IBM

IBM HR Summit

Be a part of the HR revolution.

BOSTON, MA | SEPTEMBER 6-8, 2016

Cognitive Interview Scoring

John Medicke, Distinguished Engineer

Meet Chef Watson, IBM's futuristic foodie robot

- Discover and create unique dishes with Chef Watson
- Chef Watson read 10,000 recipes from the chefs at Bon Appetit to understand how ingredients are used in different dishes and styles

Meet Chef Watson, IBM's futuristic foodie robot

- Discover and create unique dishes with Chef Watson
- Chef Watson read 10,000 recipes from the chefs at Bon Appetit to understand how ingredients are used in different dishes and styles
- Then, it added an understanding of food chemistry
- …and the psychology of people's taste likes and dislikes.

Meet Chef Watson, IBM's futuristic foodie robot

- Discover and create unique dishes with Chef Watson
- Chef Watson read 10,000 recipes from the chefs at Bon Appetit to understand how ingredients are used in different dishes and styles
- Then, it added an understanding of food chemistry
- …and the psychology of people's taste likes and dislikes.
- With as little as one user-selected ingredient, Chef Watson analyzes quintillions of possibilities and evaluates combinations for their novelty and synergy.

Assembling a great team is a lot like finding a great recipe

Assembling a great team is a lot like finding a great recipe

- Team Goals
- Determine Fit
- Underlying Chemistry
- Perform Selection

Various information is available about candidates…

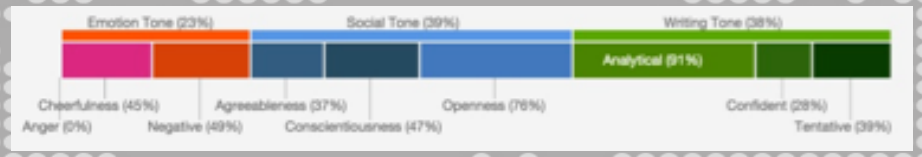
Interview
Video interview

Digital
Footprint

Resume
Cover letter
Application

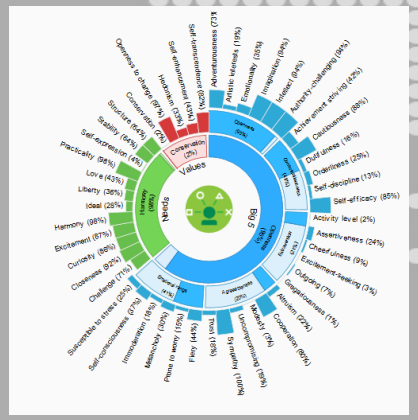
…Multi-faceted analysis can be performed…

Interview
Video interview



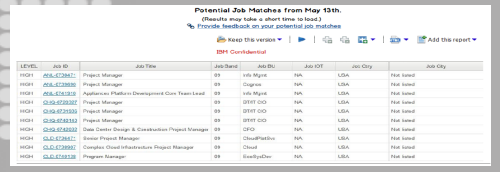
Tone / Communication style

Digital
Footprint



Personality

Resume
Cover letter
Application

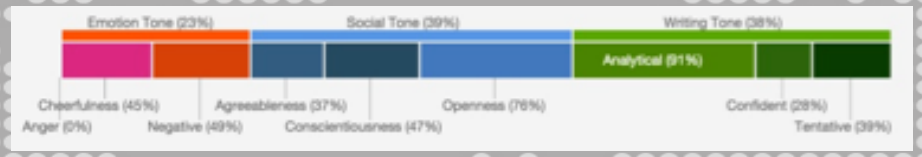


Skills & Experiences

Assessments

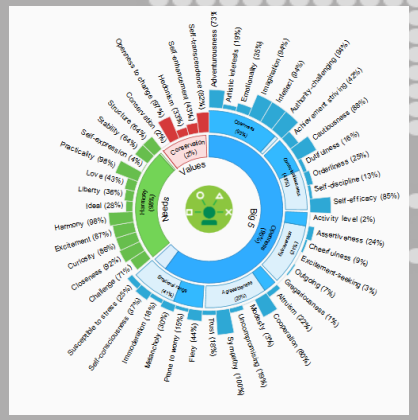
…That allows Watson to inform the selection process

