



# ZERO TALENT WASTE:

## The pathway to uncapped recruitment



# How effective is your recruitment process?

(Choose all that apply)

- It's highly efficient
- It could be more efficient
- It's on par with our competitors
- We only hire great talent
- We have bad hires from time to time



**WHO ARE WE?**



 **HFM**  
**TALENTINDEX**  
Online Assessment

**Technology**

**Psychology**

**Research**

**Experience**

# **ASCEND** BY THE ASSESSIO GROUP

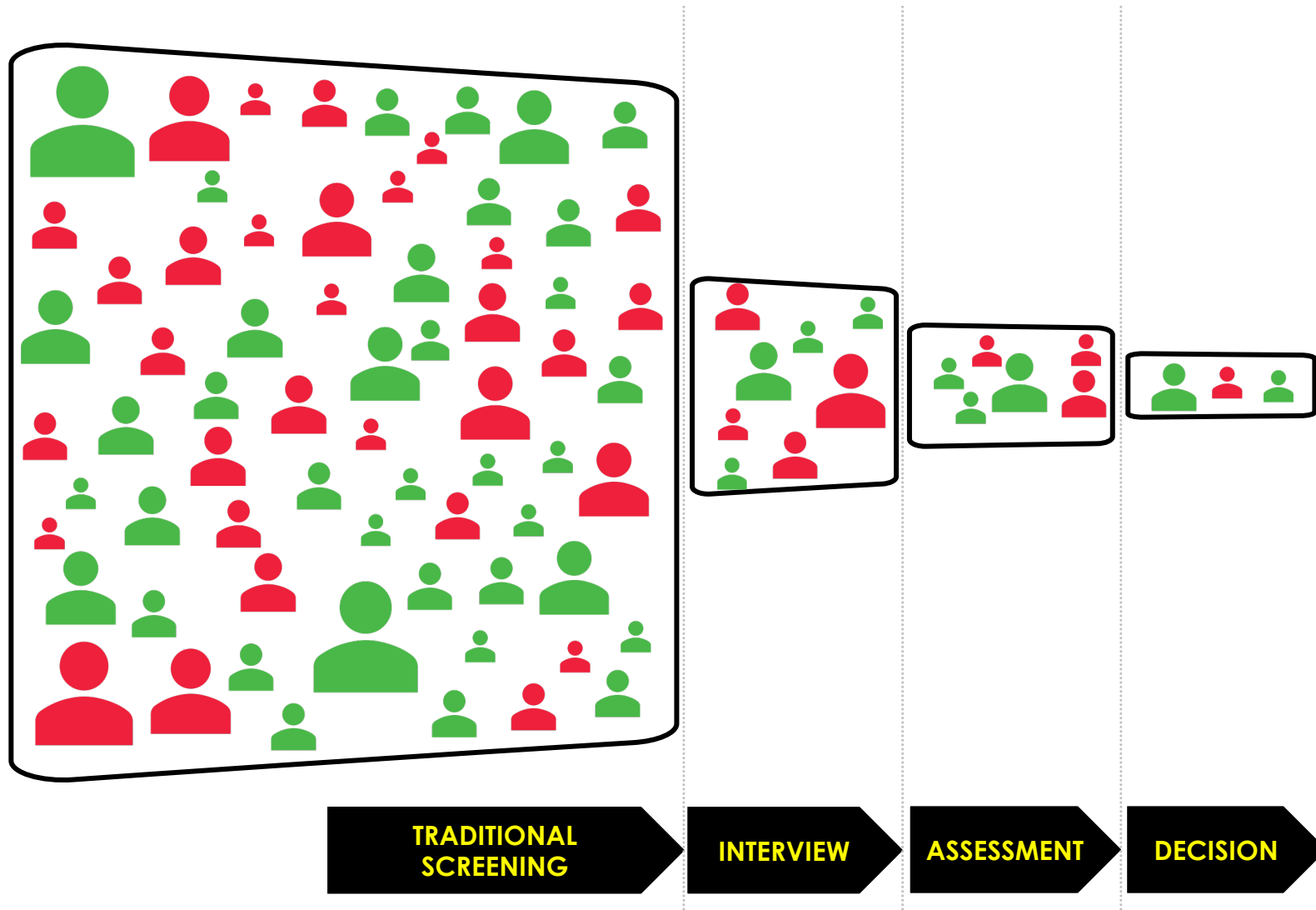
**65+ YEARS** OF EXPERIENCE

**3+ MILLION TESTS** IN 5 YEARS

FIXED COST ONLINE **SCREENING**



# THE TRADITIONAL APPROACH



- Manual CV screening
- Gut-feel decisions
- Time and resource heavy
- Subjective interviews

