

Accurate, efficient, smart

ZeroLime's and Assessio's digital interview and assessment - ZADIA has revolutionized the best practice of recruitment. Using psychometric tests through test publishing company Assessio together with ZeroLime's recruitment software in video interview (digital interview) we have found the best screening option possible.

When faced with the challenge of selecting among large quantity pools of applicants we need accurate methods of assessing to select the best and at the same time being efficient. When recruiting new staff the organization has to be accurate, efficient, and smart, which is why we have come together to solve this challenge through ZADIA.

Accurate

When selecting staff we know that you are the expert in what works and what doesn't work in your organization. Some types of competencies, personality traits and capacities are going to be highly successful in one organization but not in another. We will transform your description of your demands into measurable competencies possible to assess through some of our different psychometric tests.

MINT

MINT, Measuring Integrity, is a web based personality test that measures fundamental personal characteristics that are important in different types of jobs. It is based on the five factor model of personality, which is the most empirically robust and well documented approach to measuring personality traits today.

The candidate's scores on MINT are combined to an integrity score. With a high score, candidates are more often rated as high performers at work, both with regards to handling job tasks well, as well as being friendly and effective in their relationships at work.

PJP

Predicting Job Performance

PJP, Predicting Job Performance is a combined personality and cognitive ability test with a focus on predicting performance at work. PJP is a web based assessment with a total administration time of 40 minutes.

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Smart

ZADIA has been scrutinized through independent research from some of Sweden's most prestigious universities – Uppsala University and the Karolinska Institute. Recent studies have shown that this solution is as accurate in selection that is possible today. When personality-and capacity tests combined with a structured interview as this digital one, our accuracy in selecting the best comes to a maximum. But most of all it minimizes the risks of discrimination.

A recent study compared ZADIA to face-to-face interviews with astonishing results. When using ordinary face-to face interviews the discrimination due to ethnicity was over-helming, using this solution though, no discrimination at all was found. At the same time discrimination due to age and gender was also assessed with the same positive results.

We have seen measurable effects in both accuracy and efficiency, and are at the same time being just and fair to the recruiters and the candidates, while improving employer branding and organizational success simultaneously.

Efficient

No quantities of applications are too great when using this solution. Theoretically we would be able to assess the whole population of the US and select the ones with the best fit for your organizations needs.

By choosing cut-off limits to your standard you can choose to look at the interviews for candidates with only the highest potential for the specific position. This makes it possible to give a fair chance to all applicants and not just the ones who were lucky enough to get the recruiters time.

Different positions demands different people, but at the same time a single candidate might be applying for various types of jobs. This makes the candidate go through several recruitment processes answering similar interviews and taking similar tests, taking its toll on the candidates' motivation and the recruiter's energy.

The ZADIA solution makes it possible to have the same candidate in multiple processes at the same time. If you are not chosen to get hired today, your combined test and interview results might still be the best fit for another position tomorrow.

When compared to classic selection methods this solution is highly time efficient. A large global company in retail decreased their time when hiring by almost 90%



ASSESSIO

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