

# The AssessFirst starter kit.

Everything you need to get started plus help to make the most of the application.



OUR

# Allowing you to see potential, beyond CVs.

We believe that every individual has the ability to create a real difference every day thanks to their personality, motivations and cognitive abilities.



# What is AssessFirst's mission?

In 9 out of 10 cases, recruitment failures are linked to a poor match between an employee's **soft skills** and those needed for the job.

Soft skills are an essential element to consider in any Recruitment and HR strategy. But how can you evaluate these skills?

AssessFirst is a **predictive recruitment** and talent management solution that is built upon soft skills. The mission of which is to enable people and employers to identify what makes individuals unique: inspiring them to fulfil **their potential**.







# Our solution's benefits.

Using our solution, you can:

- **Access the real potential** of your candidates and employees
- **Predict** their performance and engagement
- **Limit cognitive biases**

AssessFirst executes a unique combination of personality, motivation and cognitive ability assessments with state-of-the-art artificial intelligence.

It allows you to **optimise all the key stages of your talent management** by limiting all biases related to Recruitment, Management and Learning & Development.

Through the limitation of bias comes a limitation of discrimination: helping to increase diversity in your approach and results.



# What is predictive recruitment?

The technology developed by AssessFirst is based on predictive recruitment, i.e. **predicting a person's ability to succeed and thrive in a position**, based on an assessment of their potential.

To recruit predictively, you start by selecting a predictive model that corresponds to the criteria essential to succeed in a job. This is the process of defining and structuring your expectations in terms of soft skills. You can then invite your candidates to complete our questionnaires. Our algorithms will match their profile with your chosen predictive model, and we give you a **compatibility score** for each candidate depending on how well they match your expectations.

AssessFirst helps you to shortlist candidates likely to be suitable for the position.







# Why recruit predictively?

AssessFirst's predictive technology is based on Behavioural Science. Through the **analysis of hundreds of datapoints** for each individual, it is possible to understand precisely what determines their daily behaviours.

Our predictive algorithms take more than 800 criteria into account, all of which are related to people's personality, motivations and cognitive abilities. With AssessFirst technology, **predictions and decisions made are 25% more reliable on average** than those made by even some of the best recruitment or career management experts.



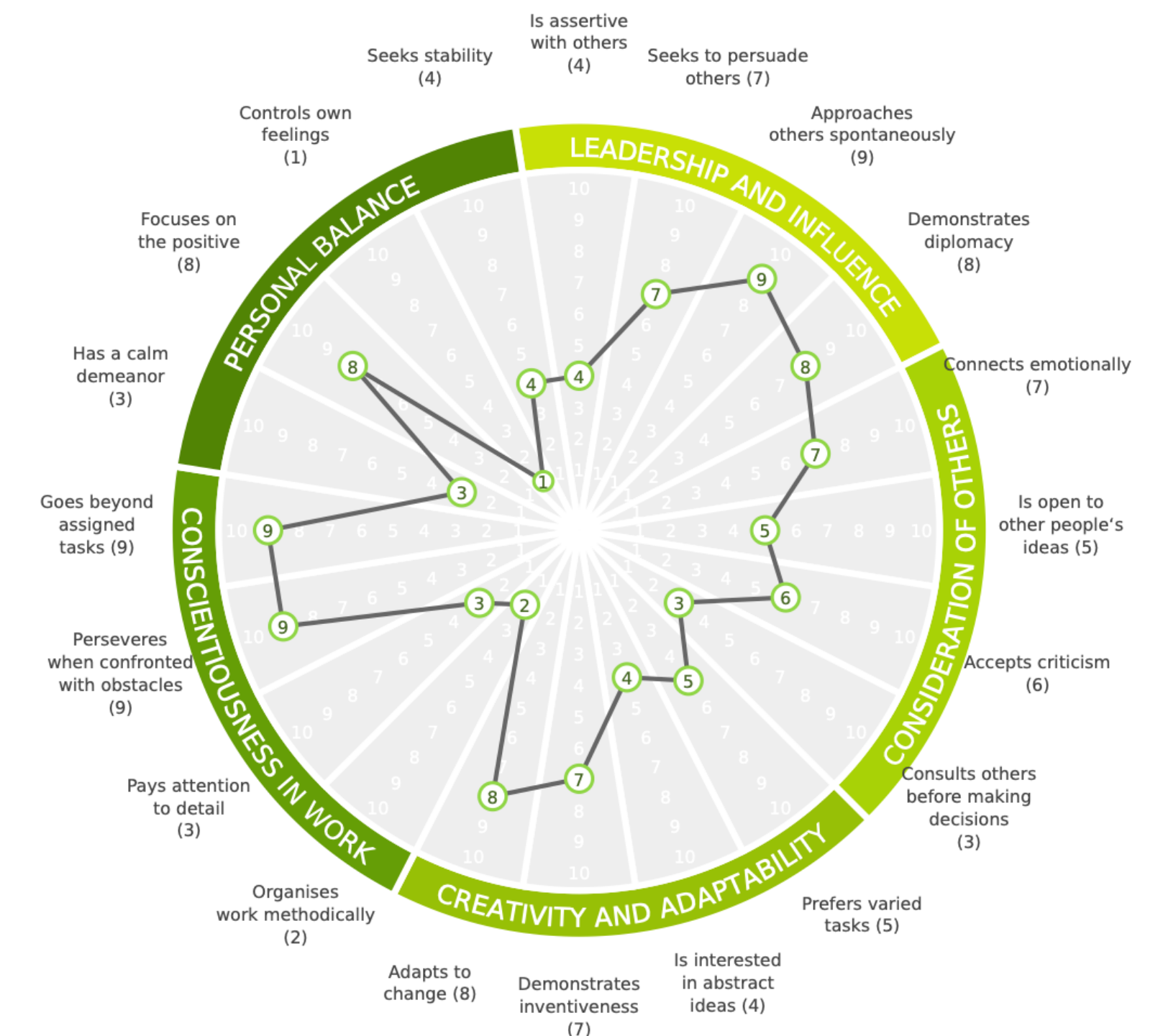
# What do our 3 questionnaires assess?

## Personality

Personality is assessed with our **SHAPE** questionnaire. It is based on the BIG 5 model (OCEAN model) to predict a person's naturally adopted behaviours, in both normal and stressful situations.

It analyses their scores across 20 personality traits, represented by a radar.

This questionnaire allows you to **develop your knowledge of your candidates' and employees' behaviours**, and to determine their natural way of interacting, working and managing their emotions on a daily basis.





# What do our 3 questionnaires assess?

## Motivations

Motivations are assessed with our **DRIVE** questionnaire. It makes it possible to identify the situations that have a positive impact on the individual's engagement, as well as those which are likely to demotivate them. It highlights what the person wants to do, how they want to do it, in what context and why.

This questionnaire allows you to understand **what energises (or de-energises)** your candidates/collaborators on a daily basis. This helps to determine what they want to do in your business, in relation to several environments including:

- Your corporate culture
- Their team and manager
- The essential job activities





# What do our 3 questionnaires assess?

## Cognitive Abilities

These are assessed with our **BRAIN** questionnaire. It allows you to identify the types of problems that the person is able to solve: giving you an insight into their capacity to acquire new skills.

This questionnaire allows you to **accurately measure your candidate or employee's reasoning ability and learning style**. You'll be able to anticipate how someone will approach specific tasks and challenges before they happen.