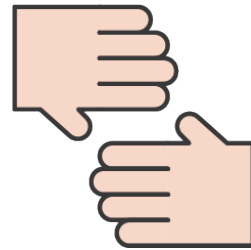


# TRADITIONAL ROI



**\$4,400**  
**R64,000**

Average cost per hire



**36 days**

Average time to hire



**\$82,000**  
**R1,200,000**

Average cost of a bad hire

Source: [SHRM Talent Acquisition Report](#), [PWC Study](#)



# Where does your organisation invest the most time and money in the recruitment process?

(Choose two options)

- Sourcing applicants
- Manual screening (CVs, references, etc.)
- Assessments
- Interviews
- Cost of bad hires



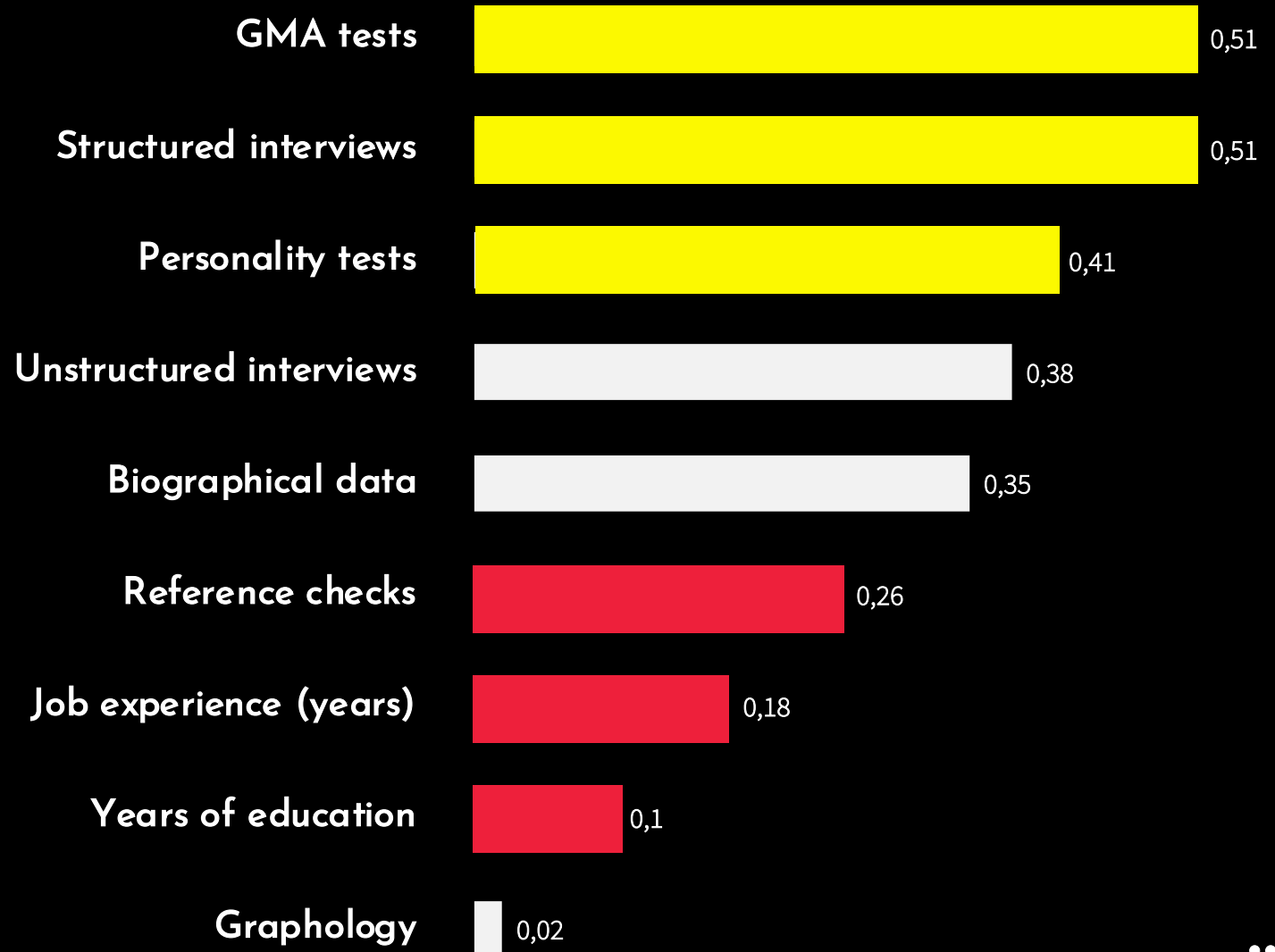


# ZERO TALENT WASTE





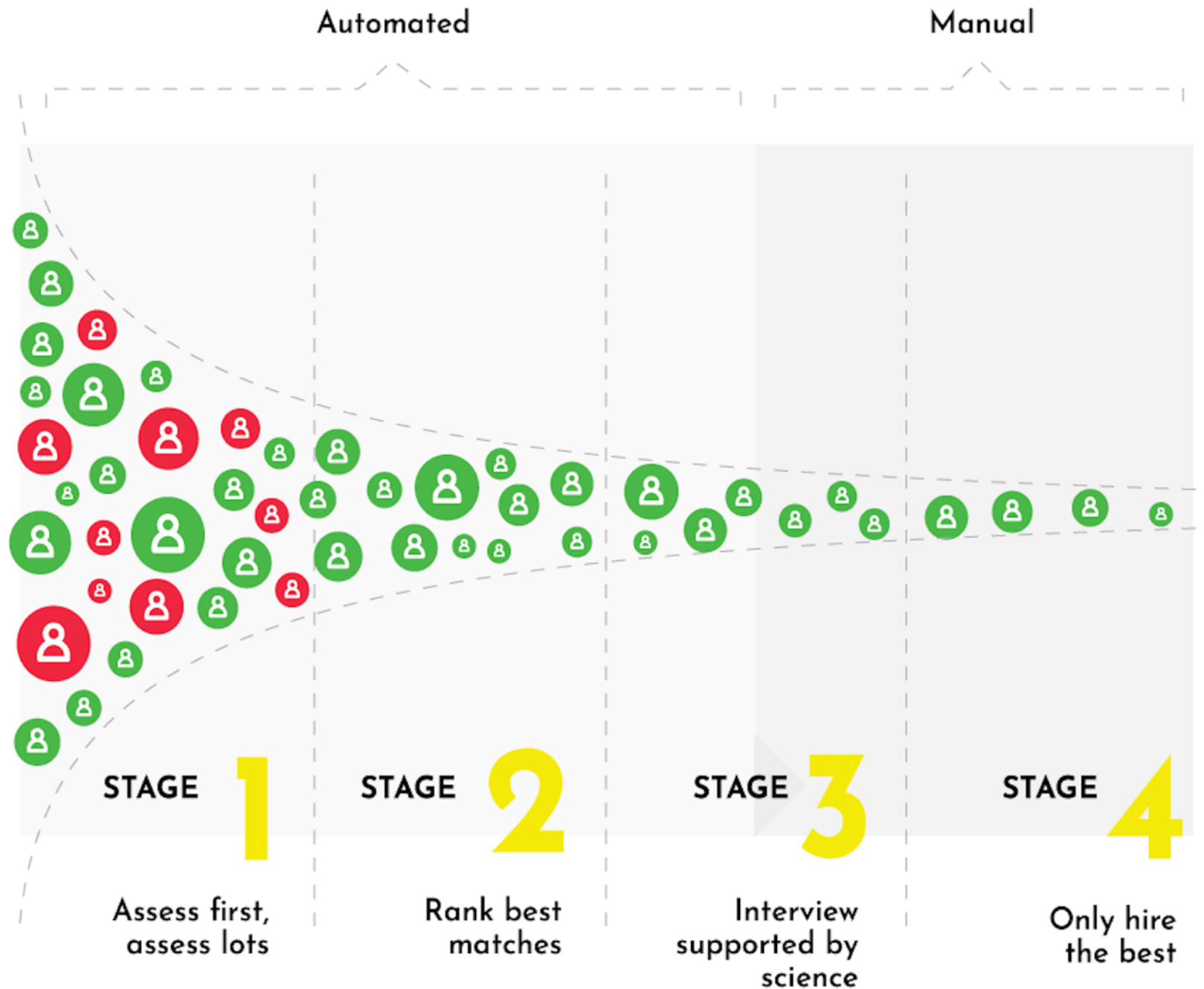
# Validity of information



Source: Schmidt, F. L., & Hunter J.E.



