**Email Template: Using InVista Select Results for Hiring Decisions**

 **(from HR to Decision Maker)**

Subject: Importance of Using Assessment Results in Hiring Decisions

Dear [Decision Maker's Name],

In our hiring process, we strive to accurately, objectively, fairly, and efficiently evaluate our candidates to find the best talent for our organization. To support this goal, we have implemented a new assessment tool. I am reaching out to share the importance of incorporating assessment results into our hiring decisions, which can greatly benefit our process, workforce, and organization.

Here are some key points highlighting why we use assessment results in our hiring decisions:

* **Understand Candidates:** Our assessment results provide insights into our candidates’ personalities and how they manifest themselves in the workplace. This information is difficult to discover from resumes and interviews alone.
* **Objective Evaluation:** Assessments provide an objective way to evaluate candidates' suitability for our organization. This helps us make data-driven decisions rather than relying solely on instincts.
* **Performance Prediction:** A well-designed assessment can accurately predict a candidate's future job performance. By considering assessment results, we increase the likelihood of hiring individuals who will excel in their roles and contribute positively to the organization.
* **Reduced Bias:** Assessments help mitigate bias in the hiring process by focusing on work-relevant criteria rather than extraneous personal information. This promotes fairness and diversity in our workforce, aligning with our commitment to creating an inclusive environment.
* **Time and Cost Savings:** Utilizing assessment results can lead to more efficient hiring processes by reducing your time spent on interviewing unsuitable candidates. This ultimately saves costs associated with recruitment and training.
* **Enhanced Candidate Experience:** By following a standardized process, we demonstrate to candidates that we value their time, they know what to expect, and they perceive that all candidates are evaluated consistently.

I ask that you integrate the assessment results into your hiring decisions as an early step in the hiring process. The following steps will consider other relevant factors such as experience and additional qualifications. This multiple-hurdle approach will enable us to make informed choices that align with our organizational goals.

I would be happy to provide further information or conduct a presentation to illustrate the benefits of using assessment results. Your support and cooperation in this initiative are greatly appreciated.

Sincerely,

[Your Signature]