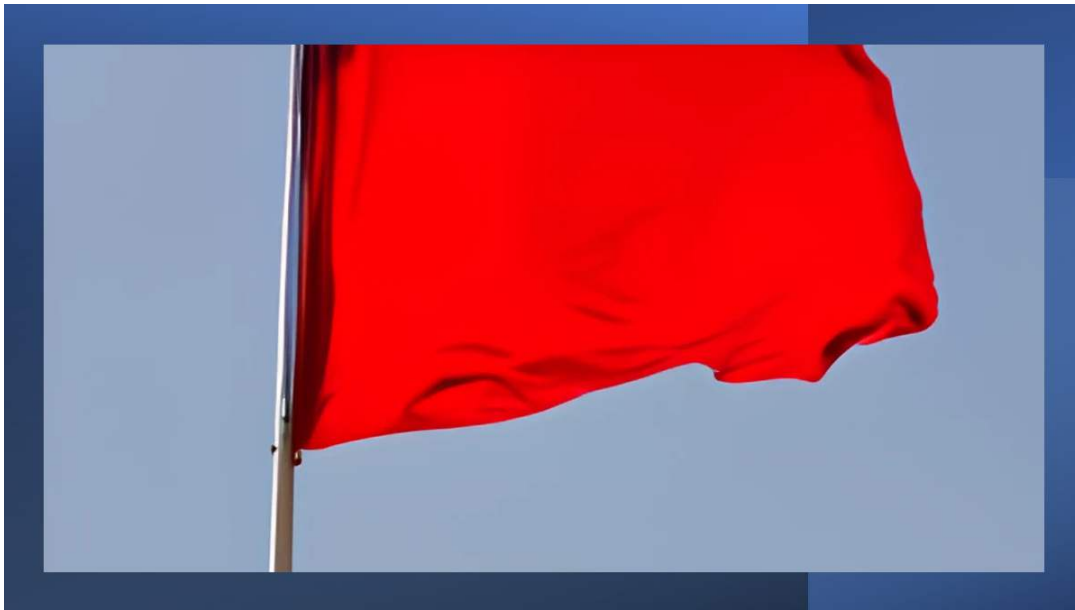


# Top 10 Words & Phrases To Avoid In Your Job Descriptions



It's important to use inclusive language in job descriptions to promote diversity, equity, and inclusion. Here are some DE&I sensitive words that should be avoided:

**"Preferred candidate":** This can indicate a preference for a certain type of candidate and can discourage others from applying.

**"Fit":** This term can be subjective and imply that a candidate needs to fit in with the company culture, which can lead to exclusion.

**"Rockstar/Ninja":** These words can have a gendered connotation and suggest that the ideal candidate is young, male, and aggressive.

**"Culture fit":** Similar to "fit", this term can lead to exclusion and discourage diverse candidates from applying.

**"Ambitious"**: This term can also have a gendered connotation and suggest that the ideal candidate is aggressive and competitive.

**"Aggressive"**: This term can be interpreted as negative and discourage candidates who prefer a more collaborative work environment.

**"Young"**: This term can be interpreted as discriminatory and discourage older candidates from applying.

**"English only"**: This can exclude candidates who speak other languages or have limited English proficiency.

**"Work hard, play hard"**: This phrase can be exclusionary and imply that the company values long hours and drinking culture over work-life balance.

**"Guru"**: This term can have a religious connotation and be culturally insensitive.

It's important to use inclusive language in job descriptions to attract a diverse range of candidates and promote a welcoming and inclusive workplace.

About MoshJD:

Job descriptions are the foundation of a relationship between a company and employee. They define the expectations and form a binding agreement between parties. However, too often trust in this relationship is destroyed because inaccurate and outdated JDs erode new hire trust, confuse tenured employees and complicate employee relations issues for HR teams. We intend to change the culture around job descriptions and become a facilitator of trust by fixing the broken JD management process with modern cloud technology.