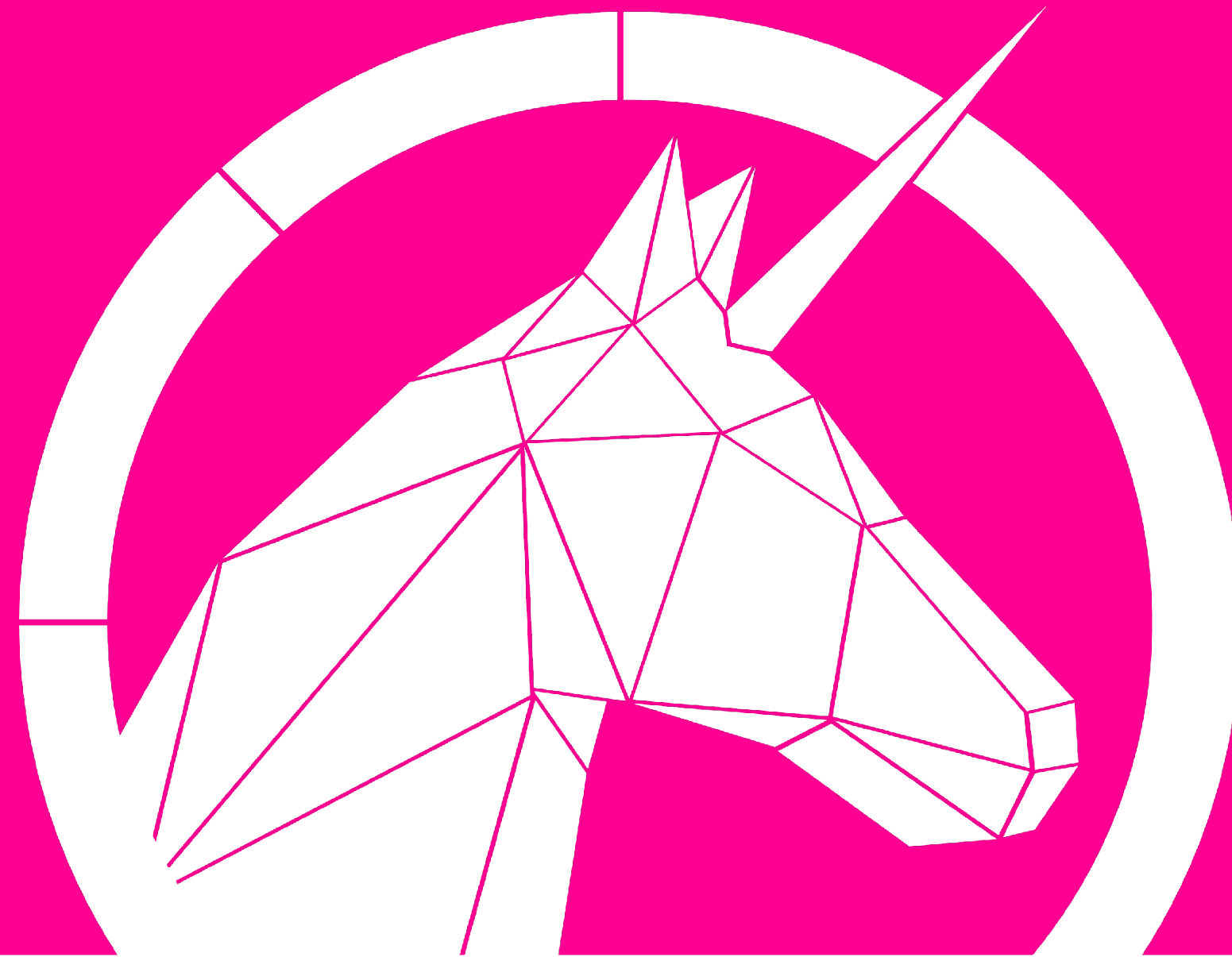


**OUR**

# Supporting you at every step of talent management.

Our Onboarding, Customer Success and Account Manager teams are available to train and support you make the most of our solution. We prioritise your user experience; this is evidenced by our Qualiopi certified training.





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# Recruitment



# Our clients are talking about us!

## Recruitment

Access complete assessment results for each individual, create recruitment campaigns from a predictive model and discover the most compatible candidates!

Publicis Media, part of the global advertising and media firm Publicis Group, used AssessFirst **to make smarter hiring decisions** that would compliment the growth of their diverse teams and help to tackle challenges surrounding staff turnover.

Companies that use our solution report **30%** better performance from new hires, who stay up to **2X** longer in their role.



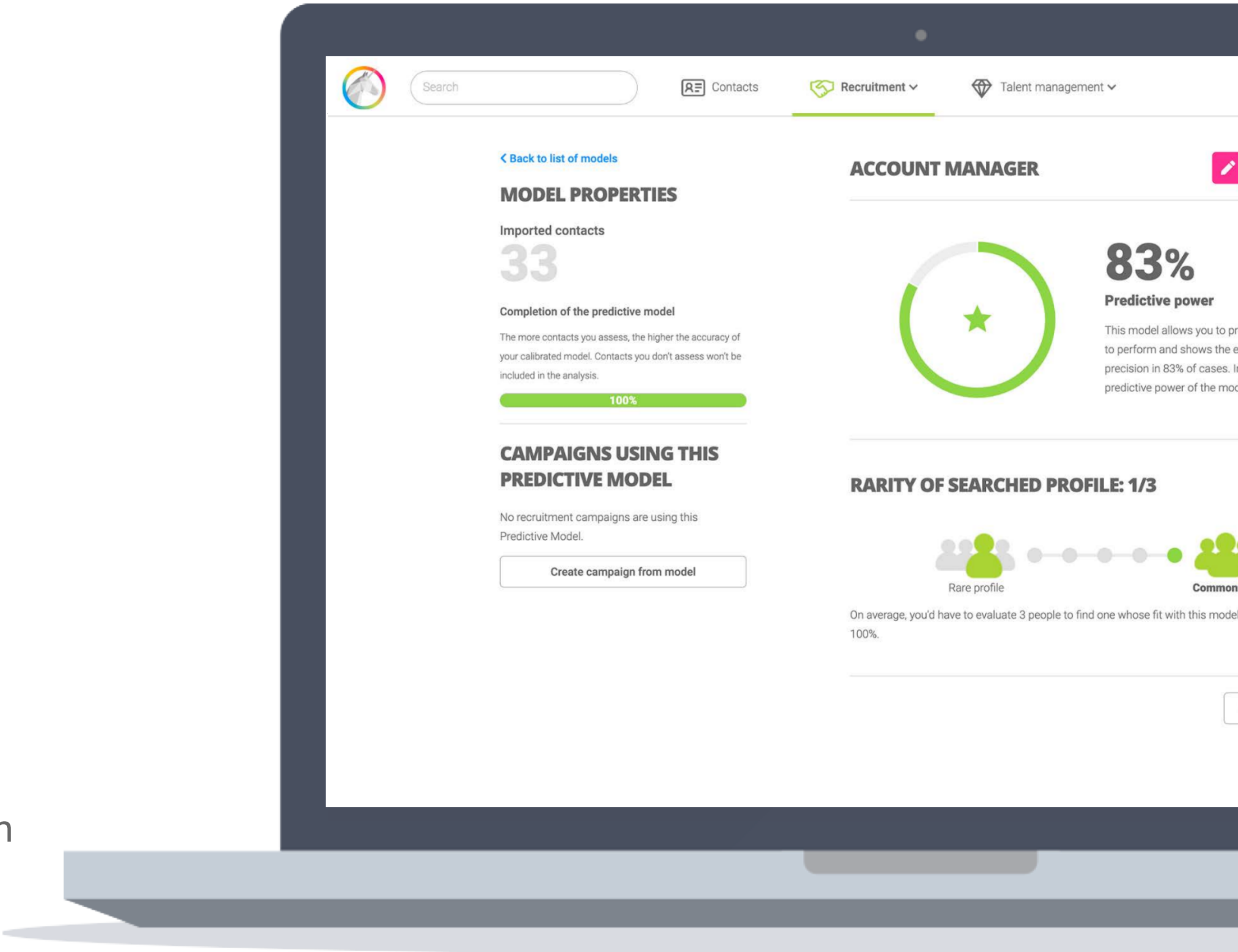


# Our solution goes even deeper!

## State-of-the-art Artificial Intelligence limits bias

Since 2002, AssessFirst has relied on behavioural science and **bias-eliminating** A.I. technology that enables you to make the best decisions when recruiting, managing and supporting your people. AssessFirst was designed to offer **a reliable, innovative and practical solution** that gives you useful and quality information about people.