# Turning the assessment process upside down



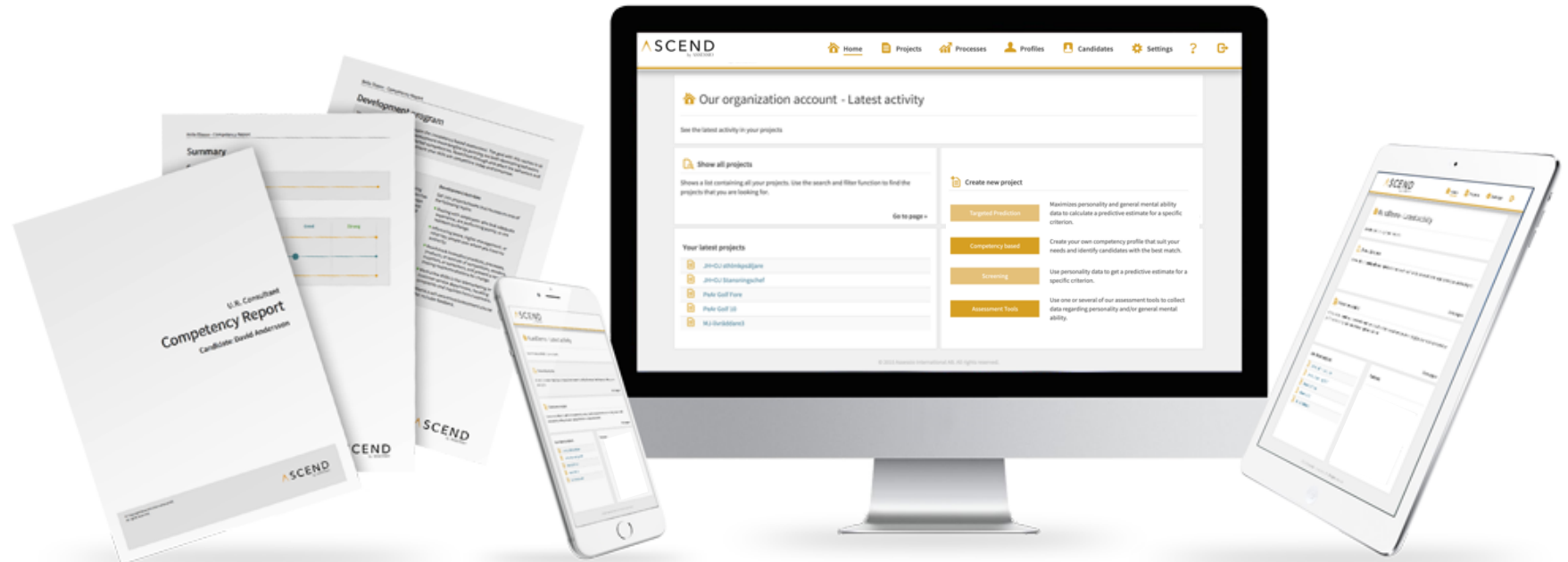


# THE COMMODITISATION OF ASSESSMENTS

THE VALUE IS IN DATA

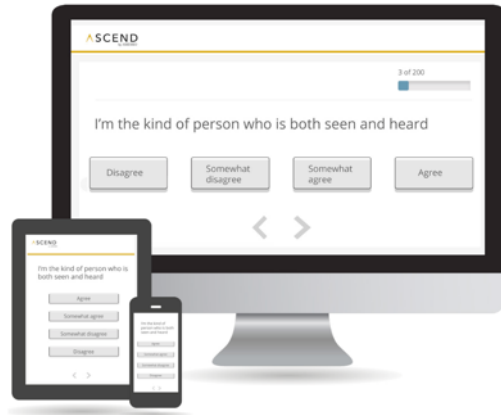
THE BEST TALENT IS NO LONGER RELATED TO THE **COST** OF TALENT ACQUISITION

- **FIXED COST**
- **MAXIMUM VALUE**
- **DATA-DRIVEN**





# MAP & MATRIGMA



- Measures personality (potential) based on Big Five
- Competency role-fit
- Map-X risk behaviour



