

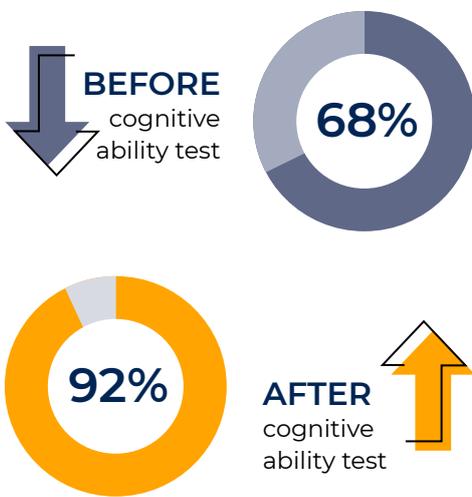
# Make Better Talent Decisions with Pre-Employment Assessments

Customers who use our Pre-Employment Assessments achieve measurable improvements to key hiring and performance metrics. Here are just some of many examples.



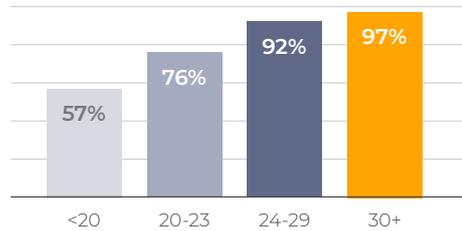
## Aptitude Assessments

An Aviation company using Cognitive Ability testing vastly improved job-critical training pass rates.



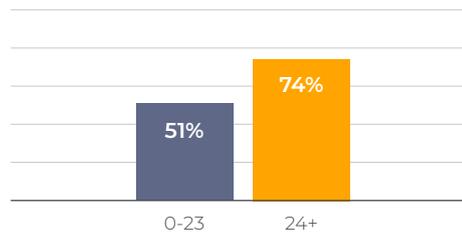
An internet domain registrar improved training completion rates and retention after adopting the CCAT.

Training Completion Rates by CCAT Score



**97%** of the highest scorers completed training, compared to just 57% of the lowest scorers

Retention Rate by CCAT Score



Sales consultants who passed the CCAT were **37%** more likely to stay at the company for 6 months



## Personality Assessments

A consulting firm improved retention amongst its analysts after adopting the EPP.

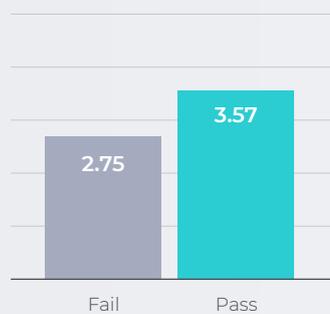
Employment Status



High EPP scorers were **2.5x** more likely to have remained at the company

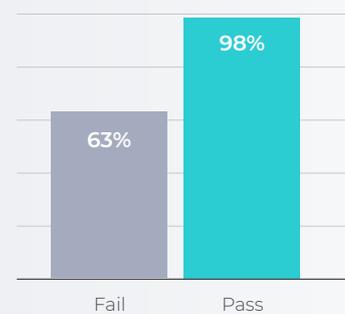
A chain of tutoring centres used the EPP to improve the performance and hiring success of its managers.

Performance Rating



On average, managers who passed the EPP were **30%** more productive than those who did not

Hiring Success Rate



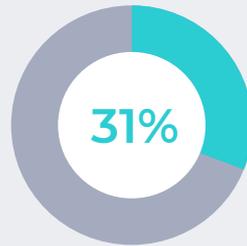
Those who passed the EPP were significantly more likely to be good performers



## Workplace Alignment Assessment

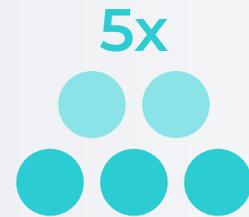
A Federal Government agency using the WAA identified people who were more likely to be committed to the organisation and stay longer.

### Longer Tenure



Employees who scored 'Above Average' on the Values Inventory were employed 31% longer on average

### Greater Likelihood of Promotion



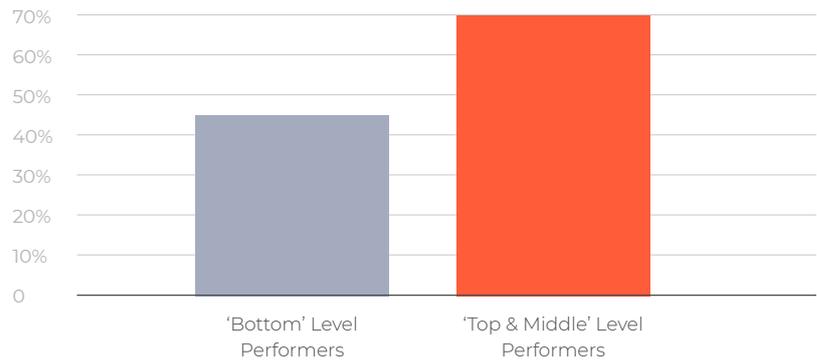
Employees who scored 'Above Average' on the Values Inventory were 5 times more likely to receive a promotion



## Emotional Intelligence Assessments

A digital marketing agency found a clear correlation between Emotional Intelligence and job performance for call centre staff.

