Bias In Personality Prediction

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1a) LIWC

1b)

DATASET

Personality AI Products in the Market

Personality prediction products in the market include Receptiviti, HumanticsAI, Picked.ai, IBM Watson's personality insights that was discontinued. The applications of this product for real life use cases include -

- Talent Acquisition : [1] A total of 80% Fortune 500 companies in the USA and nearly 75% of the Times Top 100 enterprises in the UK are deploying psychometric assessments across a wide range of industries including financial services, IT and management consultancies, as per estimates. A survey by the Society for Human Resource Management estimates that at present, 18% of companies use psychometric testing in the hiring process. Additionally, 95% of FTSE 100 companies also use psychometric testing when recruiting, as do the military, and local authorities.

[2] Formalizing this assessment of aptitude and personality also removes the risk of unconscious bias from interviewers and levels the playing field for candidates.

- Sales :
- Digital Health :
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[1] https://campuspress-test.yale.edu/tribune/psychometric-assessments-are-improving-the-quality-of-hire/

[2] https://www.picked.ai/magazine/why-psychometric-testing-in-recruiting-is-getting-more-important/