

All the Ways you Can Assess

Antonio Arias-Lopez
Group Talent Acquisition Manager
Tipico

Germany's most successful digital startup

- **Millions of transactions** every day
- **650+ ProTech / Online / Corporate staff**
- **700+ shop staff** in 150 owned shops
- **Franchise** partners: 900+ shops
- 6 main offices – HQ in **Malta**
- **Agile & Innovative**: 9 month AWS rollout!

TA Team
11 people
4 locations

2018 forecasted
670 hires

64% retail
24% ProTech / Online
12% Corp.

A year at Tipico

1. *DISCOVERY & BASICS:*

SmartRecruiters

One Brand: **OneTipico**

Secure **volume**: LinkedIn, Workwide

Stay Ninja: Ebay kleinanzeigen

2. *TRANSFORM*

Automating (XREF) (SR Contracts) (Sonru)

Quality drive (MoBerries, Honeypot, Codility)

3. *EXCEL*

SmartCRM and **SmartAssistant**,

Bundesliga Campaign

SuperTech: **Pymetrics**, **Benivo**, **Programmatic Advertising**

304 Hires from H1 applicants (+44% YoY)

-82% agency use YoY

-51% time-to-hire YoY (70 → 34.67 days)

ProTech: 80,2 to 55,1 days in 6 months

5x more ProTech applicants YoY

2018 Budget FC: 24% below budget

Cost per hire 2018 FC: 1,720€

Now, the important people!

*Helping everyone find their
place in the world of work.*

Alex Cresswell

Managing Director EMEA
pymetrics

CREATING A TRUE SYSTEM OF RECORD FOR PEOPLE: UNLOCKING THE POWER AND VALUE OF THE LONG TAIL.

Resumes are 20th century tools.

Behavioral science and bias free AI will unlock the power of the long tail to expand opportunity to all, fundamentally transform recruiting and create the workforce of the future.



People / Work



N

movies



music



products



education



healthcare



environment

TRADITIONAL PROCESS OF HIRING

75% of candidates are rejected based on their resume alone.

99% of candidates are rejected, sent on their way, with closed door.

40% of those accepted are no longer there 12 months after.

45% never hear back.



Instructions

0 / 1000 00/10

For each trial, you will be presented with a  or a  circle.

Press the  when you see a **red** circle.

Do not do anything when you see a **green** circle.

Please respond as quickly and accurately as possible.

Continue 

! .

LET'S PLAY!

PYMETRICS IS A SCIENTIFICALLY-BASED AI SAAS SOLUTION



New scientific discipline

Collect objective cognitive + emotional data using computer exercises that are the gold-standard of neuroscience research / developed by the global neuroscience community over the last 20 years. Our IP is for their use in HR.



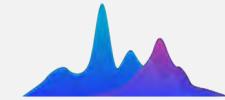
Audited algorithms

Methodologically remove bias from algorithms by iterative auditing process while maintaining high performance. Initial training data also largely bias-free. Ensure lack of bias to legal standard as per EEOC.



Custom artificial intelligence as software

Company's own employees go through exercises to collect training data. feature selection + weighting done by comparing their data vs baseline; custom AI SaaS platform.

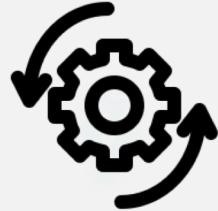


Common application

Rejected candidates match to other roles across any and all clients using pymetrics.



What can we help you achieve?



Efficiency

Hiring is flawed. We can be the first-pass filter for the high volume of candidates received for any given job vacancy.



Candidate Experience

Your candidate is a consumer. The reality is not everyone advances, but their interview process is still a touchpoint with your brand. Let us assist you in improving their experience.



Diversity

Diversity is a focus for many organizations. Yet implicit bias stunts efforts in diversifying their workforce. We can help fairly uncover candidates to give everyone the same opportunity.



Quality

Whether it's time or volume, a poorly selected candidate based on either (or both) impacts your business. We know how to accurately predict high quality candidates.