Following extensive research and several scientific congresses, our Science team has **proven that our machine learning and A.I. promotes diversity**; this is even the case if learning from a bias data-set as a starting point.





OPTION

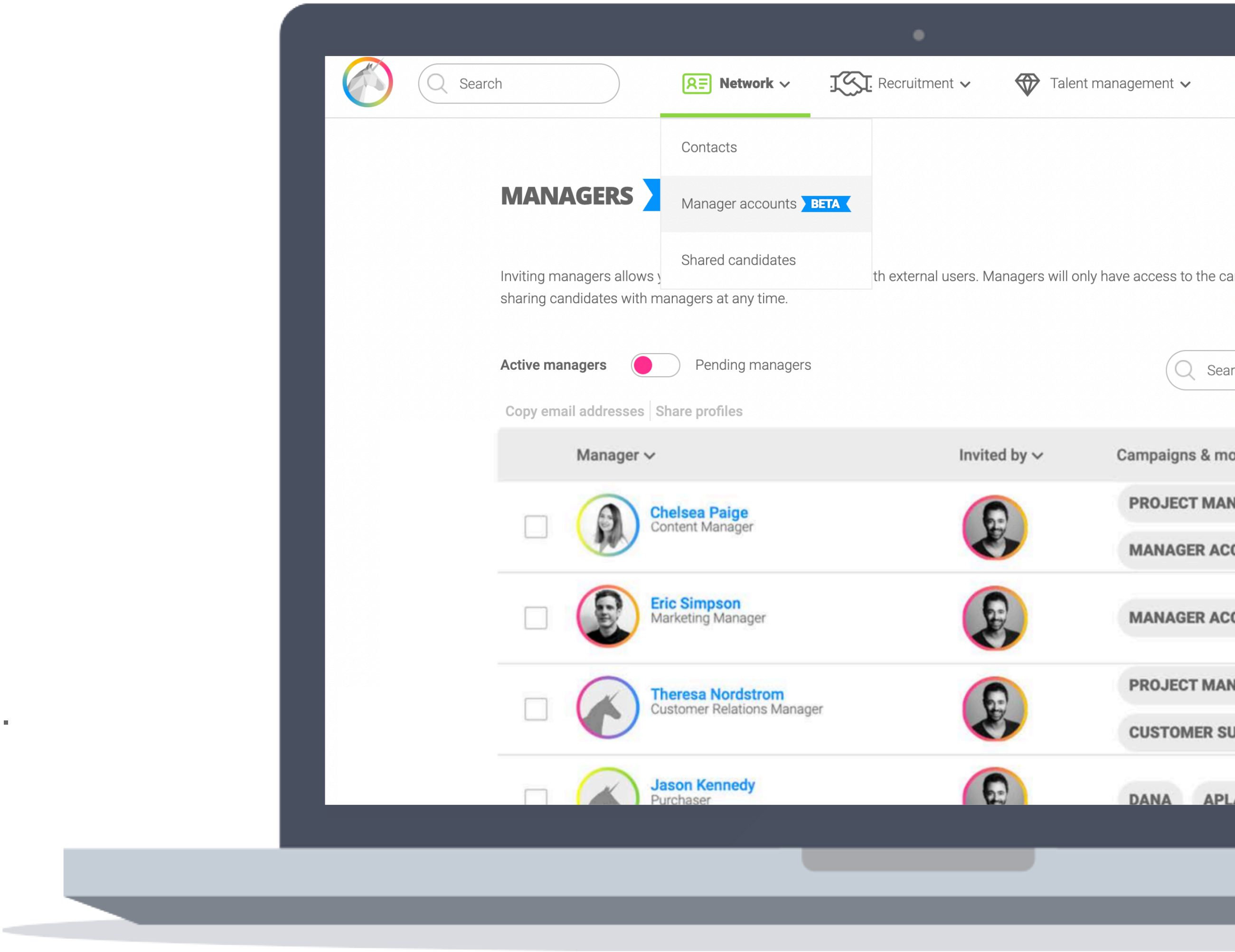
# Our solution goes even deeper!

## Fuelling collaboration between managers and HR

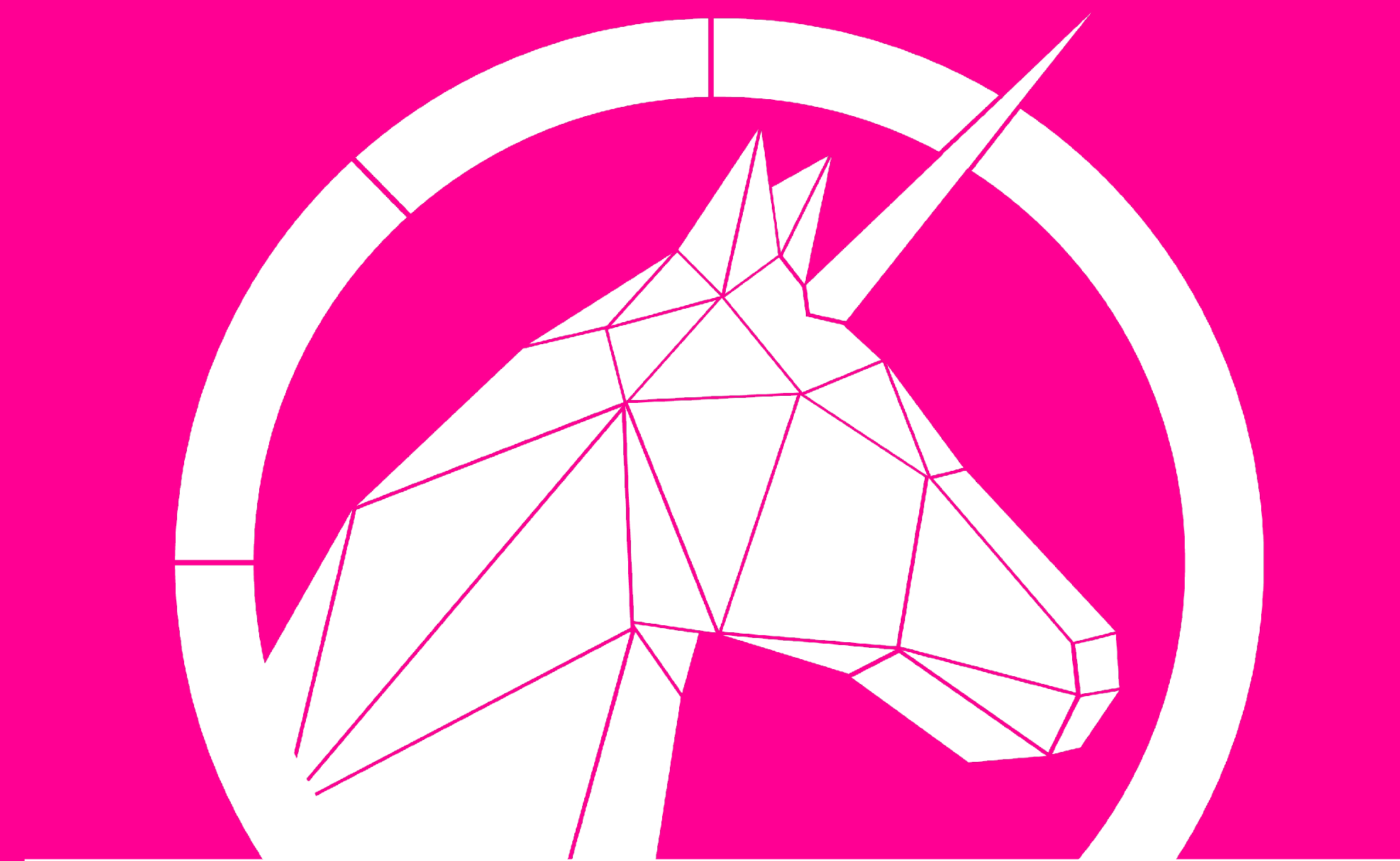
With Manager Accounts, we are democratising access to assessing potential: **each manager is presented content designed specifically for them, facilitating joint decision-making.**