Interview
Video interview



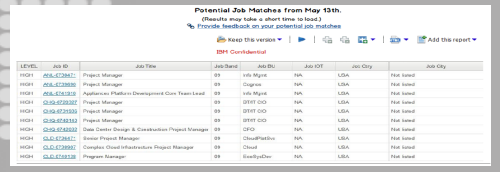
Digital
Footprint

Tone / Communication style



Personality

Cognitive Insights

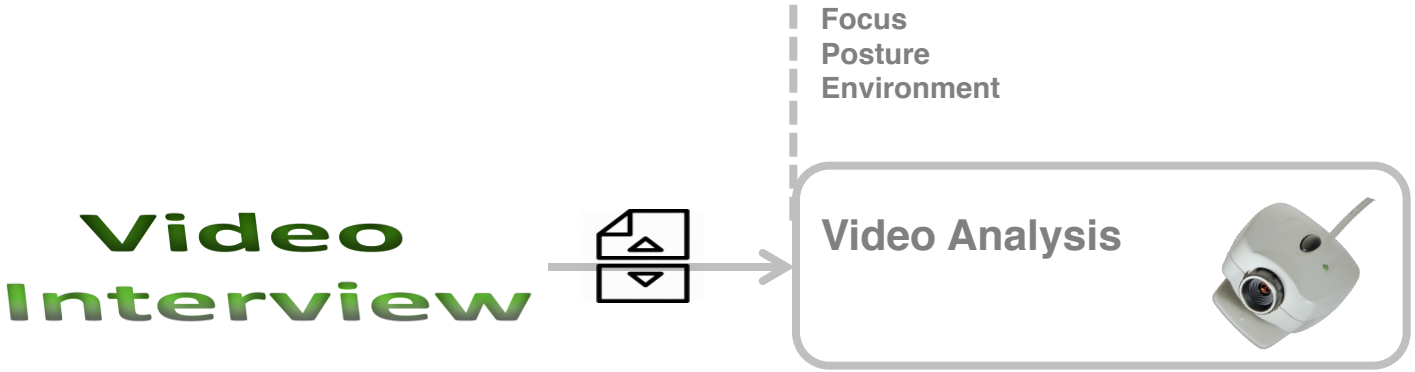


Resume
Cover letter
Application