GENDER, ETHNIC + SES DIVERSITY

150%

increase in
women in
pipeline + hired
into finance role

20%

increase in
women hired in
technical roles

20%

increase in
minorities hired
into finance and
other roles

1000%

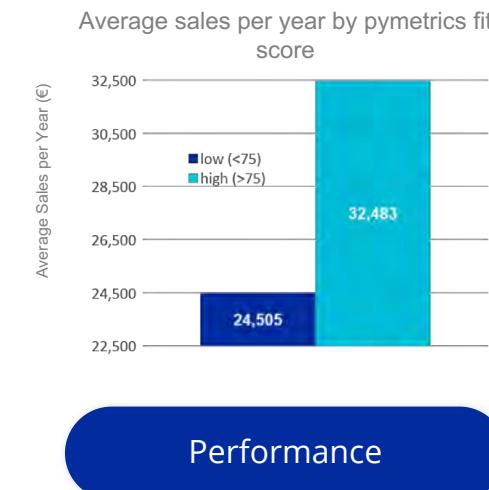
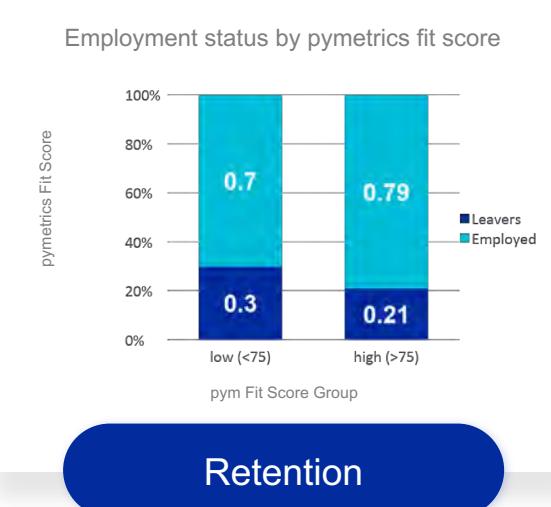
increase in SES
diversity of
people hired into
campus
programs



Unilever

Improving the candidate experience and retention

33% more sales per agent, per year – regardless of whether they stay or leave



In Autumn 2016, pymetrics launched a pilot study with NN Group's Spanish subsidiary.

The scope of the project was to build a model and launch assessment for Insurance Sales Agents.

pymetrics built a model off of ~50 of the top performing Sales Agents.

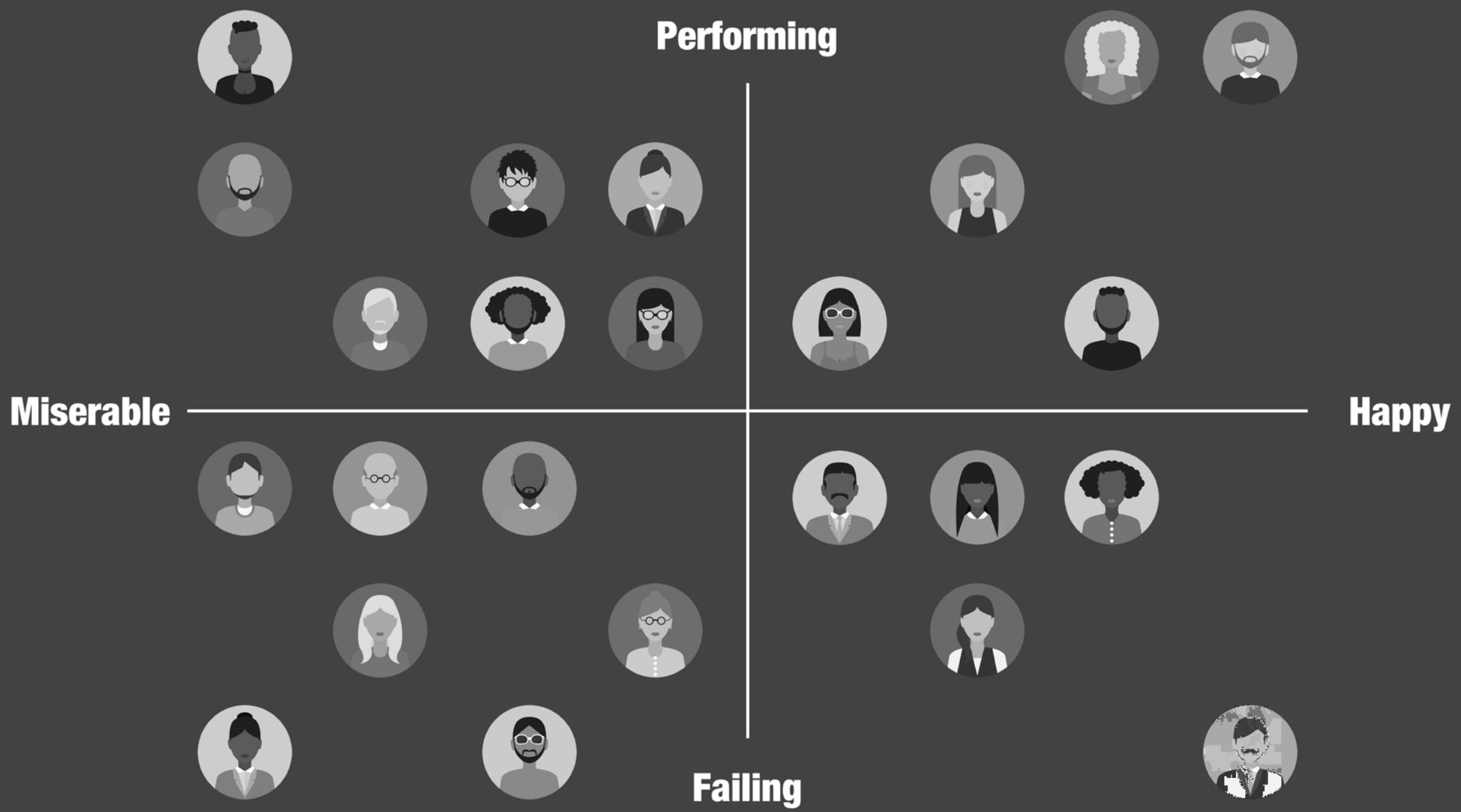
The client's main goals were:

1. Assess pymetrics predictive power with regards to TA performance
2. Gain feedback from new hires and recruiters about pymetrics
3. Solve for retention and performance issues

All the Ways you Can Assess

John Hughes
International Account Manager
AssessFirst





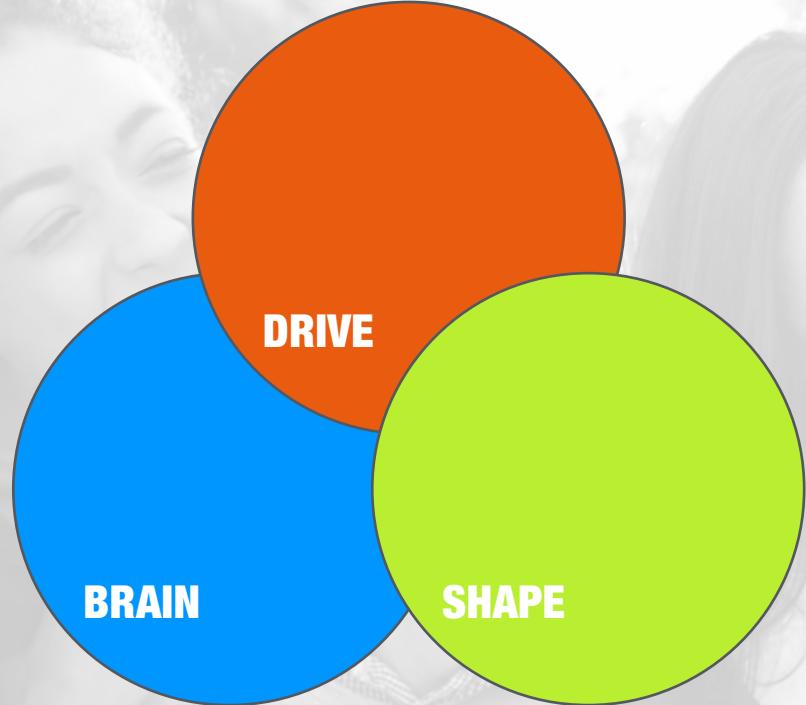
Performing



Happy

A group of six diverse young adults are laughing together outdoors. They are all smiling and appear to be in a joyful, social gathering. The group includes two men and four women of various ethnicities. The background is a bright, sunny outdoor setting.

POTENTIAL



NATURAL TALENTS

A black and white photograph of a diverse group of young people, including men and women of various ethnicities, smiling and laughing together outdoors. They are standing close together, suggesting a sense of camaraderie and fun. The background is slightly blurred, focusing on the group in the foreground.

**NATURAL
TALENTS**

**PREDICTIVE
MODELS**



79%

56%

24%



≡

Predictive models

My predictive models Company predictive models Default predictive models

Predictive model --- France Search Clear + New predictive model

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Find a contact

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Predictive models

Talent mapper

Accountant	Accounting/Auditing	France	Duplicate
Accounting	Accounting/Auditing	France	Duplicate
Accounting Assistant	Accounting/Auditing	France	Duplicate
Accounts Department Manager	Accounting/Auditing	France	Duplicate
Actuary	Finance/Analyst	France	Duplicate
Administrative	Administration	France	Duplicate
Administrative and Financial Director	Finance/Analyst	France	Duplicate
Administrative and Financial Manager	Finance/Analyst	France	Duplicate
Administrative Assistant	Administration	France	Duplicate
Administrative Technician	Administration	France	Duplicate
Advertising Manager	Media and communications	France	
After-sales Service Manager	Customer Service	France	





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Predictive models

New predictive model

ADD YOUR CONTACTS' PROFILES

AF Sales Team 2017



CALIBRATE YOUR PREDICTIVE MODEL

To effectively calibrate your predictive model, we need to know the level of performance and engagement of each of the people you've chosen in their current position. To add a score on a criteria, hover over the criteria then add a mark out of 5.