Each Recruitment user can quickly share several candidate profiles with managers. Recruiters maintain control over the data and can share private notes and comments at any time.

AssessFirst Manager Accounts **promote recruiter-manager collaborations** in recruitment and mobility processes: saving valuable time in making the best possible decisions.







# Support & Mobility



# Our clients are talking about it!

## Support & Mobility

Discover all the talents and areas of development for your teams, while supporting your employees in their career progression and offering them the most suitable positions.

It made perfect sense for Pret A Manger to turn to our solution **for their hiring and talent development**. They are benefitting from in-depth knowledge of their employees and the type of management that allows them to thrive and evolve in their careers.



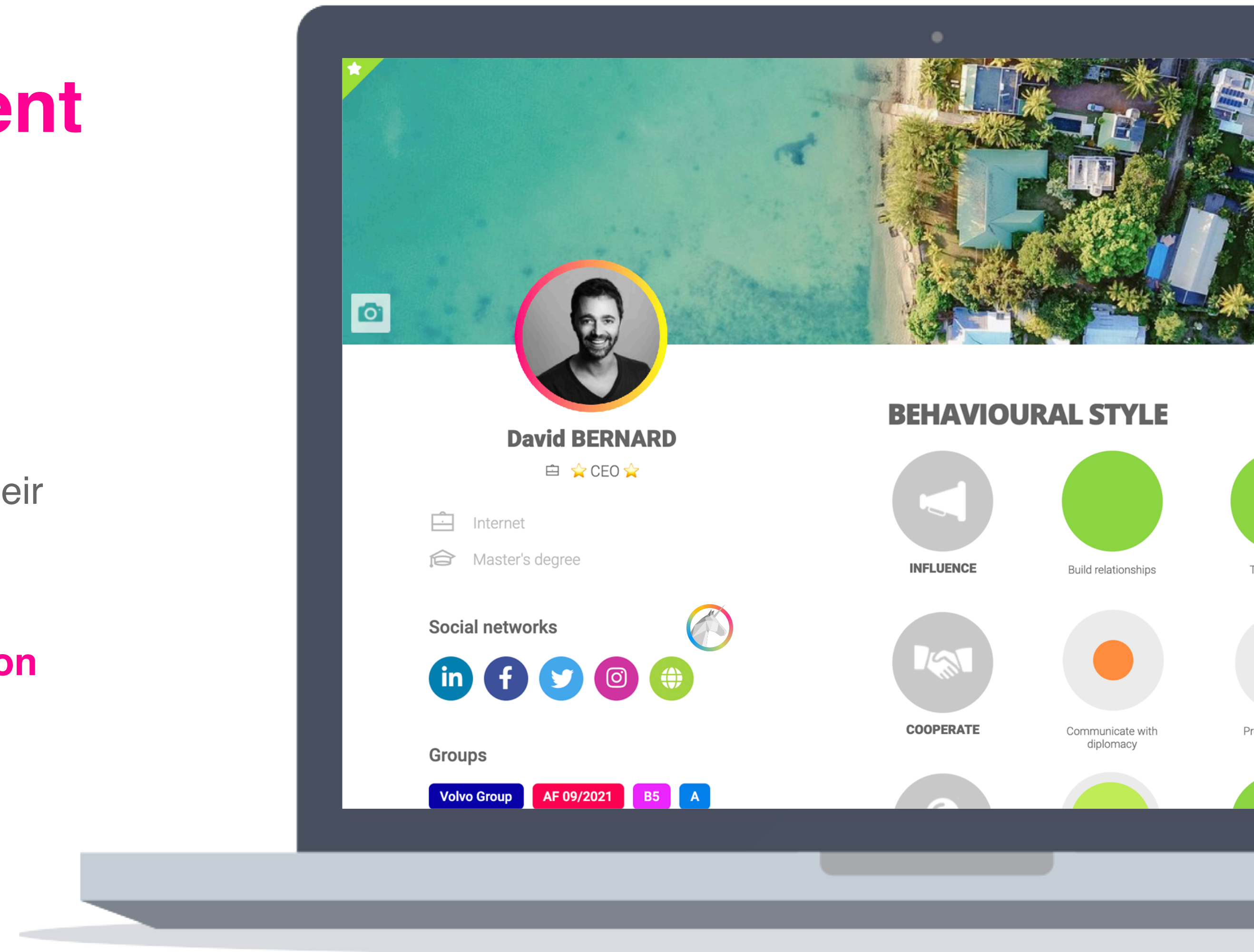


# Our solution goes even deeper!

## In control of their development

By making AssessFirst available to all of your employees, you empower them to discover their own talents and **what makes them truly unique.**

This way, everyone has access to a complete account of their profile, from their reasoning methods to an exhaustive inventory of their behavioural talents, including a precise hierarchy of situations likely to **strengthen their satisfaction and commitment.**