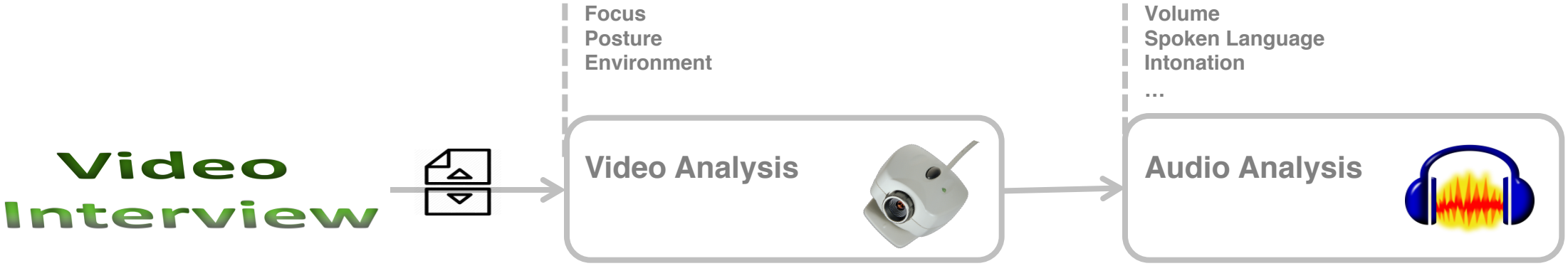
Skills & Experiences

Assessments

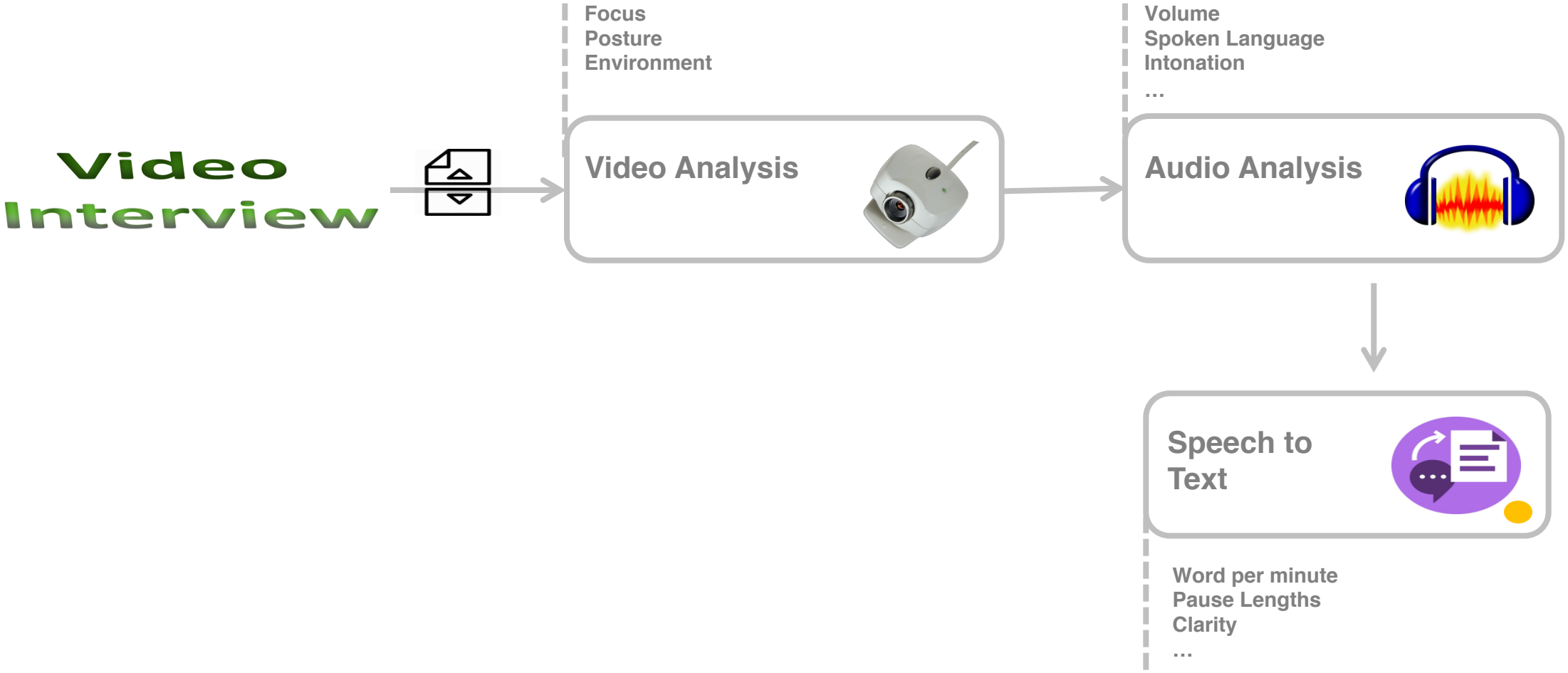
Example – Watson insights from video interviews



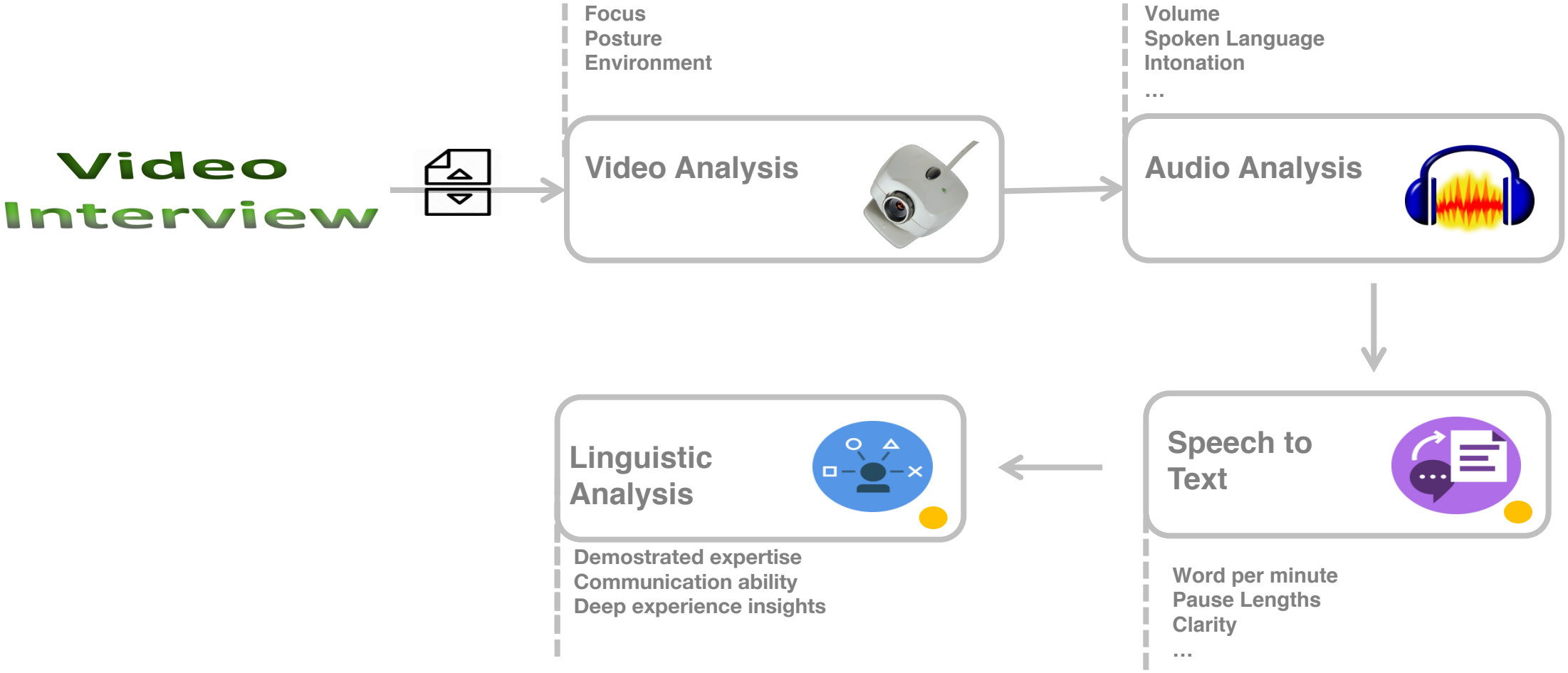
Example – Watson insights from video interviews