Sillé Emmanuelle

Customer Success Manager
Date added: 2018-05-15 03:19:27



Attitude?



LEHEC François

Account Manager @AssessFirst
Date added: 2018-05-15 03:19:27



Attitude?



CERVELLE Quentin

HR Consultant @AssessFirst
Date added: 2018-05-15 03:19:27



Attitude?



FOURY Michaël

Inside Sales Leader @AssessFirst
Date added: 2018-05-15 03:19:27



Attitude?



ELMASSIAN Paul-Louis

Business Development @AssessFirst
Date added: 2018-05-15 03:19:27



Attitude?



HUGHES John

Business Developer E-commerce
Date added: 2018-05-15 03:19:27



Attitude?

Confirm

IMPORTED
CONTACTS

6

**MODULE
COMPLETION 0%**

To finish your model, you must assess all of your contacts on at least one criteria.

YOUR SAMPLE

0	0	0
0	0	0

Help





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Talent mapper

Predictive models

New predictive model

ADD YOUR CONTACTS' PROFILES

AF Sales Team 2017



CALIBRATE YOUR PREDICTIVE MODEL

To effectively calibrate your predictive model, we need to know the level of performance and engagement of each of the people you've chosen in their current position. To add a score on a criteria, hover over the criteria then add a mark out of 5.



Sillé Emmanuelle

Customer Success Manager
Date added: 2018-05-15 03:19:27

Acceptable performance

Acceptable attitude



LEHEC François

Account Manager @AssessFirst
Date added: 2018-05-15 03:19:27

Above average performance

Attitude not in line



CERVELLE Quentin

HR Consultant @AssessFirst
Date added: 2018-05-15 03:19:27

Exceptional performance

Positive attitude



FOURY Michaël

Inside Sales Leader @AssessFirst
Date added: 2018-05-15 03:19:27

Above average performance

Attitude not in line



ELMASSIAN Paul-Louis

Business Development @AssessFirst
Date added: 2018-05-15 03:19:27

Weak performance

Problematic attitude



HUGHES John

Business Developer E-commerce
Date added: 2018-05-15 03:19:27

Above average performance

Positive attitude



Confirm

IMPORTED CONTACTS

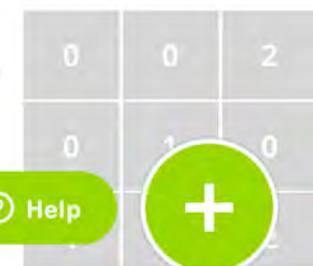
6

MODULE COMPLETION

100%

To finish your model, you must assess all of your contacts on at least one criteria.

YOUR SAMPLE



? Help



Predictive models

New predictive model

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Talent mapper

ANALYSIS OF THE MODEL : SALES TEAM

Predictive models : Performance and Attitude

MODULE COMPLETION 0 %

You've imported 6 contacts.
You've entered 0% of
ratings on the 2 criteria of
Performance and Attitude.



85%

Predictive power

This model allows you to predict people's capacity to perform and to show the expected attitude with precision in 85% of cases. In 15% of cases, the predictive power of the model may not be optimal.

SAMPLE ANALYSIS

Distribution of selected contacts on Performance and/or Attitude axes.

[See analysis](#)

RARITY OF THE SOUGHT PROFILE: 1/7



Rare profile



Common profile

On average, you'd have to evaluate 7 people to find one whose fit with this model is between 60

and 100%.

[Test the model](#)

[Save this model](#)