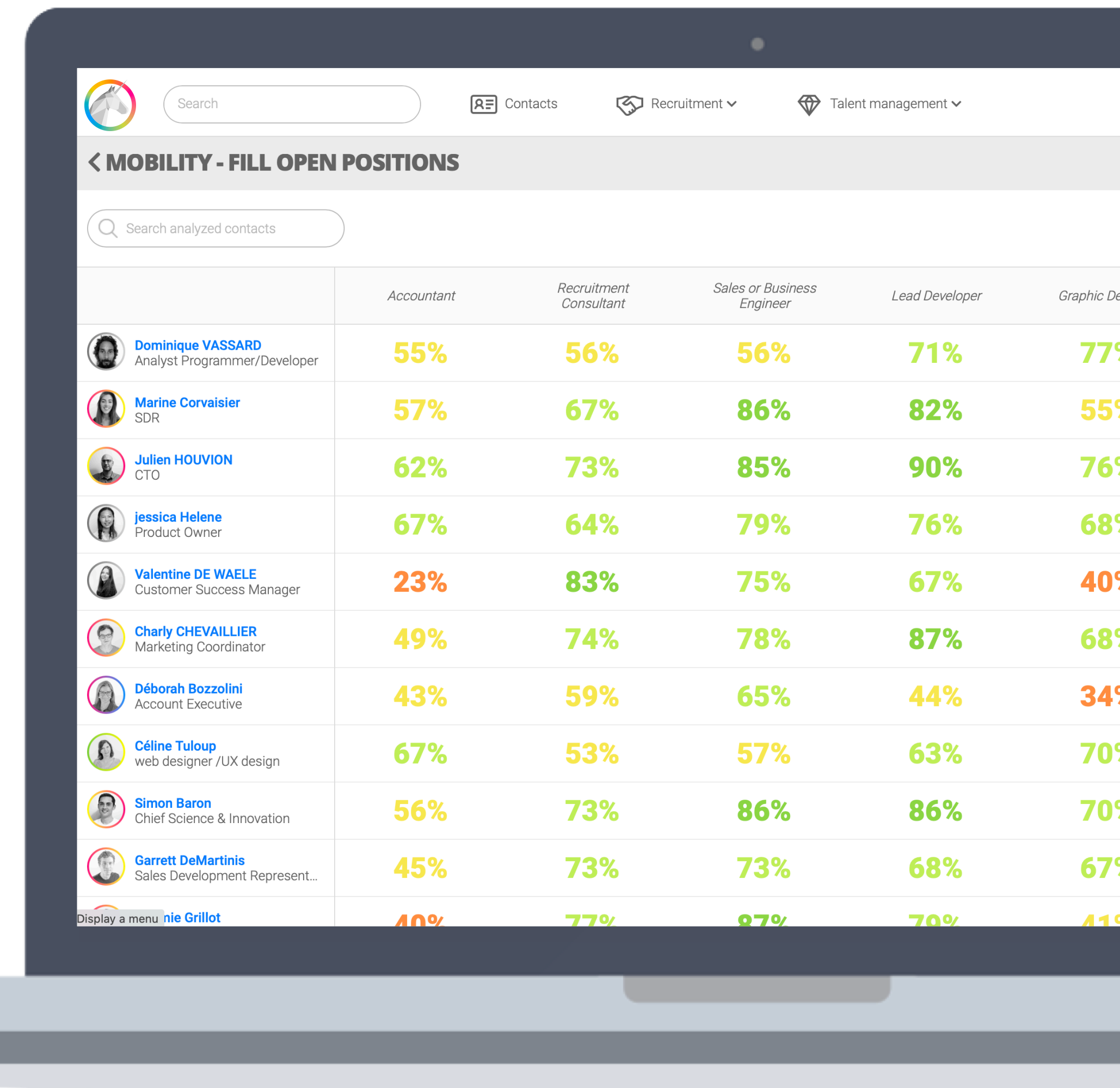
# Our solution goes even deeper!

## Mobility & Talent Management












AssessFirst is more than three questionnaires. It is also:

- **A way to help managers support their teams:** giving them access to detailed information on employees
- Features dedicated to **talent management** and internal mobility.

Our solution helps you to identify employees with high potential and to design personalised mobility paths for them, so that they can fully express their talents.



The screenshot displays the 'MOBILITY - FILL OPEN POSITIONS' section of the AssessFirst application. It features a search bar for 'Search analyzed contacts' and a table with columns for different job roles: Accountant, Recruitment Consultant, Sales or Business Engineer, Lead Developer, and Graphic Designer. Each row represents an employee, showing their profile picture, name, title, and potential scores for each role. The scores are color-coded: yellow for low, green for medium, and red for high potential.

	Accountant	Recruitment Consultant	Sales or Business Engineer	Lead Developer	Graphic Designer
 <b>Dominique VASSARD</b> Analyst Programmer/Developer	55%	56%	56%	71%	77%
 <b>Marine Corvaisier</b> SDR	57%	67%	86%	82%	55%
 <b>Julien HOUVION</b> CTO	62%	73%	85%	90%	76%
 <b>jessica Helene</b> Product Owner	67%	64%	79%	76%	68%
 <b>Valentine DE WAELE</b> Customer Success Manager	23%	83%	75%	67%	40%
 <b>Charly CHEVALLIER</b> Marketing Coordinator	49%	74%	78%	87%	68%
 <b>Déborah Bozzolini</b> Account Executive	43%	59%	65%	44%	34%
 <b>Céline Tuloup</b> web designer /UX design	67%	53%	57%	63%	70%
 <b>Simon Baron</b> Chief Science & Innovation	56%	73%	86%	86%	70%
 <b>Garrett DeMartinis</b> Sales Development Represent...	45%	73%	73%	68%	67%
 <b>nie Grillot</b>	40%	77%	87%	78%	41%

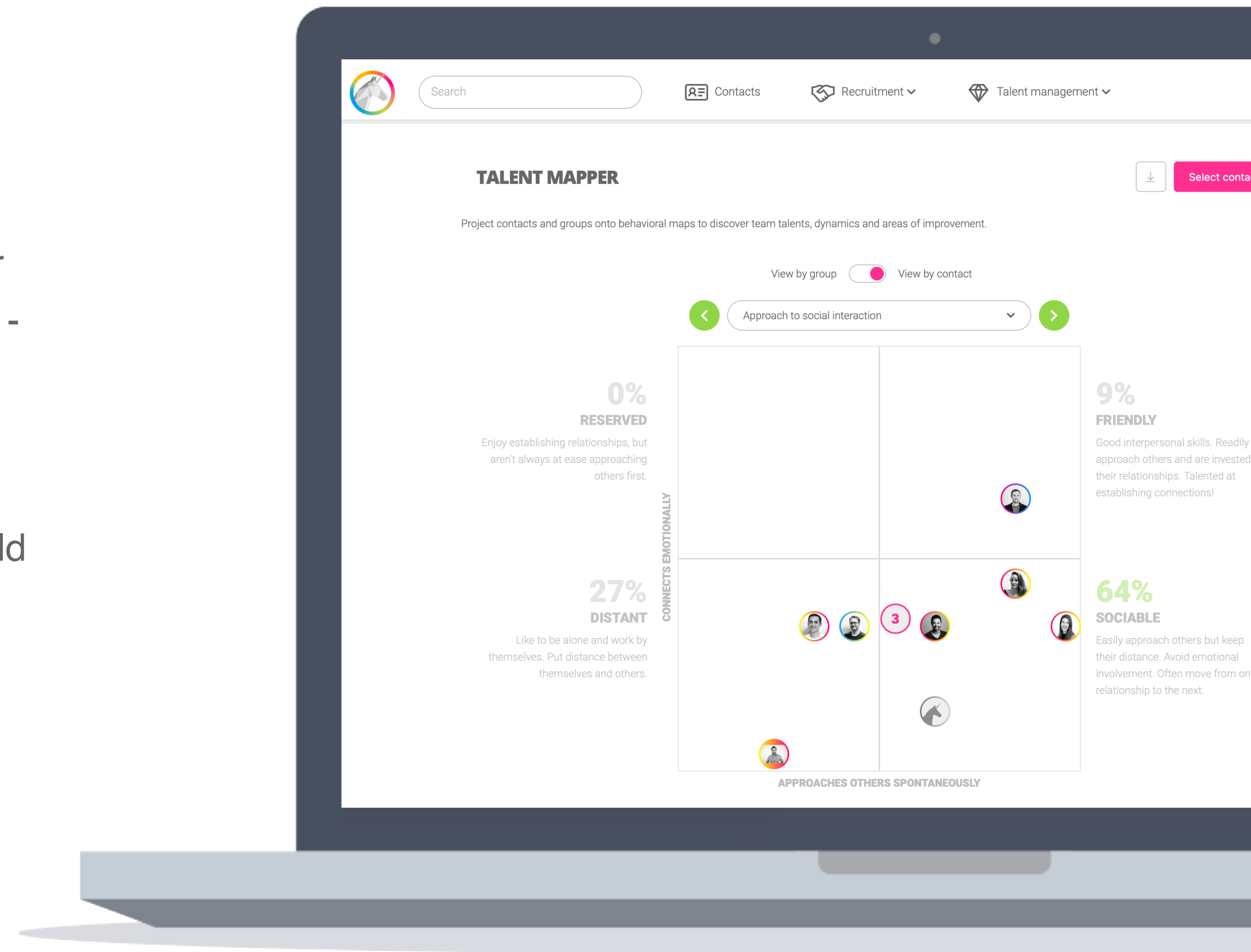


# Our solution goes even deeper!

## Developing effective teams

With our **Talent Mapper**, you can project employees and/or candidates onto behavioural maps and discover the talents - as well as areas to develop - within your teams.

