Textio manual (handleiding)

End hidden bias, literally.
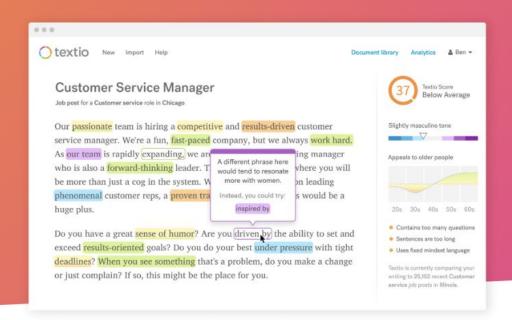
Textio has developed the world's most advanced workplace language guidance, so you can see where social bias is hiding—and know exactly how to fix it. Now available for both recruiting and performance feedback!

textio   New   Import   Help   Document library   Analytics   Ben ▾

Customer Service Manager

Job post for a Customer service role in Chicago

Our passionate team is hiring a competitive and results-driven customer service manager. We're a fun, fast-paced company, but we always work hard. As our team is rapidly expanding, we ar[...]ing manager who is also a forward-thinking leader. T[...]where you will be more than just a cog in the system. W[...]on leading phenomenal customer reps, a proven tra[...]s would be a huge plus.

A different phrase here would tend to resonate more with women.
Instead, you could try: inspired by

Do you have a great sense of humor? Are you driven by the ability to set and exceed results-oriented goals? Do you do your best under pressure with tight deadlines? When you see something that's a problem, do you make a change or just complain? If so, this might be the place for you.

37   Textio Score
Below Average

Slightly masculine tone

Appeals to older people

20s 30s 40s 50s 60s

- Contains too many questions
- Sentences are too long
- Uses fixed mindset language

Textio is currently comparing your writing to 25,352 recent Customer service job posts in Illinois.

Inclusive recruiting

Eliminate bias in job posts, sourcing mail, and employer brand content before it filters out great candidates

Equitable feedback

Empower your managers to give fair and actionable performance feedback to everyone on their team, every time

Scalable DEIB

Integrate always-on bias disruption and microlearning into talent systems to drive measurable DEIB outcomes

Textio helpt bij het verbeteren van vacatureteksten

- Op basis van analyse data van 10.000.000 vacatures per maand + sollicitatiedata
- Advies over woordkeus en vorm, niet inhoud
- Herkent mannelijke en vrouwelijke woorden en geeft rating & suggesties
- Hogere score leidt tot meer, betere sollicitanten die sneller solliciteren (kortere time to hire)

Textio helps improve job postings

- Based on analysis data of 10,000,000 job postings per month + application data
- Advice on word choice and form, not content
- Recognizes male and female words and provides rating & suggestions
- Higher score leads to more, better applicants who apply faster (shorter time to hire)

Don't let hidden bias shrink
your candidate pool

For many job seekers, it only takes a few words to signal "this place isn't for you." Textio
guides recruiting teams to quickly optimize job posts and candidate outreach with
inclusive, on-brand language. Over a million people have applied to jobs written in Textio.

Login

- Ga naar www.textio.com
- Maak een account aan met je Utwente mail adres
- Je komt automatisch in de Utwente groep en je kan gebruik maken van de publieke templates van collega's

- Go to www.textio.com
- Create an account with your Utwente mail address
- You will automatically join the Utwente group and you can use the public templates of colleagues

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Go to Everyone's

& Ga naar het blauwe vinkje achter de juiste vacature

& Go to the blue check mark behind the corresponding vacancy

& Click 'New copy of this document'

Pas alleen onderdelen aan die anders zijn

- Vaak is voor een functie alleen de vakgroep en het soort onderzoek anders.
- Pas bij "your profile" de opleidingsrichting en ervaring aan.
- Pas bij "our offer" de aanstellingsperiode en het salaris aan.
- Met relatief weinig aanpassingen is een tekst dus te optimaliseren.

Besteed geen tijd aan teksten als 'over de UT' of 'over de faculteit'. Dit zijn standaard teksten die niet aangepast mogen worden, maar wel in Textio staan omdat Textio de hele tekst (waaronder de lengte van de tekst) analyseert ter beoordeling.

Adjust only parts that are different

- Often only the department and type of research is different for a position.
- Under "your profile," adjust the educational background and experience.
- At "our offer," adjust the appointment period and salary.
- So with relatively few adjustments, a text can be optimized!

Don't spend time on texts like "about UT" or "about faculty. These are standard texts that should not be modified, but are in Textio because Textio analyzes the entire text (including the length of the text) for review.

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Exporteer het document en klaar

Export the document and done