



IBM HR Summit

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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



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- ...and the psychology of people's taste likes and dislikes.



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- ...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



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Various information is available about candidates...

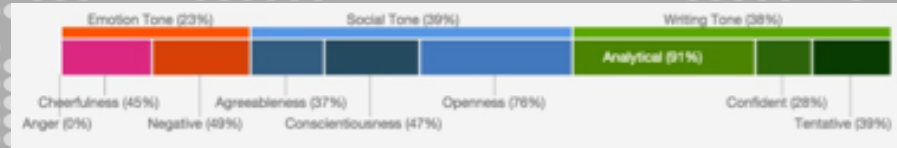
Interview
Video interview

Digital
Footprint

Resume
Cover letter
Application

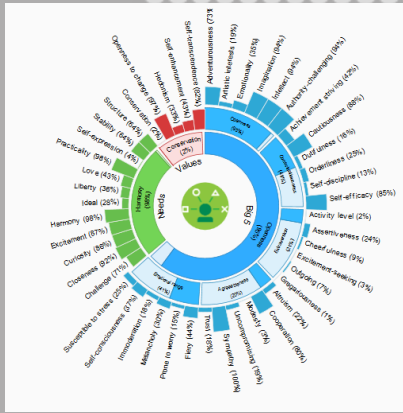
...Multi-faceted analysis can be performed...

Interview
Video interview



Tone / Communication style

Digital
Footprint



Personality

Resume
Cover letter
Application

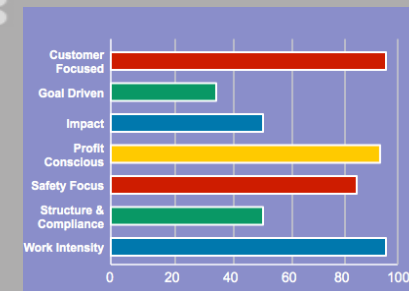
Potential Job Matches from May 13th.
(Results may take a short time to load.)
% Profile feedback on past potential job matches

Keep this version | Add this report

ETITLE	JOB ID	JOB TITLE	JOB BOARD	JOB ID	JOB CITY	JOB CITY	JOB CITY
HR01	056-02381	Project Manager	01	166 N York	USA	USA	USA
HR01	056-02380	Project Manager	01	Digital	USA	USA	USA
HR01	056-02379	Application Platform Development Core Team Lead	01	166 N York	USA	USA	USA
HR01	056-02378	Project Manager	01	DRIT CO	USA	USA	USA
HR01	056-02377	Project Manager	01	DRIT CO	USA	USA	USA
HR01	056-02376	Project Manager	01	DRIT CO	USA	USA	USA
HR01	056-02375	Senior Project & Collaboration Program Manager	01	DRIT	USA	USA	USA
HR01	056-02374	Senior Project Manager	01	Cloud/Hybrid	USA	USA	USA
HR01	056-02373	Complex Cloud/Infrastructure Project Manager	01	Cloud	USA	USA	USA
HR01	056-02372	Program Manager	01	Executive/IT	USA	USA	USA

Skills & Experiences

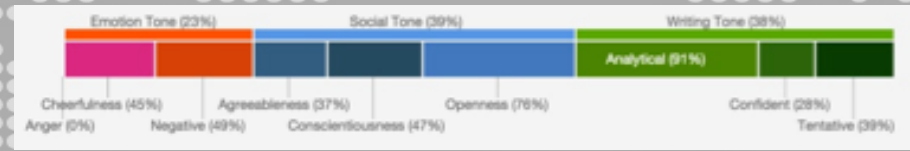
Assessments



...That allows Watson to inform the selection process

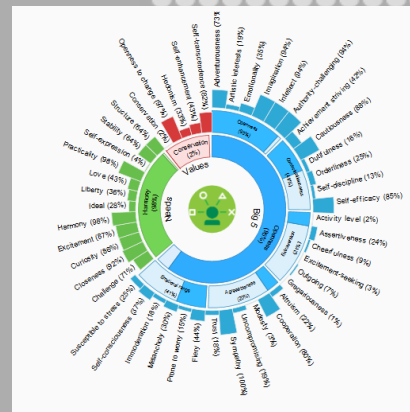
Interview
Video interview

Digital
Footprint



Tone / Communication style

Cognitive Insights



Personality

Resume
Cover letter
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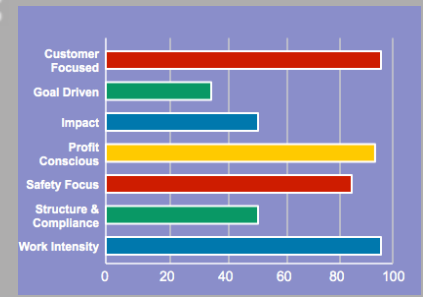
Potential Job Matches from May 13th.
(Results may take a short time to load.)
% Provide feedback on your potential job matches