It is possible to identify the most optimal fitting role for your employees. **Understanding a person's role** in a team could avoid disrupting team balance with personnel changes and can improve overall team performance.



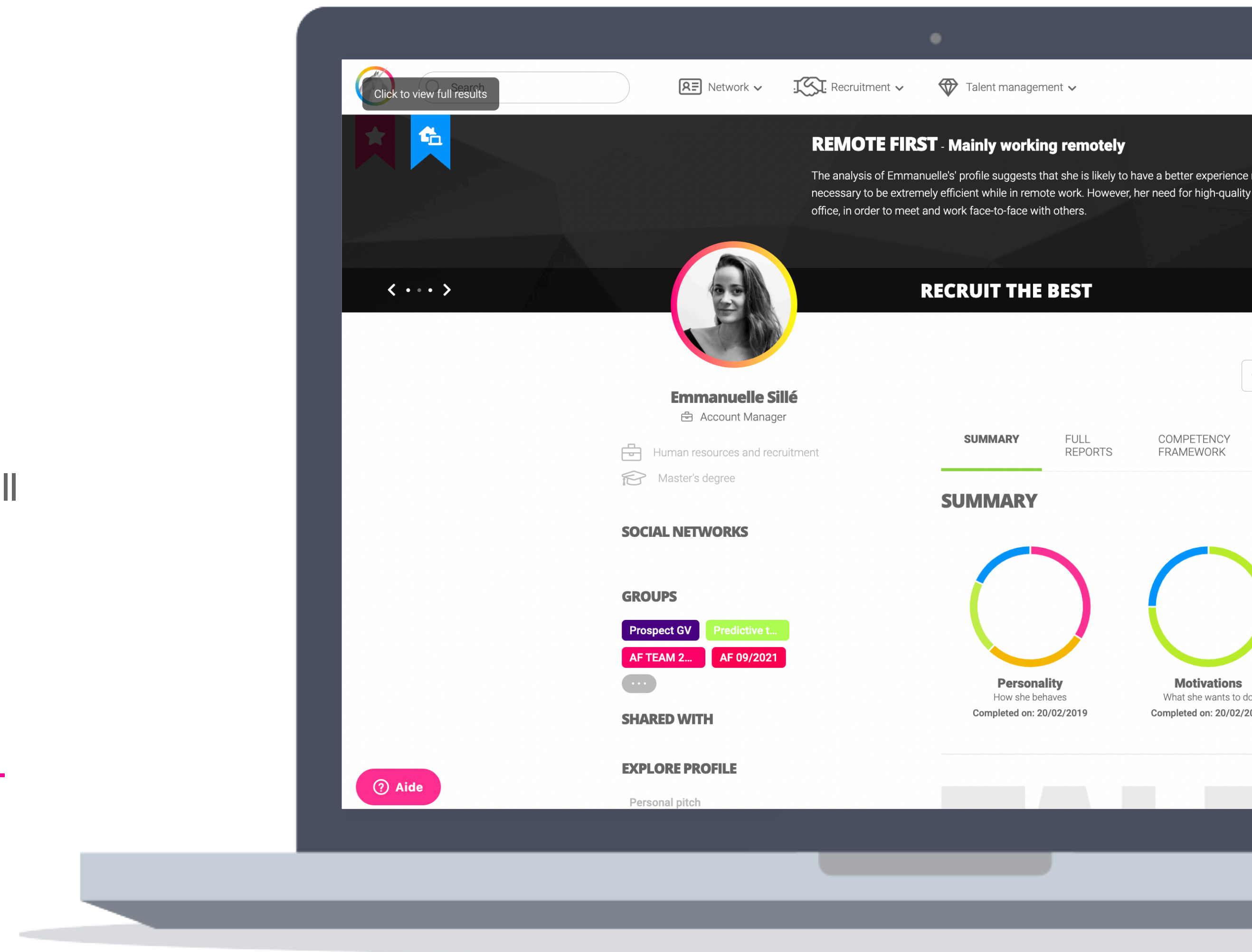


# Our solution goes even deeper!

## Improve your hybrid / remote work strategy

In order to help support your hybrid and remote work strategy, AssessFirst gives you access to a specifically designed feature: **Remote Score**. This score is an indicator for a person's most suitable work environment, how they will manage relationships remotely, and how they will manage their work remotely.

To go even further: **you have access to precise and directly applicable recommendations to help manage each person - regardless of whether they work in the office or remotely.** That way, you can support each person and improve their remote working experience!





# Our solution goes even deeper!

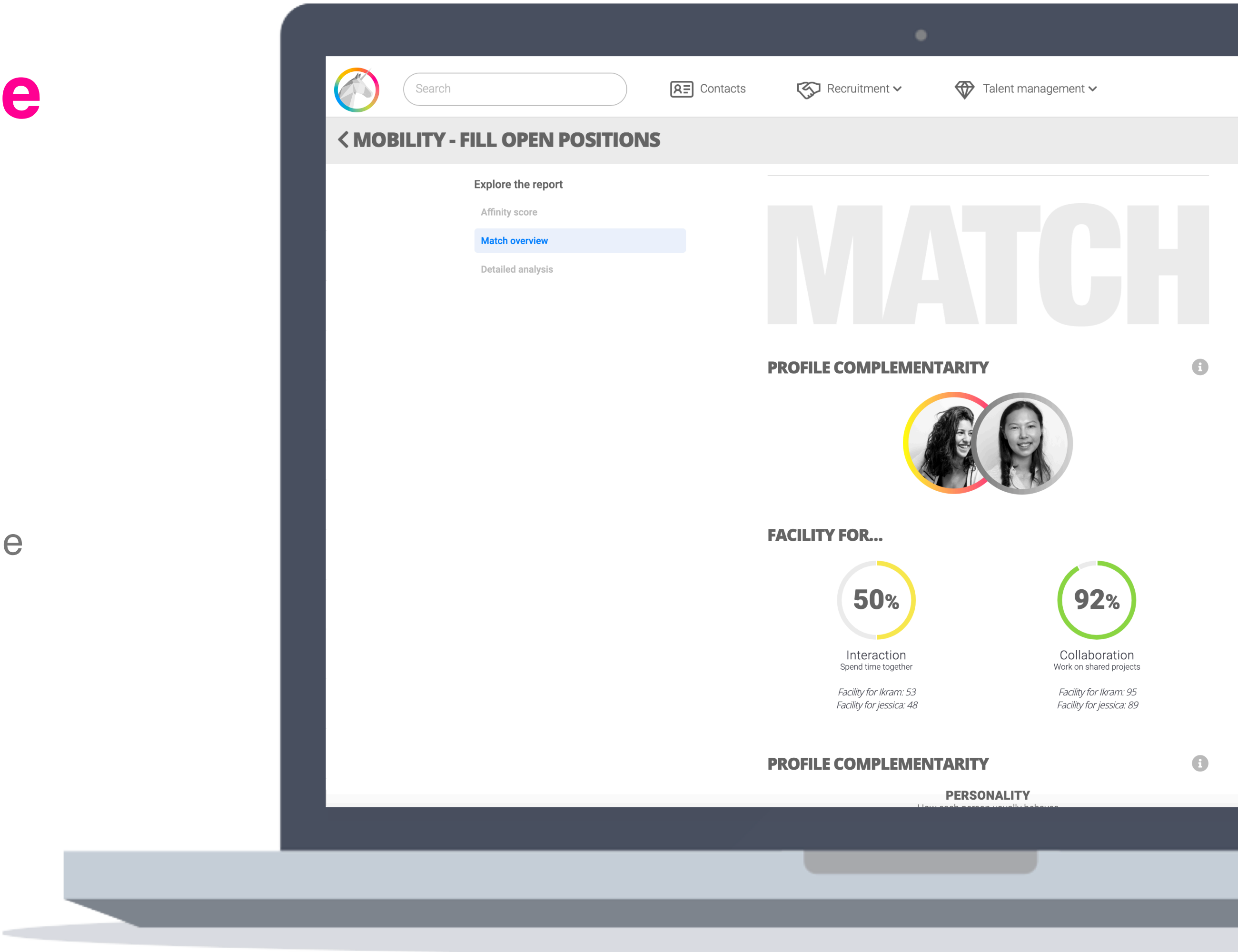
## Affinity and integration advice

Predict the **professional affinity between two people**: two employees or an employee and their manager.