Help





Predictive models

New predictive model

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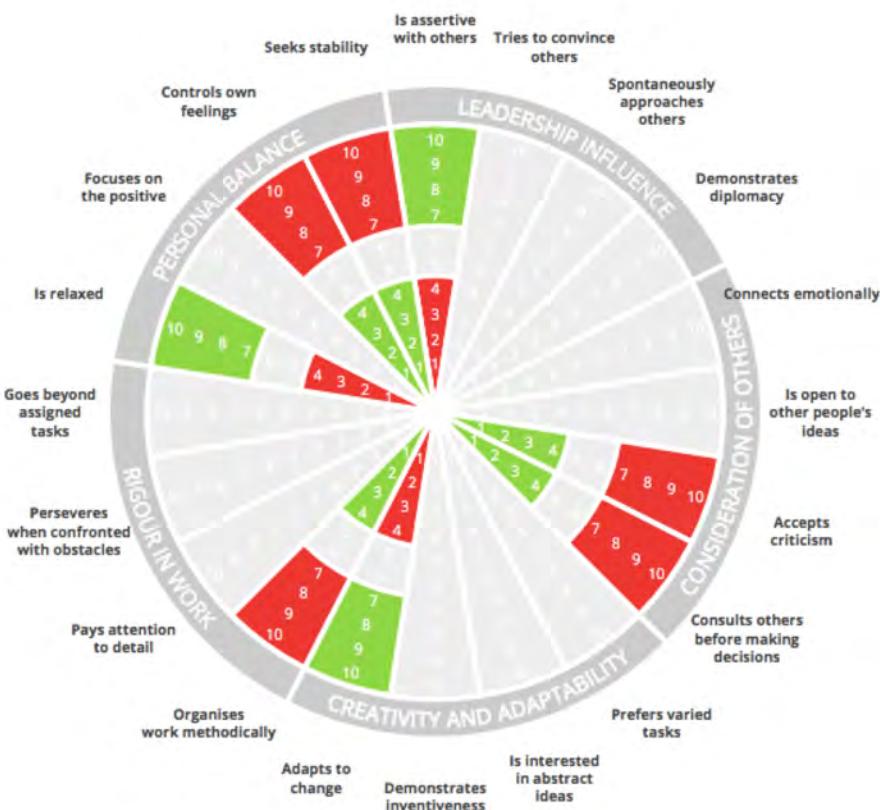
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EXPECTED BEHAVIOURS



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≡

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New predictive model

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DRIVE

EXPECTED MOTIVATIONS

- Excel everyday
- Having influence
- Working in a team
- Receiving compensation

- Meet new people
- Having autonomy
- Working in a fun environment
- Helping others

[Back to top](#)

DRIVE

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[Back to the sample](#)

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BRAIN

SOLVING PROBLEMS AND LEARNING

MANIPULATE DATA

To avoid (1 - 2) Neutral (3) Expected (4 - 5)

MANAGE THE UNEXPECTED

To avoid (1 - 2) Neutral (3) Expected (4 - 5)

USE KNOWLEDGE

To avoid (1 - 2) Neutral (3) Expected (4 - 5)

ANALYSE SITUATIONS

To avoid (1 - 2) Neutral (3) Expected (4 - 5)

[Test the model](#)

[Save this model](#)

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Direct link access to Account Officer campaign

By clicking on the "Get the link" button, you will generate an automatic public registration link for the "Telemarketer" recruitment campaign. This link allows people to create an AssessFirst account and automatically join the campaign. They can then complete assessments that you have attached to this campaign.

You can paste this link anywhere you want on your website or email.

Public registration link: <http://my.assessfirst.com/oa4wt>

Copy



Subscription Enterprise



Search

Search

Magic Button

Add a new candidate

Legend

Send reminder

To be reviewed (13)

Find a contact

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Predictive models

Talent mapper



Michael Foury
Sales Development Leader @ AssessFirst
Add date: 16 July 2018

88



Shortlist

Reject



Emmanuelle Sillé
Customer Success Manager @ AssessFirst
Add date: 16 July 2018

74



Shortlist

Reject



Alexis Teplitchi
Co-Founder @ AssessFirst
Add date: 16 July 2018

71



Shortlist

Reject



Carla Ulrich
Apprenti @ AssessFirst
Add date: 16 July 2018

69



Shortlist

Reject



Emilie G
No position @ AssessFirst
Add date: 16 July 2018

69



Shortlist

Reject



Colm O'brien
SDR @ AssessFirst
Add date: 16 July 2018

67



Shortlist

Reject



Paul Stout
Online Sales Manager
Add date: 16 July 2018

64



Shortlist

Reject



John Hughes
Business Developer E-commerce @ AssessFirst
Add date: 16 July 2018

64



Shortlist

Reject



Damien Rochette
Full-stack Developer @ AssessFirst
Add date: 16 July 2018

61



Help

Reject



Mac OS X 10.13.5 / Safari 11.1.1

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Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary Complete results **Predict success** Orientation Affinity

❤ 53%

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- Mobility
- Predictive models**
- Talent mapper

PREDICT SUCCESS

United St...

Account Officer (David BERNARD)



FAIRLY HIGH POTENTIAL FOR SUCCESS WHEN COMPARED TO THE PREDICTIVE MODEL.