Keep this version | Add this report

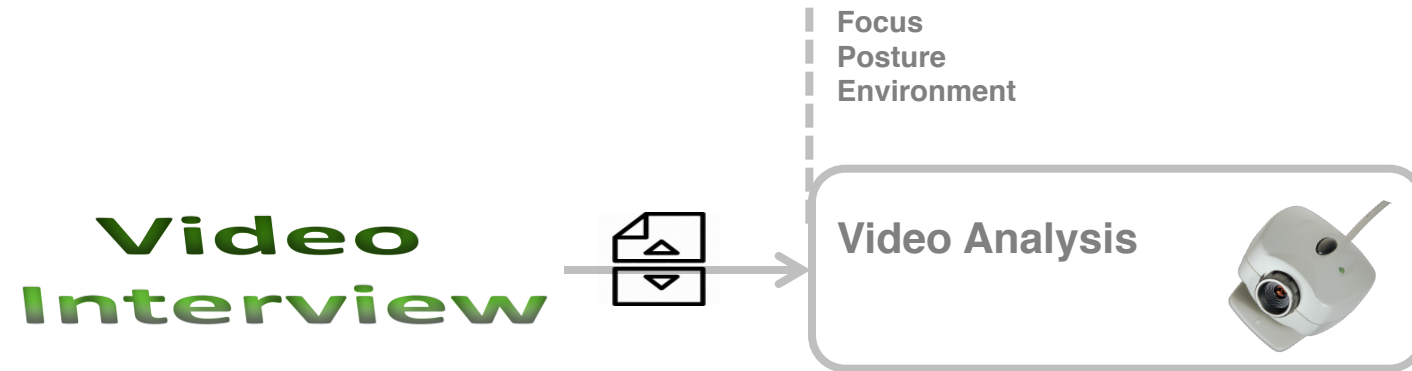
Job ID	Job Title	Job Desc	Job Loc	Job City	Job State
1001	Project Manager	01	USA	USA	USA
1002	Project Manager	01	USA	USA	USA
1003	Application Platform Development Core Team Lead	01	USA	USA	USA
1004	Project Manager	01	USA	USA	USA
1005	Project Manager	01	USA	USA	USA
1006	Senior Project Manager	01	USA	USA	USA
1007	Complex Cloud/Infrastructure Project Manager	01	USA	USA	USA
1008	Program Manager	01	USA	USA	USA