**This feature helps to facilitate the onboarding process.**  
It includes their:

- Feeling of understanding each other, of being on the same page regarding different subjects
- Ability to solve problems (from simple to complex)
- Ability to cooperate productively on projects
- Synergy between them accounting for their own unique ways of doing things

With this feature, you can anticipate the most impactful partnerships!



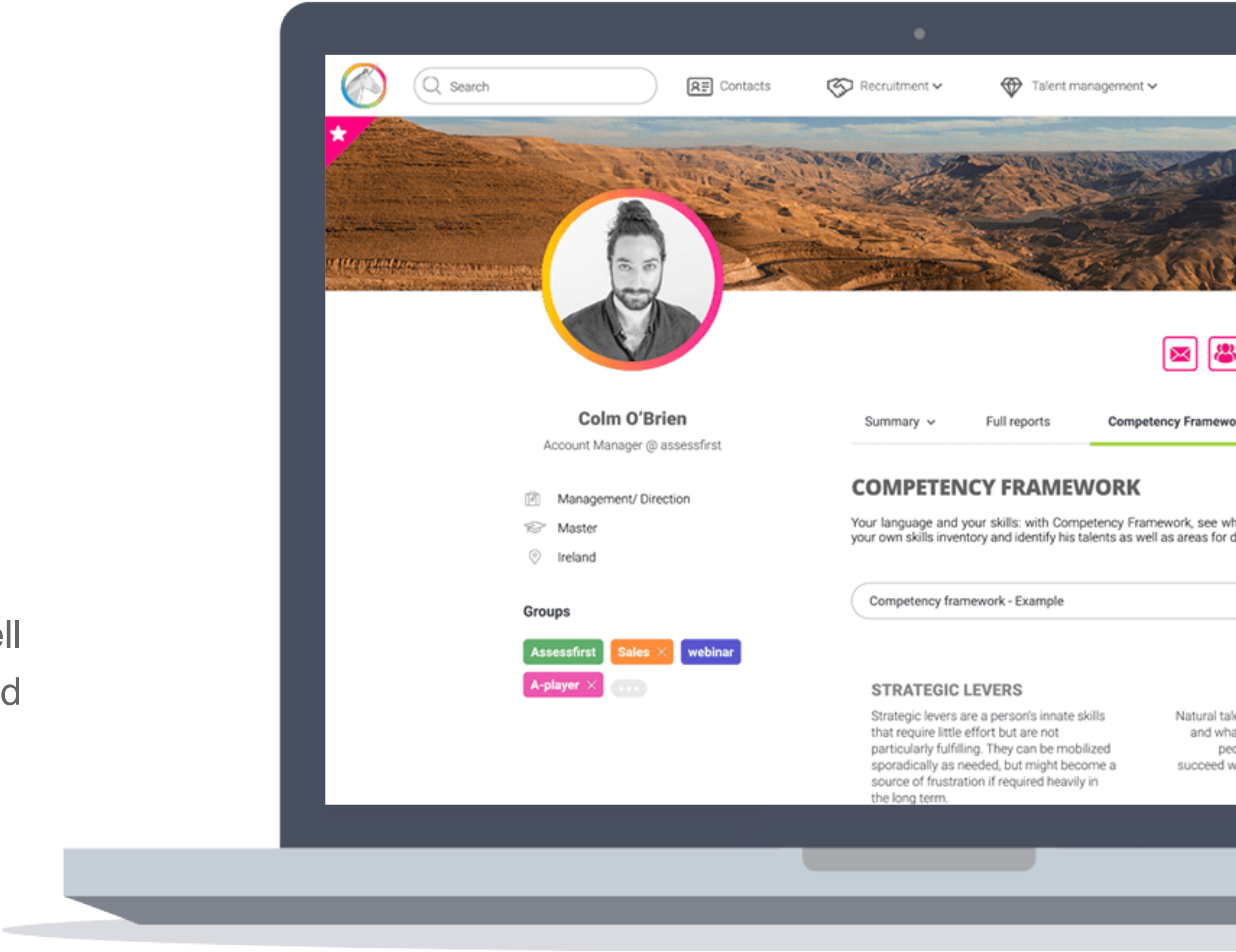


# Our solution goes even deeper!

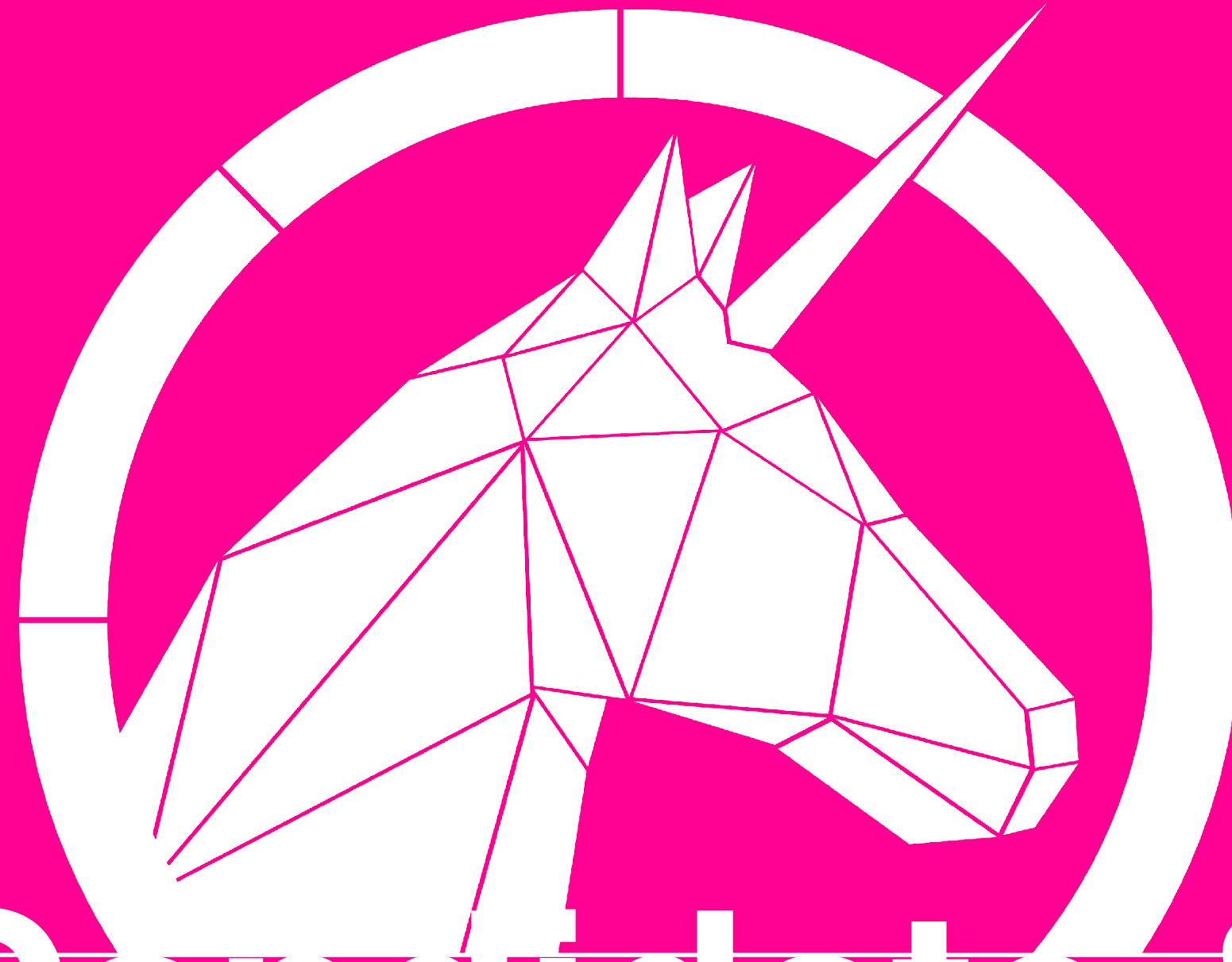
## Integrating your internal benchmarks into our solution

