Why and for whom?

ZeroLime together with cut-e – the world leader in online assessments offers a unique solution in recruitment and selection. The product may best be described as the merging of attaining large quantities of candidates together with the most accurate methods in selecting the best ones.
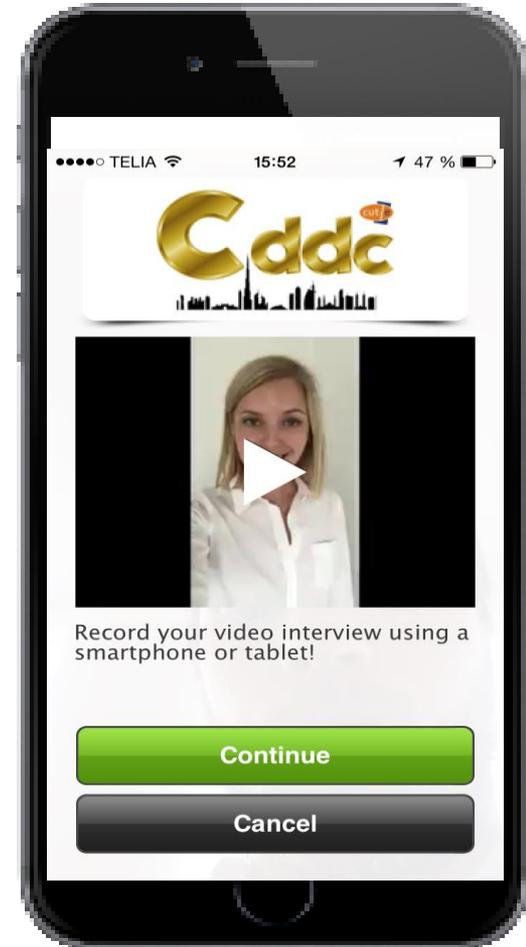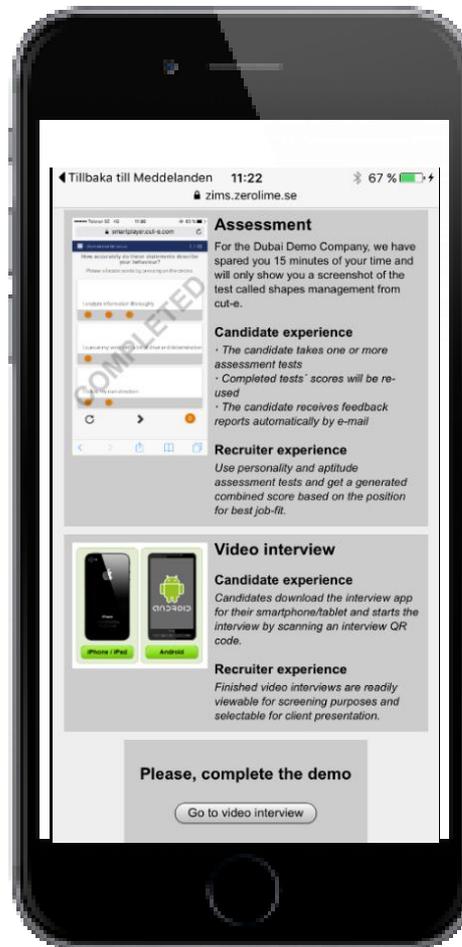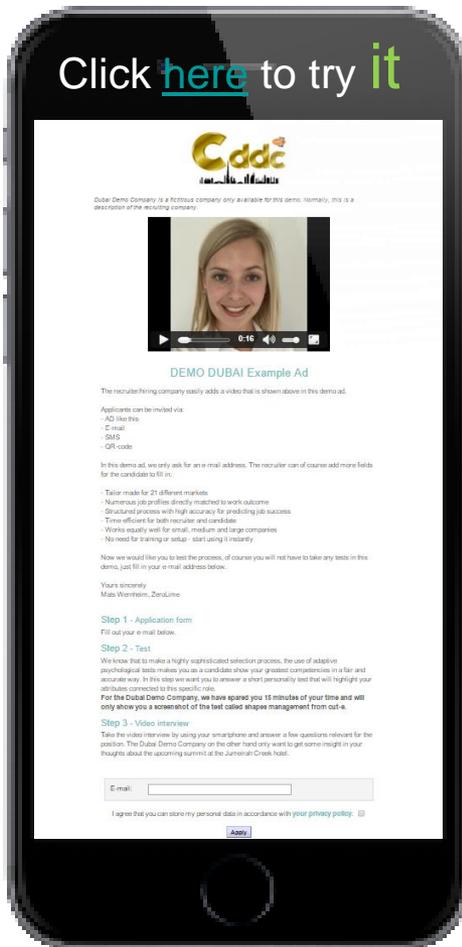
Valid psychometric tests for organizational use have been available for a long time, structural video-interview through smartphone or computer has not been available as long as psychometric tests but has still been in use for a couple of years. The combination of these two together though in an all-automatic system with great user-friendly aspects, is highly innovative and new to the HR-market.

Instead of using one system for attaining candidates and another for selection, this product takes these two challenges together. When candidates apply for a job they automatically get an invite to answer one or more personality-tests measuring integrity, service-mindedness or a combination of the most crucial aspects of personality together with an aptitude test. The candidates showing best fit with the job according to the test-results, gets invited automatically to answer a structured video-interview through smartphone or computer

Invite by:
Ad, Mail, SMS, QR, works with any ATS

Recruiters dashboard

Retail, example

Description of successprofile:

Working within retail you should be socially outgoing and easy to deal with. You should be able to network and make new contacts and in the same time make sure to get hold of new business opportunities. You should be able to develop and follow a realistic business model to stand against the hard competitiveness in the market. It is also crucial that you cooperate well with your coworkers by sharing information, experiences and knowledge with others. You must also be able to follow the organizational guidelines and procedures to act in a best practice way and to reach results with high quality.

Competencies:

Constructive teamwork, Visionary and strategic, Business development, Networking, Taking initiative

Interview questions:

- Could you tell me about a situation when you had to make contact at your workplace with somebody you didn't knew, how did you do that?

- Could you tell me about an example when you had to deal with a misunderstanding between colleagues at your workplace, how did you deal with it?

- Please give me an example when you had to work really hard to get something done, how did you do it?

- Could you tell me about a situation when you had to convince someone about an idea or suggestion you had, how did you do that?

- *(any additional questions you want to add, e.g. "Tell us about yourself!" / "How would your previous colleagues describe you?")*

Summary

Tailor made for more than 50 different markets

Numerous job profiles directly matched to work outcome

Structured process with high accuracy for predicting job success

Time-efficient for both the recruiter and the candidate

Works for small, medium and large companies

No need for training or education – the system is instantly available