

Prove what works:

A starter guide to creating your own feedback loop

A practical first step to improve accuracy, build trust, and turn your hiring process into a system that gets smarter over time. To do this, you need to create a feedback loop.

What is a feedback loop?

A feedback loop shows whether your hiring inputs – assessments, interviews, case exercises, and more – actually predict job success. It helps you:

- Improve accuracy
- Reduce guesswork
- Show TA's impact

Create a feedback loop

How to get started:

1. Gather existing data

Pull what you already have – assessments, interviews, performance reviews, KPIs. Prioritize consistency over perfection.

2. Look for patterns

Start small: run basic comparisons or correlations. Focus on what the data is actually telling you, not what you hoped it would say.

3. Act on what you learn

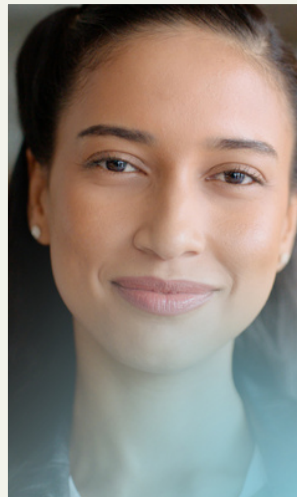
Refine your process. Share insights with hiring managers. Build confidence in what works – and cut what doesn't.

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Want to make this easier?

In Alva's Hiring System, validation is built in. Role criteria, assessment data, and hiring outcomes are connected from day one – so you can track what's working and improve with every hire.

[Learn how Alva supports the Improve stage >](#)



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If you want the benefits without the manual work...

Tracking what predicts success shouldn't mean more tasks or more tools. A built-in feedback loop does the heavy lifting, so you get the clarity – without the added time.

[Book a demo to see how Alva simplifies it>](#)