- Measures problem solving ability and potential to learn new information



**90%** Time saving 

Retain top talent  
times longer **1,7x**

**25%** Increase in →  
sales revenue

Increase leader  
effectiveness by **35%**

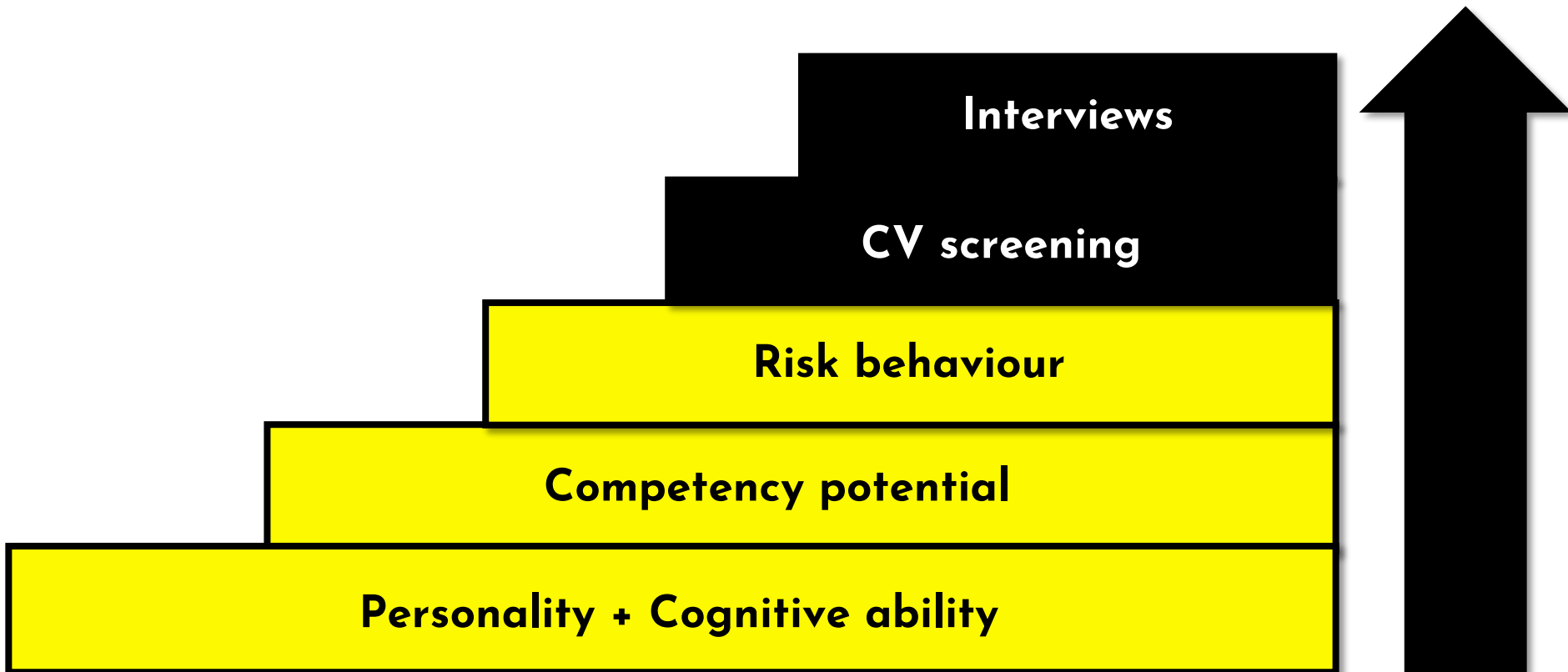
 **X** Stop hiring  
toxic employees





# FULL POTENTIAL UNLEASHED

Prediction of job success





## CASE STUDY



- Largest recruitment agency in the world (5% of market share)
- Started the journey with Assessio in 2014
- Today one of the largest clients with over 300 Ascend users
- Assessments used today:
  - Matrigma (Aptitude)
  - MAP (Personality)
  - MAP-X (Extreme behaviour)

- Increased accuracy in screening and selection
- Decreased recruitment time by 80%
- **Attendance levels:** Absenteeism & sick leave decreased by 29% by sifting out candidates with low scores
- **Better performance:** Proportion of employees with low manager appraisal scores decreased by 30%
- **Lower recruitment costs:** More efficient and speedy selection processes

## CASE STUDY



# BILLERUDKORSNÄS

- 4,400 employees - from Northern Sweden to China
- One of the most sustainable companies in the world (DJSI)
- World-leading provider of primary fibre based packaging materials (e.g., supplier to Tetrapak)
- Innovation - The Paper Bottle

- User of Ascend since 2017 - Completed MAP and Matrigma tests are mandatory for all employments
- Assess as early as possible, especially important when there's a large number of candidates
  - Trainee program
  - Summer vacancies
  - Other "popular" vacancies
- Sustainable Leadership competency profile
  - Assessing leadership potential
  - Can be used for leadership development
- What can we see so far?
  - Increased leadership index for several years in a row
  - Better candidate experience
  - Reduced recruitment costs (more in-house)



**THANK YOU  
ANY QUESTIONS?**

 **HFM**  
**TALENTINDEX**  
Online Assessment

[www.hfmentalindex.co.za](http://www.hfmentalindex.co.za)

[info@hfmentalindex.co.za](mailto:info@hfmentalindex.co.za)