By integrating your own internal skill benchmarks with AssessFirst, you can **instantly locate all of your employees or candidates** across every skill, as you define and need them.

This approach can be deployed on an individual basis as well as on a collective basis. You can get the assistance you need to manage skills at a team, department or even a company-wide level!







# Candidate & Employee Experience



# Our solution goes even deeper!

## An engaging candidate and employee experience

We have designed a unique assessment path that allows your candidates and employees to **discover and highlight their talents like never before.**

Everything is accessible from a mobile device, tablet, or computer with an internet connection.

People can also decide whether or not they would like to share their AssessFirst profile on social media including LinkedIn!



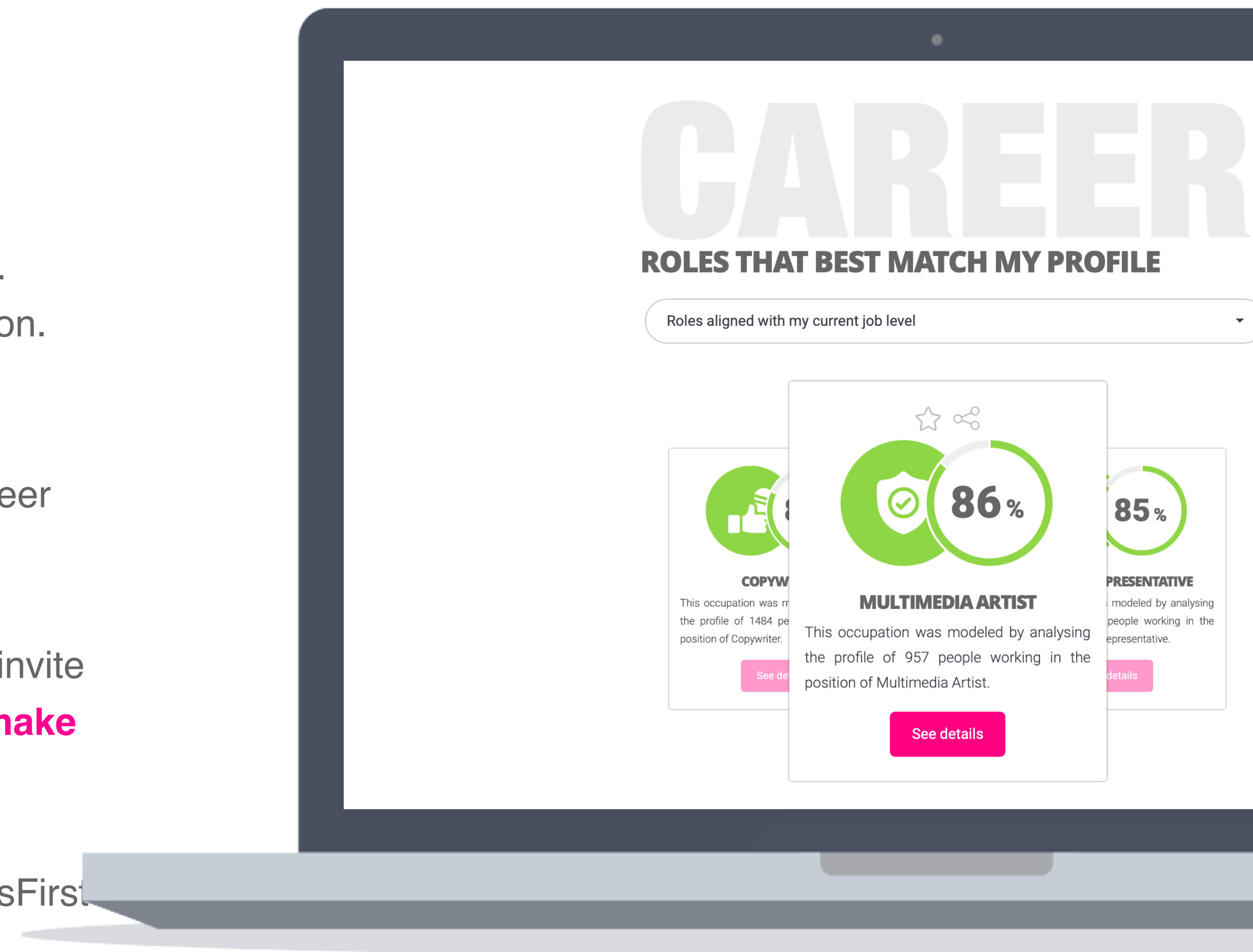


# What information is available to people who take the questionnaire?

The Candidate space is separate from the Recruiter space. Candidates have access to 2 tabs: Summary and Orientation. In the **Summary** tab, they will find their results on the questionnaires in the form of a written summary. In the **Orientation** tab, candidates have access to suggested career paths.

Candidates can also **manage their network**, i.e. they can invite contacts, authorise companies to access their profile and **make their profile public**.

In 2021, more than 600,000 candidates shared their AssessFirst profile to LinkedIn.





## AssessFirst

10 Rue de la Paix, Paris

[Get more reviews](#)

4.9 ★★★★★ 1,413 reviews ?



**Carlos Negróni**

1 review

★★★★★ a month ago

I don't like evaluation tests to apply for a job, however is a common practice then is something you must do from time to time and the experience with AssessFirst and the information provided was very useful to me, that is why I recommend this site.

Visited in November

↩ Reply 👍 Like



**Christine Stevenson**

1 review

★★★★★ 3 weeks ago **NEW**

These assessments were really fun to do and wasn't a tedious task at all. I love the results and believe that it is very accurate.

Visited in November

↩ Reply 👍 Like



**laurent Paruit**

Local Guide · 31 reviews

★★★★★ a month ago

Very important to improve your skills.  
Take your tests as a game and the results will be very good.  
Great experience.

# What information is available to people who take the questionnaire?

AssessFirst offers your candidates an **optimal experience**, as evidenced by our Google reviews; everything is **in compliance** with **GDPR**.

Your candidates maintain **control of their personal data** at all times.

With more than 1,400 Google reviews and a score of 4.9/5, AssessFirst is **the most popular tool in the world** for candidates, recruiters and HR professionals.





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**ASSESSFIRST**  
HELP YOUR PEOPLE SPARKLE