Hire★Vue

EBOOK

# HOW GAME-BASED ASSESSMENTS UNCOVER TOP TALENT

CONTENTS

WHAT PREDICTS CANDIDATE QUALITY?

The holy grail of recruitment is prediction: how well can talent acquisition and hiring managers identify a future high performer?

And in hiring, how well you can predict top talent is based on a limited number of touch points like application filters, assessments, and interviews. Decades of study consistently show that cognitive ability is the best predictor of job performance. But until recently, cognitive testing has been hard to effectively incorporate into most hiring processes. **Cognitive ability is[1]**
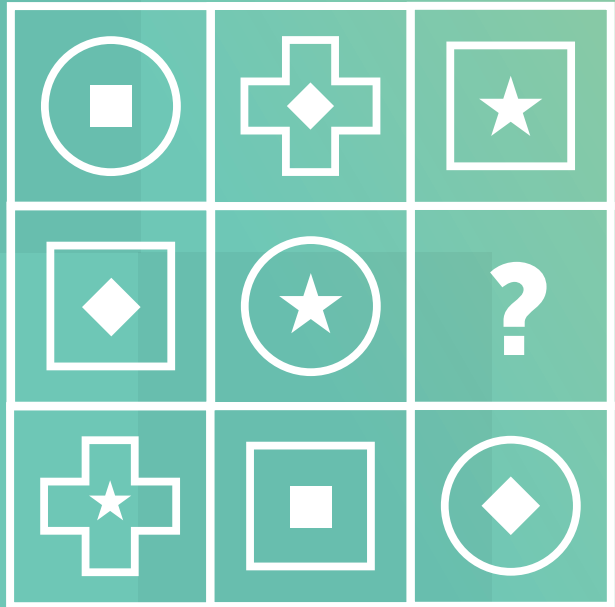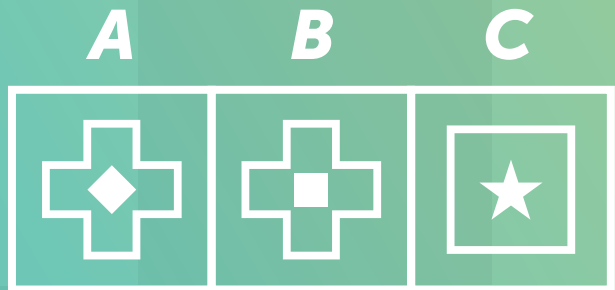
6X

MORE PREDICTIVE THAN YEARS OF EDUCATION

4X
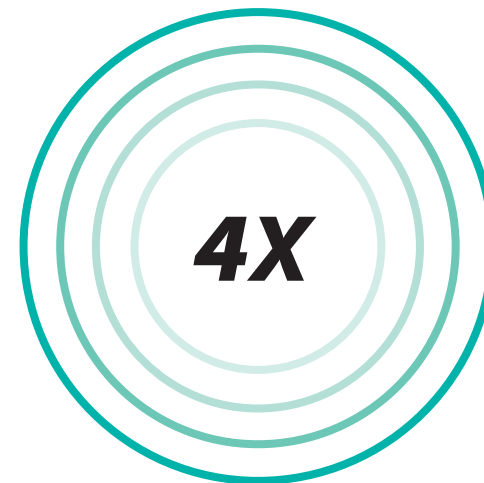
MORE PREDICTIVE THAN WORK EXPERIENCE

3X
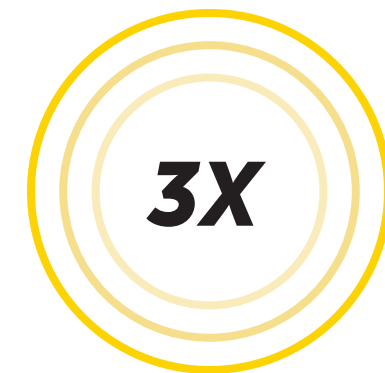
MORE PREDICTIVE THAN REFERENCE CHECKS

A LEGACY COGNITIVE ABILITY TEST QUESTION

THE LIMITS OF LEGACY COGNITIVE ABILITY TESTING

Up until recently, cognitive ability could only be measured with static, multiple-choice style tests. ***This legacy approach to cognitive testing has multiple limitations:***

SIGNIFICANT CANDIDATE DROPOUT

Legacy tests generally experience significant candidate dropout. This may be due to the length of the test, or due to the fact that candidates may find more difficult portions of the test too hard to complete.

POOR CANDIDATE EXPERIENCE

Legacy tests can require a significant time investment on the part of the candidate. Many candidates also become nervous when taking tests, causing them to underperform.

POTENTIAL FOR CHEATING

Since legacy cognitive ability tests are static (every candidate receives the same test), answer keys may potentially be shared among candidates.

