

# The 6 Second Resume Scan Has Failed Us

*Let's Fix It!*



## THE PROBLEM

# The Gray Zone

Beyond the obvious application mismatches & 6-second rejections → we enter the gray zone, where **top candidates become hidden** among messy hiring funnels. Thorough, early-stage vetting takes time we don't have when busy with the top 5-10% of inflated ATS scores. This means **missed talent, inconsistency, bias**, & the opposite of candidate excellence.



We can do better!

*Learn More* →

THE AI SOLUTION:

# Screening A[i]gent: letting bots do the heavy lifting



## The Mission:

Give every single resume a deep dive in seconds & rescue hidden talent others miss.



### How can I help with resumes?

Upload, link, or paste your job description to get started



"list your must-haves & [A]I will get to work"



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THE AI SOLUTION

# Screening A[i]gent

# How it Works: Rubrics

Attribute:	Communicating effectively with others				
Interview question:	Tell me about a time when you were communicating with someone and they did not understand you. What did you do?				
Strong no	No	Mixed	Yes	Strong yes	
Provides an unclear description of the relationship dynamic/context and fails to outline their summary of the situation to the interviewer.	Offers an indistinct summary of the intended message to the interviewer. Does not acknowledge any unique relationship dynamics/added context that may have contributed to the communication breakdown.	Offers a vague depiction of the situation the message they were looking to convey, the relationship with the other person and where the miscommunication occurred.	Clearly defines the intended vision of the message for the stakeholder to the interviewer and discusses where/how the message was lost in translation.	Acknowledges any unique or relevant relationship dynamics/context that have contributed to the message being interpreted clearly.	Clearly defines the intended vision of the message for the stakeholder to the interviewer and discusses where/how the message was lost in translation.
Does not take accountability for their role in the communication breakdown. For example, "I don't see why they didn't understand" and has not demonstrated how they will avoid this situation in future conversations with this person or others within the workplace.	Provides a loose outline of the steps taken to identify a plan to remedy the communication breakdown OR a cursory comment about what they learned from the experience.	Provides a clear outline of the communication breakdown and how it contributed to the message being interpreted clearly.	Demonstrates empathy in identifying the source of the communication breakdown and holds self accountable for identifying an alternative pathway to communicate with the stakeholder.	Demonstrates empathy by identifying the source of the communication breakdown and holds self accountable for articulating an alternative pathway to communicate with the stakeholder.	Demonstrates empathy by identifying the source of the communication breakdown and holds self accountable for articulating an alternative pathway to communicate with the stakeholder.
			Clarifies any subsequent steps in preserving and/or growing the relationship with the stakeholder and added measures for adjusting communication (delivery, style/approach) for other conversations.	Clarifies any subsequent steps in preserving and/or growing the relationship with the stakeholder and added measures taken in adjusting communication (delivery, style/approach) for other conversations.	Clarifies any subsequent steps in preserving and/or growing the relationship with the stakeholder and added measures taken in adjusting communication (delivery, style/approach) for other conversations.
			Considers the experience a learning opportunity to better understand the communication style to match the expectations of the audience.	Considers the experience a learning opportunity to better understand the communication style to match the expectations of the audience.	Considers the experience a learning opportunity to better understand the communication style to match the expectations of the audience.

- 📐 Transforms JD & rules into rubrics with one-time approval
- 🩺 Every app gets a **consistent** deep dive
- 📝 Soft skills comms, detail, follow-through scored from real signals
- 📊 ATS tracked → clean data → clearer insights



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# Screening A[i]gent

## How it Works: Screening

- 💪 **Intel Heavy-lifting:** Employer lookup → competitor match
- ✓ **Verifies:** #yrs, average tenure, education, must-haves
- 🧩 **Fit vs. HM criteria:** "Match/Mismatch" rating
- 🔑 **Suggests Ask Next:** Data-driven questions for flags
- 🎯 **Recommendation** for advancement based on rubric



"generate full list of personalized interview questions"



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# Screening A[i]gent:

# The Output

**Jordan Quest**  
ACCOUNT EXECUTIVE | [jasonsonaquest@notgmail.com](mailto:jasonsonaquest@notgmail.com) | 415-555-8000  
**SUMMARY**  
Account Executive with 10+ years' experience in full life cycle B2B sales, strategic partnerships, and business development with over \$160 million in closed deals across SaaS, energy, and retail industries

Sample candidates: **Jordan** **Taylor** **Sam**

### Screening A[i]gent

**Application Review**

Strong	Source:	Referral - Gold (SQS 0.78)
Strong	Location:	SF Bay Area
Strong	Total Work Experience:	7.5 years
Strong	Role Experience:	5.0 years (Enterprise AE)
Average	Education:	Undergraduate Degree (BA, Economics)
Flag	Seniority:	High end of band
Strong	Employer & Tenure:	1 employer in last 5 yrs Competitor Score: 0.58 (Related) Employer history (promotion-safe)

**Acme Inc.** 2020-01 -> present **Tenure Confidence: High** **Competitor: Related**  
• 2021-04: Associate AE -> AE (promotion)  
• 2022-06: AE -> Senior AE (promotion)

**BetaSoft** 2018-01 -> 2019-12 **Tenure Confidence: High** **Competitor: Mismatch**  
• Single role

**Decision Recommendation**

**AI Recommendation: Advance**  
AI Decision Rationale: Resume coverage 0.98 • SQS 0.78 • Data freshness 12d • Tenure Pass

**Advance** **HM-Review** **Hold** **Decline**

Notes (saved to ATS): Optional — required with override  
Type notes here...

**Recommended Recruiter Interview Questions**

- Review salary bands and expectations
- Percent of pipeline self-sourced in FY24
- Confirm length of sales cycle and ACV



"AI: Giving humans time back for life stuff!"



THE AI SOLUTION

# Screening A[i]gent

## Why it Matters

- ⌚ 15 min resume review → 60–90 sec
- 📅 50–75 Recruiter hours saved (per 300 resumes)
- ⚖️ Fair & consistent (same intel every time; bias ↓)
- 📊 More Quality Candidates (rescued talent)
- ⚠️ Human overrides = required notes → audit trail



"generate full list of personalized interview questions"



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THE HUMAN SOLUTION

# Diane Wilkinson

Talent Acquisition | Strategy & Ops |  AI-integrated Workflows & Automations  
| MBA, Data Analytics [4.0] | [dianewilkinson510@gmail.com](mailto:dianewilkinson510@gmail.com)

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**Screening A[i]gent Live Demo:** <https://dianewilkinson.github.io/screening/>



How can I help?



[linkedin.com/in/dianewilkinson](https://www.linkedin.com/in/dianewilkinson)



*Let's talk!*