Skills & Experiences

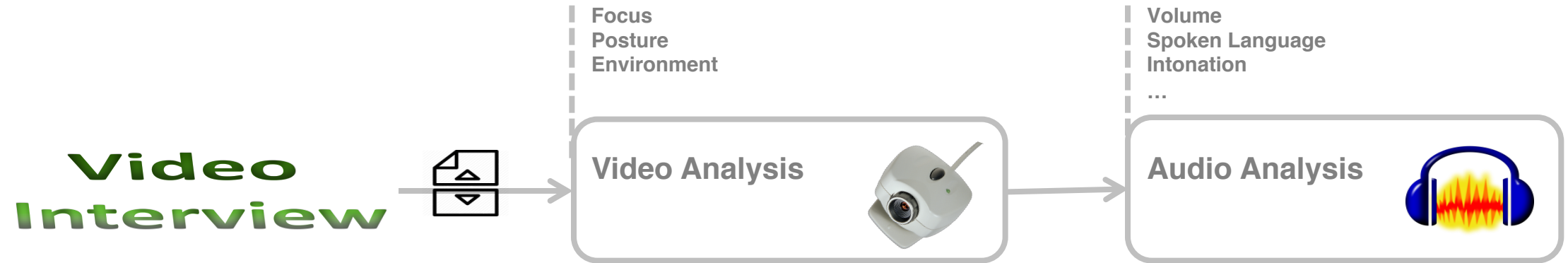
Assessments



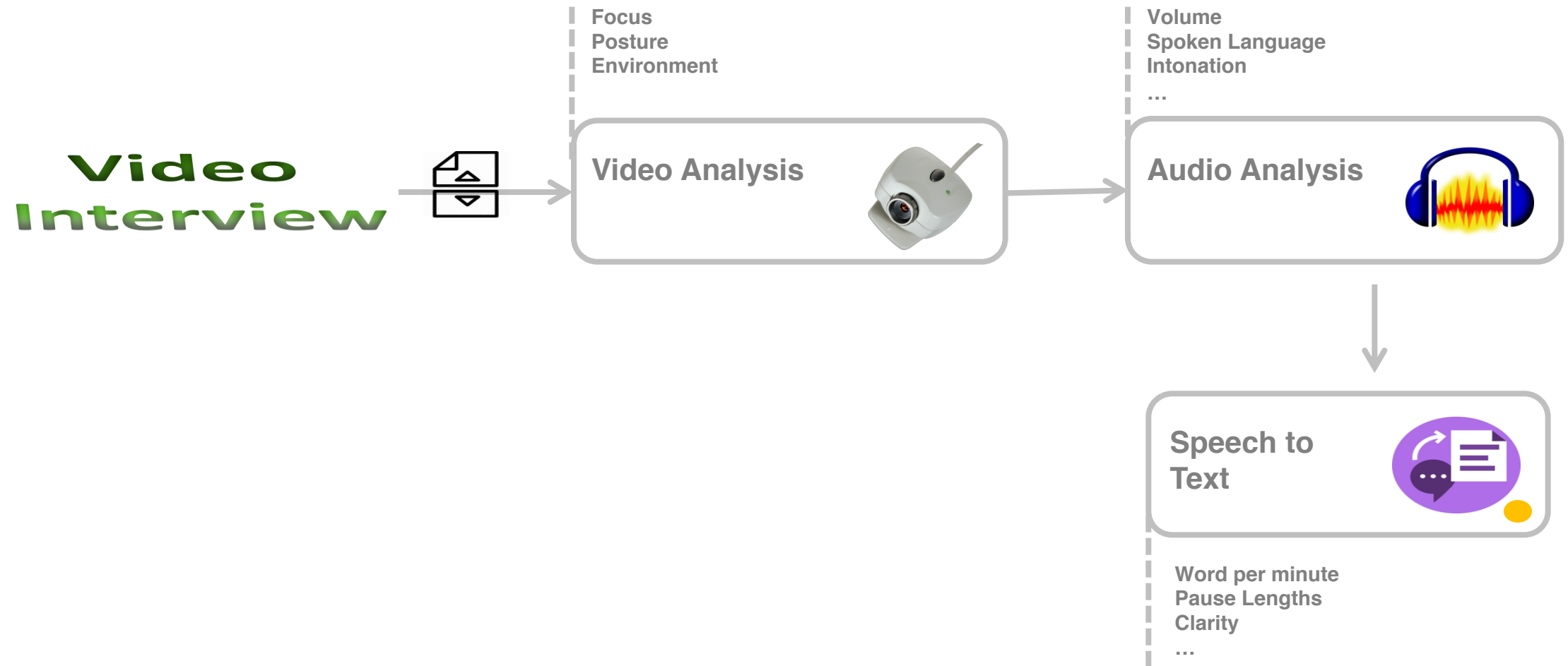
Example – Watson insights from video interviews



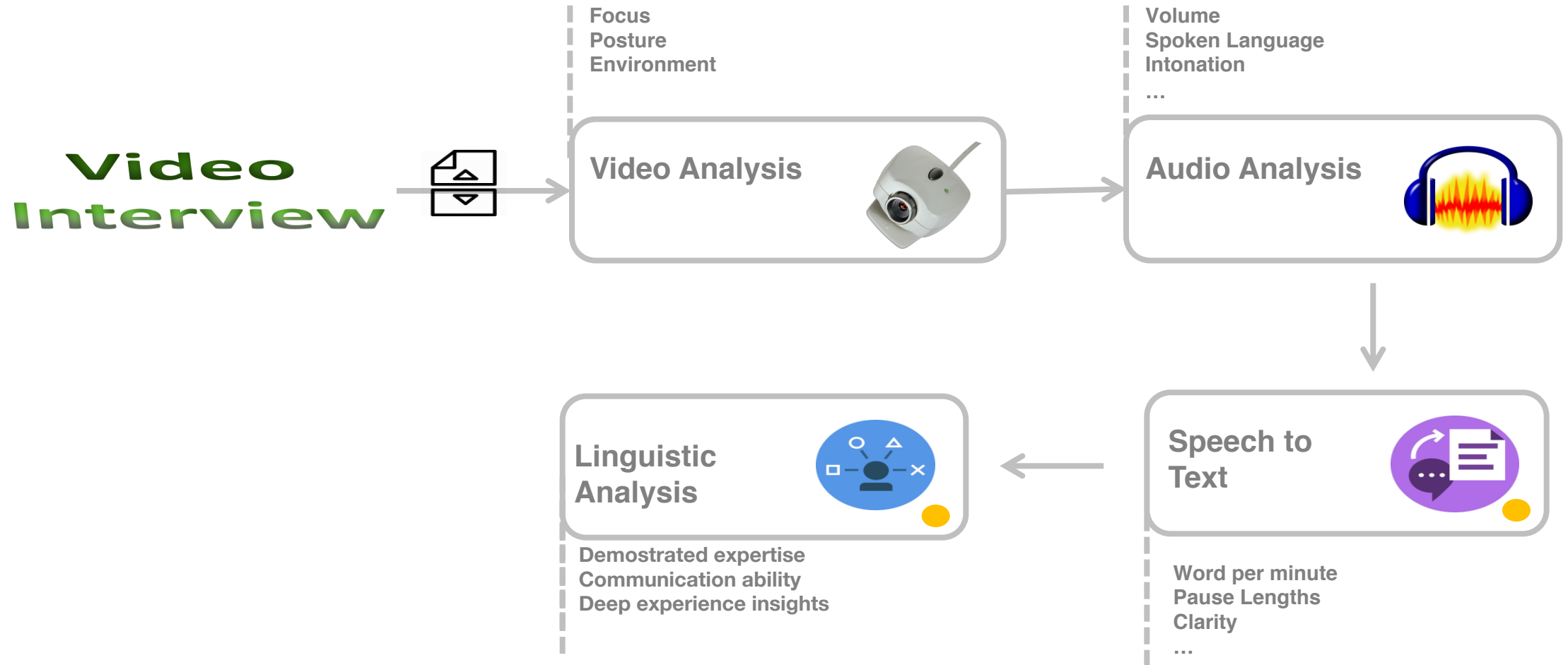
Example – Watson insights from video interviews