Show report

PREDICT

PREDICTION DETAIL

Help





Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary Complete results **Predict success** Orientation Affinity

♥ 53%

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PREDICT

PREDICTION DETAIL



SUCCESS
Performance potential



COMMITMENT
Commitment potential

SKILLS

Psychologie Formation Recrutement Accompagnement Développement commercial

SUCCESS

Help





Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary Complete results Predict success Orientation Affinity

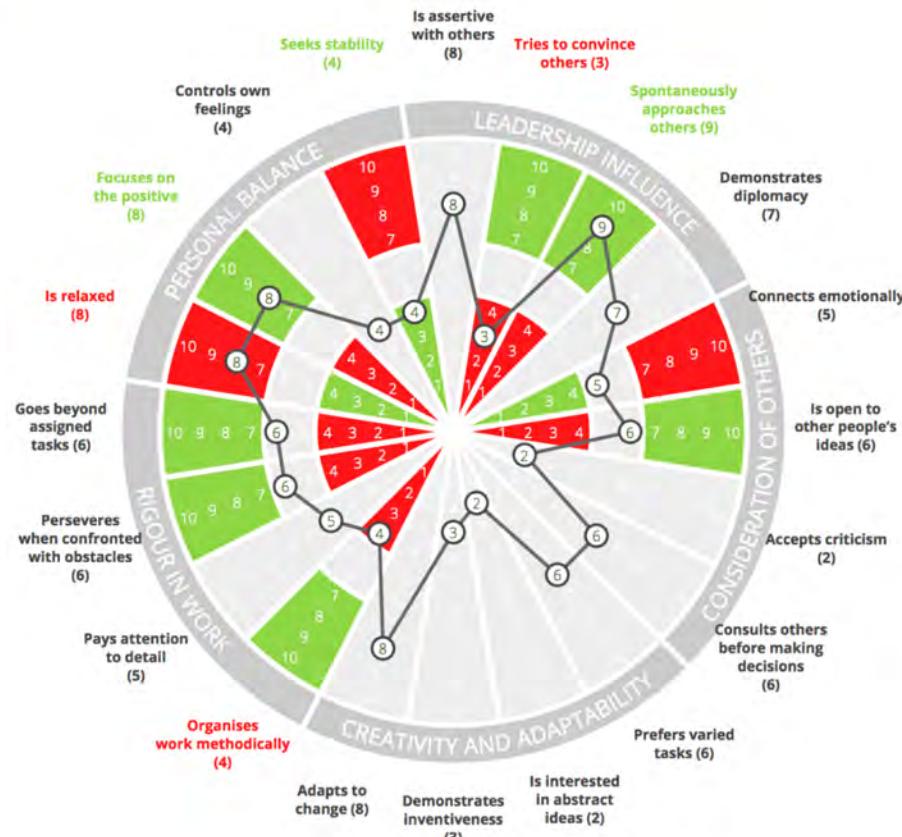
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Legend

- Behaviours associated with success
- Neutral behaviours
- Undesirable behaviours

Help





Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary | Complete results | **Predict success** | Orientation | Affinity

♥ 53%

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ANALYSIS OF BEHAVIOURAL POTENTIAL



STRENGTHS FOR THE POSITION

Is approachable, finds it easy to form relationships with people whilst keeping conversation within a professional sphere.

Displays intellectual openness, is capable of understanding other points of view than her own.

Invests herself fully in her activities, takes the initiative and perseveres in spite of difficulty. Focuses on delivering maximum performance every time.

Is driven by an entrepreneurial temperament, readily places herself at risk, is prepared to seize opportunities, wherever they may come from.

Shows enthusiasm, focuses on the positive elements of the situation, and always sees the bright side.



WEAKNESSES FOR THE POSITION

Lacks a critical mind, does not take a stand, lets others decide for her or for the group.

Places little weight on the method, can sometimes lack rigor, and thus seems muddled in her way of doing things. May rely on her intuition too much.

Sometimes takes situations too lightly, doesn't perceive the urgency of some situations. Relativises and can take time to go into action.

?





Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary | Complete results | **Predict success** | Orientation | Affinity

❤ 53%

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3.3

OVERALL SCORE

Progress continuously

MANIPULATE INFORMATION **2/5**

To avoid (1) Neutral (2) Expected (3 - 5)

4/5

To avoid (1) Neutral (2) Expected (3 - 5)

USE KNOWLEDGE

4/5

To avoid (1) Neutral (2) Expected (3 - 5)

ANALYSE SITUATIONS

3/5

To avoid (1) Neutral (2) Expected (3 - 5)

Help



ANALYSIS OF SKILL POTENTIAL



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Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary Complete results Predict success Orientation Affinity

❤ 53%

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58%
ENGAGEMENT POTENTIAL

Emmanuelle Sillé's motivations align somewhat with those that allow someone to thrive in the position of Account Officer. She risks not being completely at ease in this position.

