

LIVE SUMMIT • SEPTEMBER 15 • 9:30AM PST • ZOOM

HUMANITY IN HIRING.

Hire the right person, not just the right resume.

HOSTED BY Lindsay Stuiber

THE TALENT STANDARD

BEFORE WE START

VIBE CHECK.



Why we're here.

A quick temperature check before we get into the system.

DROP IT IN THE CHAT

**“What comes to mind when
you hear ‘Humanity in Hiring’?”**

The root cause.

It's urgency culture. When we're rushed, we default to what's comfortable — pedigree, gut feel, the resume that looks right. That's not a character flaw. It's what urgency does to a process.

Slow is smooth
Smooth is FAST

The costs.

- Cultural homogeneity
- Losing good candidates
- Friction with hiring teams
- Wasted resources
- Negative employer brand

Slow is smooth
Smooth is FAST

Be crystal clear about what you want from your systems.

AI readiness and implementation are now top priorities on VC scorecards. That pressure doesn't stay contained to product and engineering — it flows straight into how fast, and how carelessly, roles get filled.

Clarity reduces friction

What GREAT looks like.

Six stages, distilled from thirteen outcomes.

01	The role opens with a mission	and 4–5 outcomes that equal success (the business case)
02	The JD is the bar	what we advertise is what we assess is what we approve
03	Candidates & interviewers are clear from first touch	role, process, comp — no surprises
04	Interviews evaluate skills against a rubric	never gut feel
05	Offers land	because nothing in them is new information
06	The system pays it forward	talent brand, onboarding, 90-day reviews, workforce planning

Stage 1 is the hardest, most valuable skill in the system. Mission → outcomes → skills doesn't come naturally — most of this room is learning it live.

Where is it breaking for you?

Score your own company, live — System Self-Audit, 1–5 per stage.

- [] Roles open without real scoping, or requirements change mid-search
- [] Interviewers run on gut feel — no shared bar, no calibration
- [] Feedback and decisions stall while candidates walk
- [] Comp surprises kill offers after a full process
- [] I get blamed for outcomes I don't control
- [] AI noise and fake candidates are eating my screening time

“Two-thirds of this room breaks at intake. That’s exactly what my research found.”

Start with the scope.

One document, built once at kickoff, that works four jobs.

01

Source of truth

Anchors the search from kickoff to offer. Reduces delays, confusion, and misalignment.

02

Replicable & scalable

Build the framework once. Reuse it on every search that follows.

03

The gift that keeps giving

Becomes the framework for 90-day check-ins, performance reviews, and 1:1s.

04

Captures the right data

Feeds workforce planning, culture sentiment, comp philosophy, and more.

What it looks like.

The Role Scope — one page, filled out at kickoff, used everywhere after.

ROLE SCOPE

MISSION

Ship the payments migration by Q4 without a drop in checkout conversion.

OUTCOMES (4-5)

- Legacy payment rails fully decommissioned
- Zero P1 incidents in first 90 days post-migration
- Checkout latency under 200ms at peak load
- Runbook handed off, on-call team trained

SKILLS MAPPED

Distributed systems

Payments compliance

Cross-team leadership

Incident response

THE BAR

Score confidence for each outcome, per interviewer.

- USED THROUGHOUT
- Intake & interviews

→ Offer & negotiation

→ 90-day check-in

→ Performance reviews

→ 1:1s

→ Workforce planning

Internal and External match

TOOL 01 • ROLE SCOPE

ROLE DEFINITION

This is the section that matters. Everything else in your process traces back to it.

MISSION One sentence: why this role exists now	
OUTCOME 1 What will exist that does not today	
OUTCOME 2	
OUTCOME 3	
OUTCOME 4	
OUTCOME 5 Optional. Five is the ceiling	
CORE COMPETENCIES The 4 or 5 skills that drive the outcomes above	
TARGET BACKGROUND What they did before, at what scale. Not years	

TOOL 02 • JOB DESCRIPTION

[COMPANY] is looking for a [ROLE TITLE] to [ROLE MISSION IN ONE SENTENCE].

Straight from the Role Scope. If you cannot say it in one sentence, go back to intake.

[COMPANY PARAGRAPH: two or three sentences on what you do and the evidence it works. Use real numbers. Scale, growth, outcomes, whatever is true and checkable. Cut every adjective that is not carrying a fact.]

We are looking for someone strong at [TWO OR THREE CORE SKILLS] who wants to [WHAT THIS WORK MAKES POSSIBLE].

You will be based in [LOCATION] and report to [HIRING MANAGER TITLE]. As part of [TEAM], you will [PRIMARY IMPACT].

WHAT YOU WILL DELIVER

[The 4 to 5 outcomes from the Role Scope, word for word. Each one is something that will exist that does not today, with a rough timeframe. If it starts with "own" or "manage", it is not an outcome yet.]

