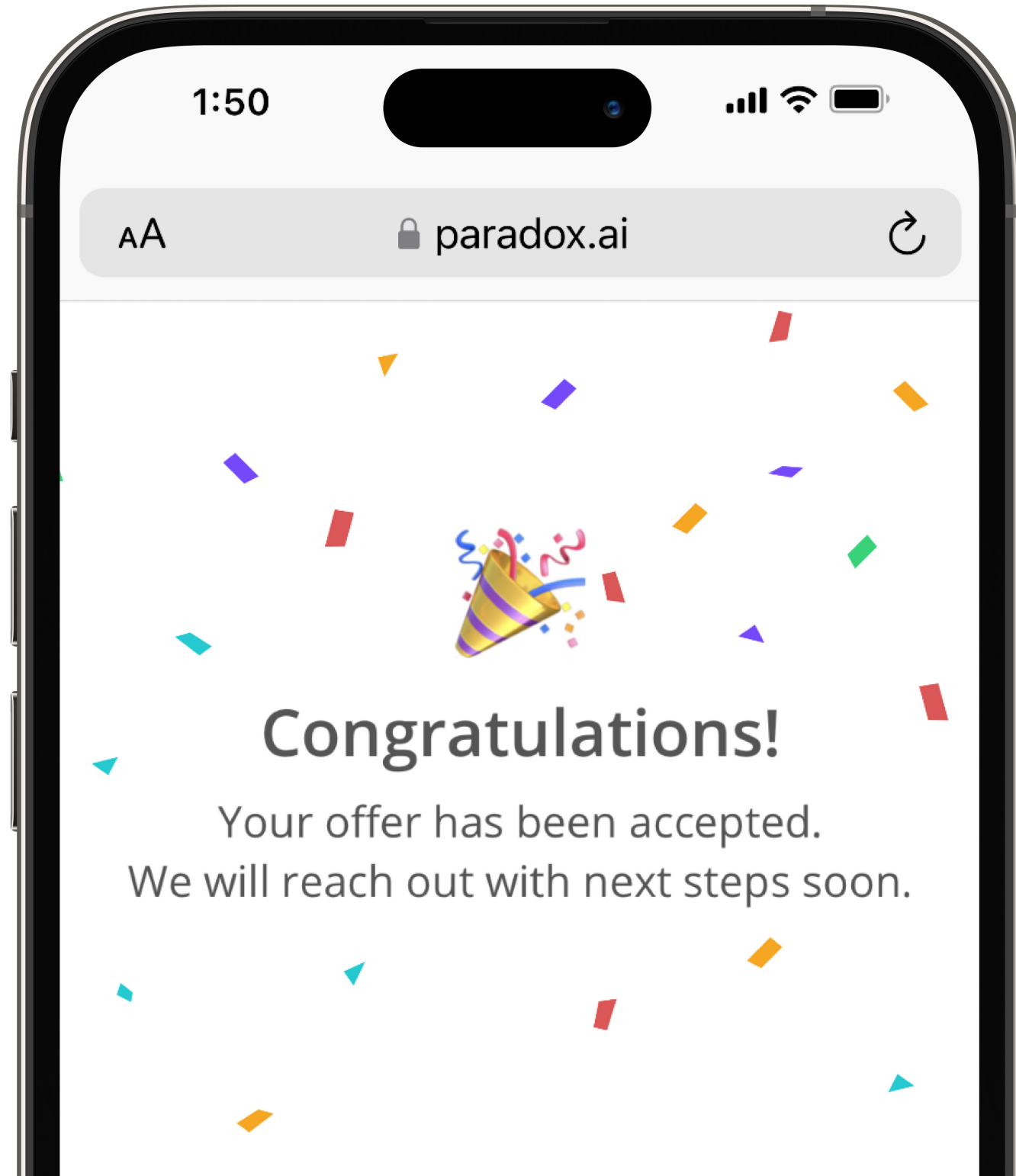
24/7 candidate management.

54% of candidates apply outside of traditional business hours and on weekends. Paradox ensures that no matter what time they reach out to apply for a job, **they will instantly be engaged.**

On the employee side of things, your team is able to manage which roles are open with the click of a button, 24/7. Should they not want specific aspects of the hiring process to be automated, it's no problem. With Paradox, every step can be as manual or as automatic as your team prefers it to be.

Consistent ROI, and then some.

If our partnership with Harvard Business Review proved anything, it's that automation *belongs* in the TA tech stack. Conversational AI supercharges that automation, and helps you hire better talent, faster, while reducing your manual workload and spend.



paradox.ai

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