IMPORTANT MOTIVATIONS FOR THE POSITION

HAVING INFLUENCE

DEVELOPING IN A CHANGEABLE ENVIRONMENT

HAVE A GLOBAL OBJECTIVE TO ACHIEVE

NOT EXPECTING TOO MUCH DISCIPLINE

EXCEL EVERYDAY

ACCEPTS INVESTING HIM/HERSELF WITHOUT RESERVATION

Help





54

53

52



Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary | Complete results | Predict success | Orientation | **Affinity**

♥ 53%

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AFFINITY

Clément Duchêne



68%

It's a match!

The similarity of these profiles shows a good synergy between them. It is highly likely that they will get along well. In this way, working together should be perfectly natural. They will not have to make too many adjustments for their collaboration to be a success.

COMPATIBILITY OF PROFILES



Similar profiles



Complementary profiles

They have many shared personal characteristics. It is likely that they react in similar ways in many situations.

Help





Emmanuelle Sillé

Customer Success Manager @ AssessFirst

Summary | Complete results | Predict success | Orientation | **Affinity**

❤ 53%

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RECIPROCITY IN THE RELATIONSHIP



71%

Attraction of Emmanuelle
Sillé to Clément Duchêne



65%

Attraction of Clément
Duchêne to Emmanuelle
Sillé

AFFINITY

Help





Talent mapper

Show users on a Talent Map

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50%

Friendly

Interpersonal skills, readily approaches people, gets involved in the relationship, good at making connections!

38%

Sociable

Finds it easy to approach people but keeps distance. Does not become emotionally involved. Often moves from one relationship to the other.

13%

Stays in the background

Likes to be alone, work by himself. Puts distance between himself and others.

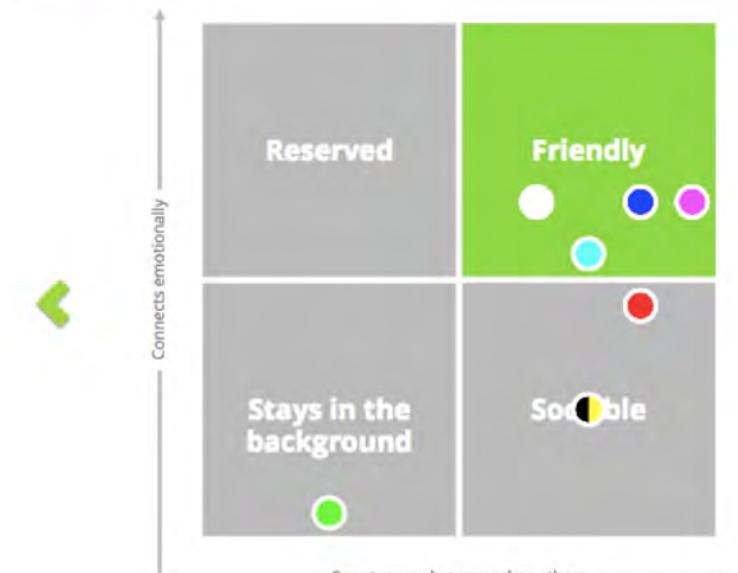
0%

Reserved

Enjoys relationships, but does not always feel at ease "making the first move".

Social Approach

Show report



Behaviour
strongly

Behaviour poorly
represented

-  **Emmanuelle Sillé**
-  **François Lehec**
-  **Quentin Cervelle**
-  **Iv Khoun Keo**
-  **Michaël Foury**
-  **Paul-Louis Elmassian**
-  **John Hughes**
-  **Adi Schnall**

Help





Talent mapper

Show users on a Talent Map

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- Predictive models
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25%

Inclusive

Likes to involve people and consult them before making a decision, yet doesn't lose sight of setting the agenda.

0%

Supportive

Likes to participate in team life, discuss and build with people. Does not make many decisions "for the group".

25%

Independent

Concerned about himself above all. Goes about his work as he sees fit.

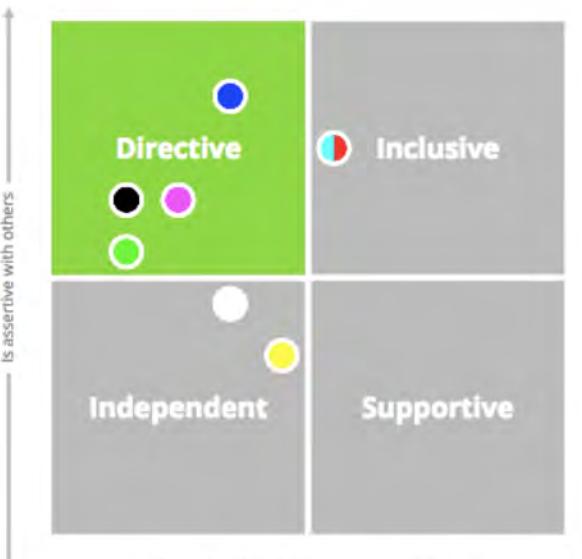
50%

Directive

Knows where he is going, sometimes makes decisions unilaterally, trusts himself above all!