- [OUTCOME 1]
- [OUTCOME 2]
- [OUTCOME 3]
- [OUTCOME 4]
- [OUTCOME 5]

WHAT WE NEED YOU TO BE GOOD AT

[Must-have competencies only. Every one maps to an outcome above. If it does not map, cut it. Say what they should have done before, at what scale, instead of years of experience.]

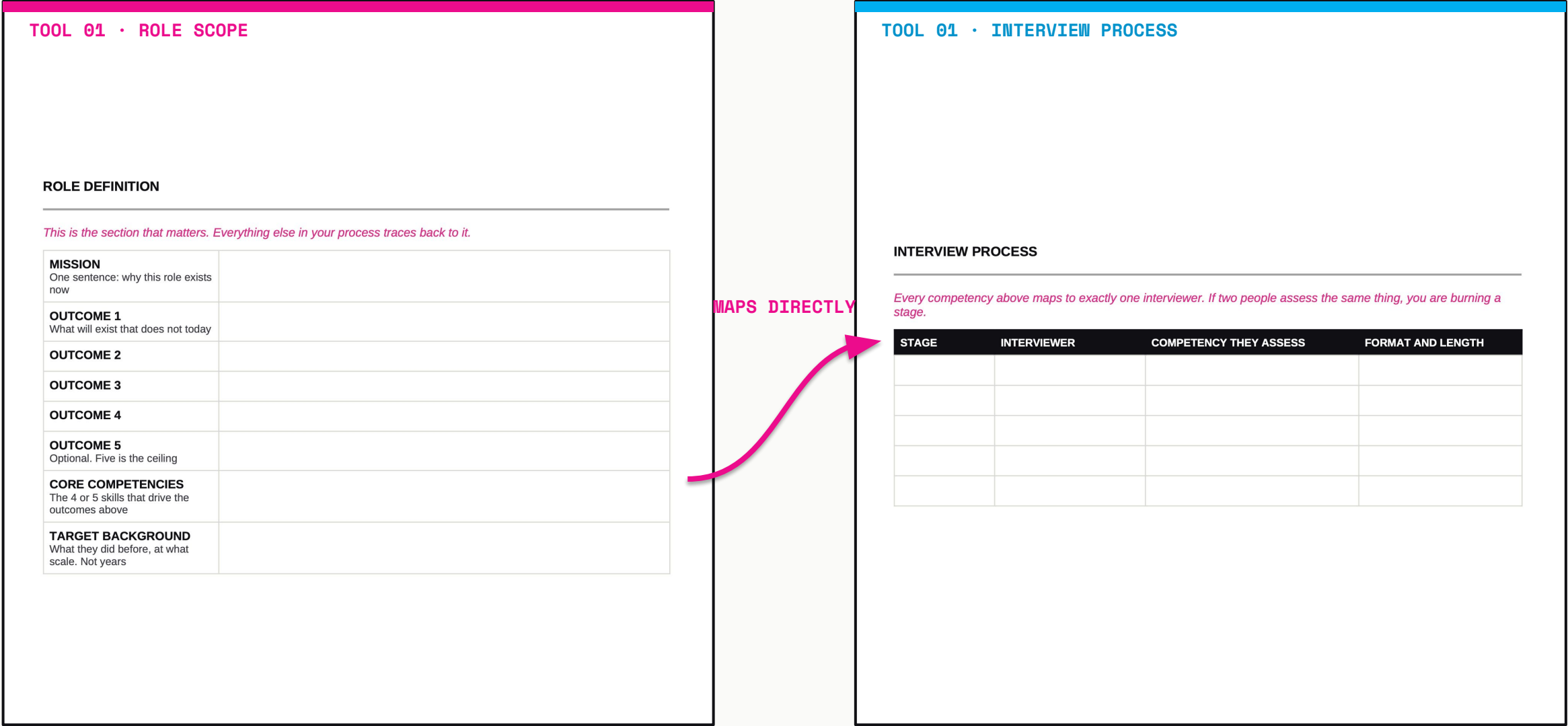
- [COMPETENCY 1]
- [COMPETENCY 2]
- [COMPETENCY 3]
- [COMPETENCY 4]

USEFUL, NOT REQUIRED

[Things learnable in the first quarter. Keep this short and mean it. A long list here reads as a wish list and filters out the people you want.]

- [NICE TO HAVE]

Interviews focus on clear competencies = bias reduced



From WHAT to HOW.

We've covered the WHAT — the system, the scope, the bar. Now here's the HOW.

Every path leads to the same place: a strong performance culture.

COHORTS

Learn the system in community, with structured reps on real, live roles.

1:1 CONSULTING

Direct, individualized support to build the system inside your org.

FRACTIONAL EXECUTIVE WORK

Embedded senior leadership to install it company-wide.

Everyone leaves with:

- [x] Self-Audit tool
- [x] Role Scorecard template
- [x] Role scope guide with questions

Drop your LinkedIn handle in the chat!