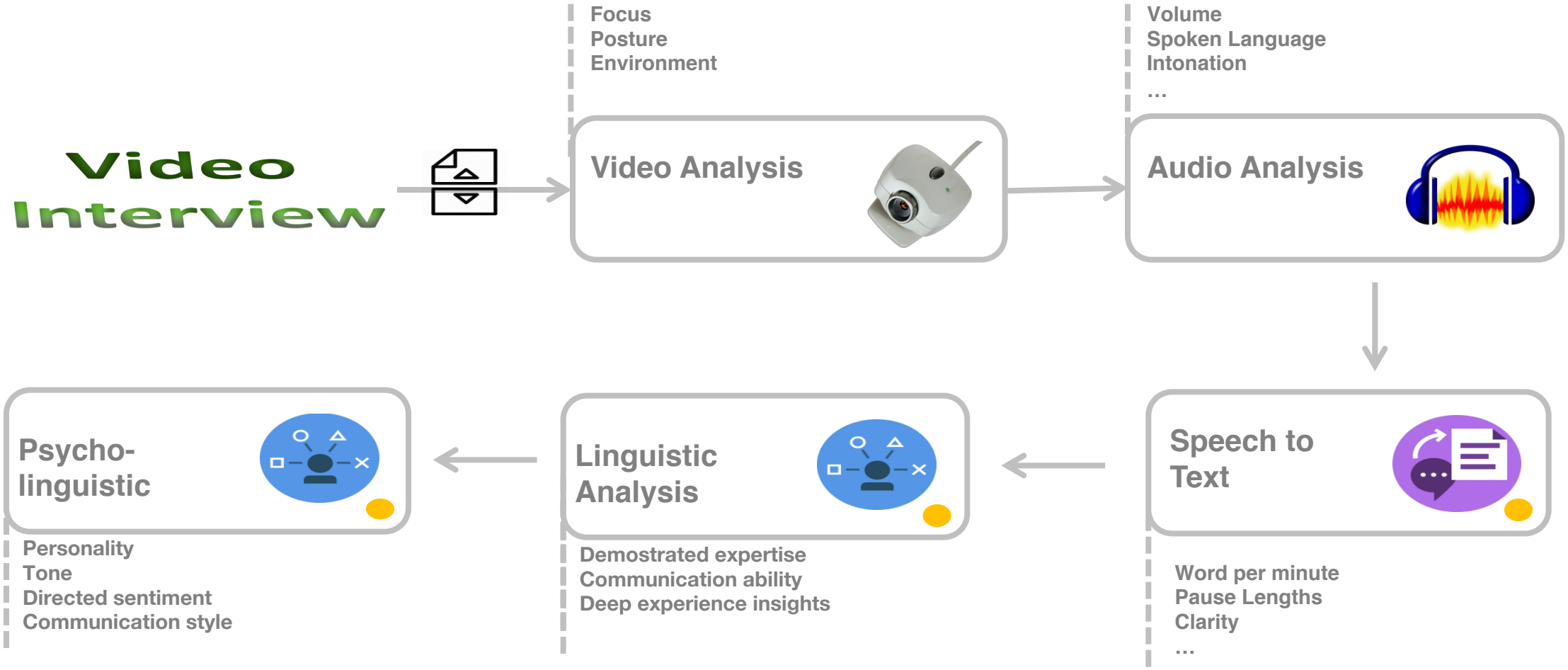
Example – Watson insights from video interviews



Example – Watson insights from video interviews



Example – Watson insights from video interviews



Cognitive Selection
A Digital Candidate Selection Experience
Holistic
Deeper Insights
Streamlined Process