Collaboration (management) style

Show report



Behaviour
strongly

Behaviour poorly
represented

-  **Emmanuelle Sillé**
-  **François Lehec**
-  **Quentin Cervelle**
-  **Iv Khoun Keo**
-  **Michaël Foury**
-  **Paul-Louis Elmassian**
-  **John Hughes**
-  **Adi Schnall**

Help





All the Ways you Can Assess

Jacek Gabanowicz
Enterprise Account Executive
Codility

codility

We enable you to gather deeply accurate insights through real-life coding assessments, while also providing a great candidate experience

Which gives our clients the advantages of

ACCURACY

STRONGER HIRING SIGNALS

A PARTNER FOR LONG-TERM GROWTH



Just now, a new test session started in

United States

5,791,556

Assessments to date

SQL Engineers

Mobile Developers

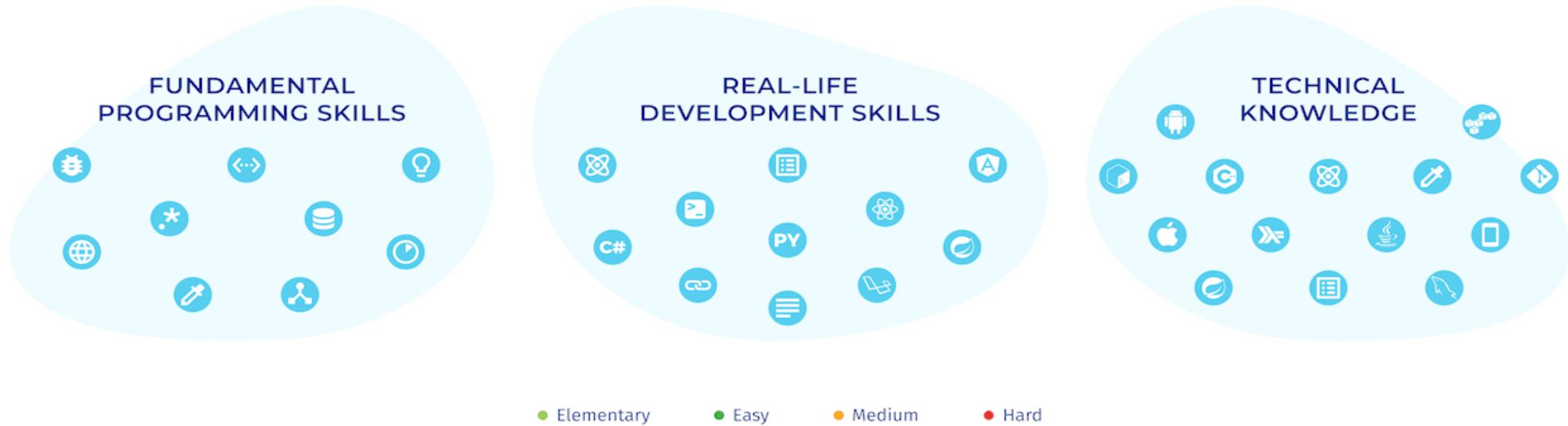
iOS Developers

Java Developers

Dev Ops

Full Stack Teams

Our platform automatically assesses real-life and fundamental development skills, supporting all popular languages and frameworks, covering the technical roles you're hiring.



We're working with hiring teams around the world to improve their tech recruiting

Banking and Financial Services



Software and Technology



Gaming and Entertainment



e-Commerce and Consumer services



Research and Education



Helping **1,200 clients** to facilitate **over 25k developers** through screening, interviewing, training and engagement sessions every month.

What's the ROI of implementing Codility?

CLIENT 1

For a dev team growing from **20 to 30**... Codility **brings \$46,000 in value** in the first year

CLIENT 2

For a dev team growing from **150 to 225**... Codility **brings \$350,000 in value** in the first year

CLIENT 3

For a dev team growing from **400 to 600**... Codility **brings \$930,000 in value** in the first year

Engineering hours are moved away from recruiting

Freeing Devs to move time spent on screening to focusing on onboarding

New hires reach full capacity faster, and start making a meaningful contribution earlier

Faster hiring leads to overall faster time to capacity

Let's ask some questions!

You are who you hire.