POTENTIAL FOR ADVERSE IMPACT

According to the US Office of Personnel Management, cognitive ability tests typically produce greater adverse impact than other valid predictors of job performance.

ASSESS COGNITIVE ABILITIES WITH GAME-BASED ASSESSMENTS

Recent advances in data science have radically changed how cognitive ability can be measured. HireVue Game-Based Assessments leverage artificial intelligence to assess cognitive ability through gameplay, removing the need for a legacy testing approach.

NEXT CHALLENGE

FAILED

3 MINUTES

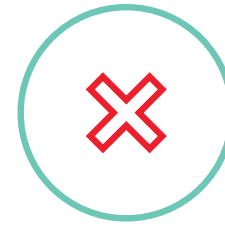# ADVANTAGES OF HIREVUE GAME-BASED ASSESSMENTS

HIGH CANDIDATE COMPLETION RATES

HireVue Game-Based Assessments take under 15 minutes to complete, and recruiting teams leveraging them typically see completion rates over 90%.

ENGAGING CANDIDATE EXPERIENCE

In a HireVue Game-Based Assessment, levels are progressive and the difficulty is tailored to a candidate's ability. Unlike a legacy test, the experience is quick and engaging.

NO CHEATING

Since gameplay levels are based on a candidate's ability and are procedurally generated, each candidate gets a unique assessment. There are no answer keys.

MITIGATED ADVERSE IMPACT

Gameplay in a HireVue Game-Based Assessment is data rich. Any elements that contribute to adverse impact can be removed, providing a predictive, bias-mitigated measure of cognitive ability.

ROLES THAT BENEFIT FROM HIREVUE GAME-BASED ASSESSMENTS

HireVue Game-Based Assessments are a valid, bias-mitigated replacement for any legacy cognitive ability test.

HOURLY CANDIDATES

When it comes to hourly roles, many candidates simply won't tolerate a legacy cognitive test because they take so long to complete. A game-based approach to assessments means you can evaluate critical cognitive competencies without risking candidate dropout in a highly competitive job market.

RECENT GRADUATES

Evaluating early professional talent is a unique challenge, given that they have limited work experience and often are not aware of the range opportunities available. HireVue Game-Based Assessments give insight into graduate's cognitive ability in a quick and mobile-friendly way. Depending on their performance, you can match them to other openings in your organization.

EXPERIENCED TALENT

HireVue Game-Based Assessments are not only for early career candidates. Cognitive ability is a highly valid predictor across job types, and HireVue Game-Based Assessments allow you to respect experienced candidates' time more than a legacy cognitive test.

HIREVUE GAME-BASED ASSESSMENTS

At HireVue, we constructed our game-based assessments to be quick and engaging, but still professional. We haven't hidden the "cognitive" element of our assessments behind cartoon characters or flashy mechanics. You can begin assessing candidates quickly with pre-configured game-based challenges that vary in length depending on the job family.

HIREVUE OFFERS THREE PRE-BUILT GAME-BASED COGNITIVE ASSESSMENTS:

7 min — **COGNITION SHORT:**

A quick, validated measure of general cognitive ability. This short assessment gives insight into how a particular candidate compares to others in terms of cognitive ability.

11 min — **COGNITION STANDARD:**

A validated measure of a standard range of cognitive skills. This assessment evaluates a standard range of cognitive skills.

14 min — **COGNITION COMPREHENSIVE:**

A validated measure of a detailed range of cognitive skills. This assessment evaluates a comprehensive range of cognitive skills. These longer tests are for jobs that will require a higher cognitive load, such as a software developer.

These game-based cognitive assessments can replace traditional assessments and many screening steps - which reduces time to hire, increases the ability to identify the best talent, and provides a stellar candidate experience.

ROI ON HIREVUE GAME-BASED ASSESSMENTS

So, you're ready to implement game-based cognitive assessments for specific job families. What results can you expect?

HireVue customers have more predictive capability in their hiring processes with games, much faster than ever before. Better insight into cognitive abilities means selecting high quality talent. This can be measured in reduced attrition and higher performance outcomes.

Completion within hours means faster time to hire, which results in higher productivity for organizations. It also means a great candidate experience and moving faster with the best candidates in a competitive labor market.

100%

HIREVUE CUSTOMERS HAVE SEEN 100% COMPLETION RATES WITHIN HOURS OF SENDING GAMES INVITATIONS TO CANDIDATES

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SEE HOW HIREVUE GAME-BASED ASSESSMENTS HELP YOU HIRE THE BEST TALENT, FASTER

GET A DEMO

CITATIONS

1 Schmidt, Oh, & Shaffer, 2016. "The Validity and Utility of Selection Methods in Personnel Psychology: Practical and Theoretical Implications of 100 Years of Research Findings".