



Introducing Arctic Shores

Great hiring's been too hard for too long. So we've built a solution that puts the power of fast fair and effective hires back in your hands. Relying on **engaging, interactive tasks** rather than questions, our behaviour-based assessment lets you see *more* in every candidate. See their natural behaviour, cultural fit and likely job performance, all in one place.



KANTAR

SIEMENS



EVRY

FDM*



For those tough talent problems, find your solution:

- Sift faster and fairer to tackle that CV mountain
- See *your people* in 20-20 clarity
- Create an engaging, enticing experience for candidates
- Tackle unconscious bias
- Root your decisions in rich, reliable data.

What do we measure?

For every candidate, we'll measure 30+ behavioural traits and capture <12,000 data points. Through our clear, actionable reporting, you'll have all the data you need to confidently hire the right people – *your* people.

Why our way?

- **Clearest fit**

We'll work with you to establish your success criteria, before automatically mapping each candidate's data to this profile. That means faster sifts – especially at higher volumes – and more great candidates in your final stages.

- **Engaging experience**

Top candidates have high expectations. With our interactive, mobile-friendly assessment, enjoy an engaging process that makes them want to work for you. We'll also automate your feedback to unsuccessful candidates, so **everyone** gets rewarded.

- **A new standard for fairness**

Leave no room for bias, with an assessment that uses no questions. With our assessment and interview guides, we'll give you the tools to create a consistent, structured approach that finally lets you capitalise on diverse talent.

Long-term value:

Discover data that goes further. Use behavioural insight at three key stages:

Sift

Pick out your people earlier in your process, and sift in half the time.

Inform

Identify development areas to probe at interview, with the help of our bespoke Interview Guides.

Perform

Develop your people where they need it most. For employee investment that's targeted and effective.

Why trust us?

- Relied upon by over **140 organisations** across **40+ countries**
- Assessed over **one million candidates** worldwide
- Translated into **18 languages**
- Powered by an **in-house team** of behavioural scientists and psychologists

The science behind the assessment:

The tasks in our assessment are based on established neuroscience experiments. We know you want a solution that's trustworthy – that'll measure what we say it does. That's why we work around the clock to adapt well-known experiments to a mobile-first world, without losing their scientific rigour.

So, looking for a way to see more in people?

Get started!