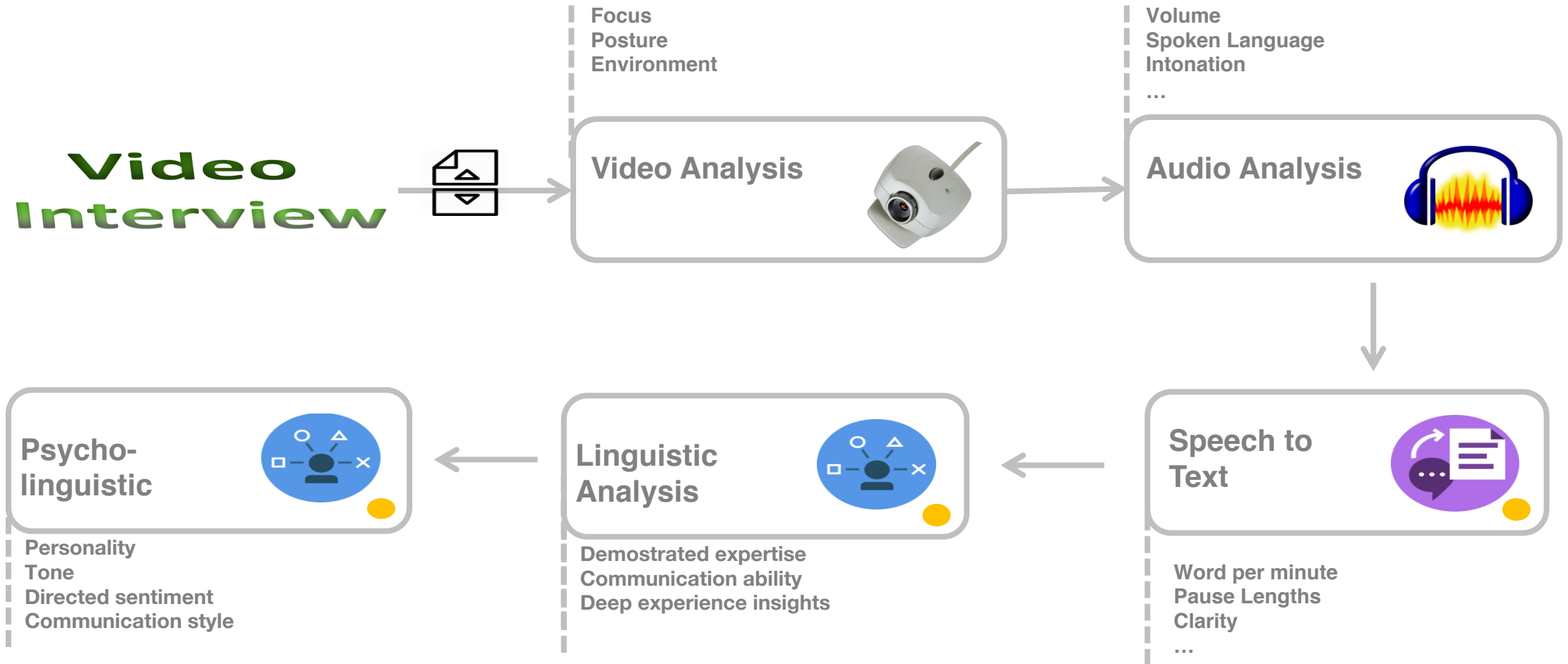
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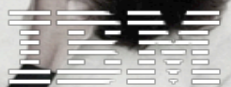


Example – Watson insights from video interviews



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Cognitive Selection

A Digital Candidate Selection Experience

Holistic

Deeper Insights

Streamlined Process