Average Overall Emotivity Score

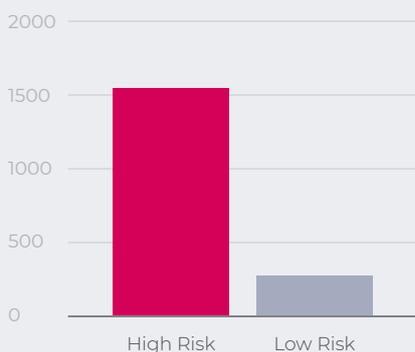


## Risk Assessments

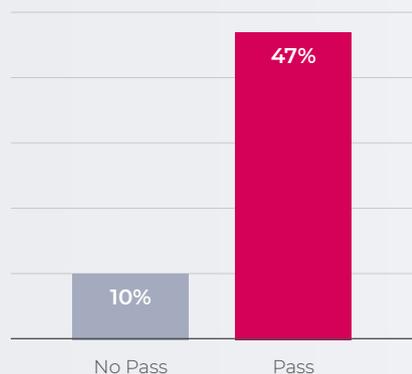
A heavy machinery supplier used the Safety assessment to shift the balance of employee safety risk behaviour, significantly reducing safety incident claims.

An international data management company found that employees achieving a "pass" rate on the WPP were four times more likely to have good attendance.

Average Claim Payment (\$)



Likelihood of Good Attendance Based on WPP Score



Employees who pass the WPP are **4x** more likely to have good attendance



## Combined Assessments

While the results above are impressive, our customers also achieve outstanding results by combining assessments. For most roles, we recommend a cognitive and personality assessment as a minimum, then adding EI, risk, values and skills assessments as required.

A professional services organisation improved a range of recruitment metrics using game-based cognitive, emotional intelligence and values testing.



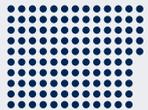
**11%** increase in offer acceptance rate



**2.3** fewer hours spent interviewing per hiring manager

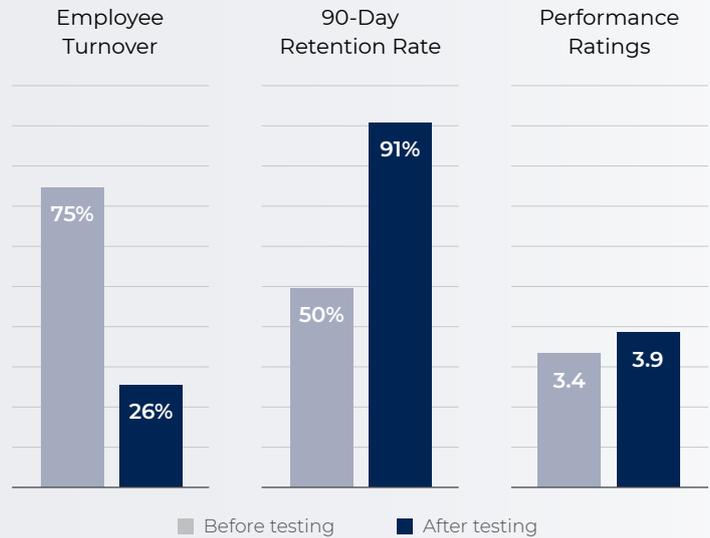


**80%** of candidates interviewed received a job offer



**115** hours saved interviewing

A call centre reduced turnover by 65% in one year and improved employee performance using cognitive, personality and skills testing.



### Hire Smarter with Criteria



Average length of testing: **35 min**



Average number of tests taken per event: **2.3 tests**



Most commonly used tests:  
**94%** Cognitive Tests  
**91%** Personality Tests  
**72%** Skills Tests



When to test: **70%** of our customers use tests near the beginning of the hiring process, prior to in-person interviews



**82%** of companies use some form of pre-employment tests

Cognitive aptitude is one of the most accurate predictors of job success:

**2x** more than interviews  
**3x** more than experience  
**4x** more than education

