



## UNA – the Talent Discovery Platform

Human potential isn't just worth knowing. It's also unbounded, *limitless*. And now, with UNA, so is your ability to see it.



# Let nothing stop you seeing more in people

Seeing your candidates' truest potential has been too hard for too long.

Whether it's the cost, the time, or the training needed to get going with a psychometric assessment, there've always been barriers blocking your way. Until now.

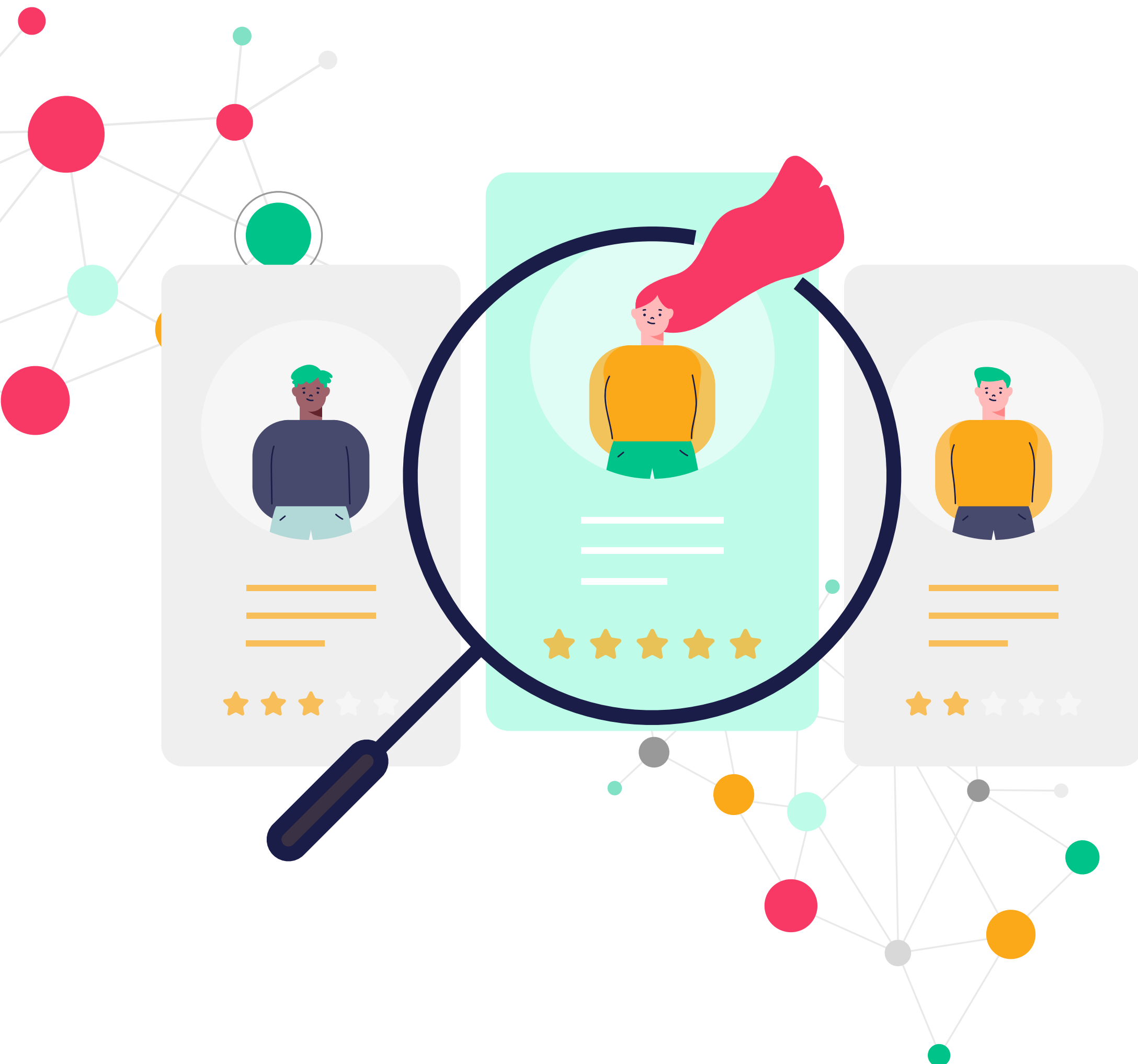
UNA, the Talent Discovery Platform, puts *our* assessment in *your* hands. Measure exactly what matters to you, every time, without the roadblocks to real potential.



## Use UNA to...

- ✓ See all your candidates' unique potential at a glance
- ✓ Build a screening stage that scales with you
- ✓ Join up all your data, from screening to interview and beyond
- ✓ Stay in complete control of how you assess

# What's UNA all about?



## Taking the reins to your recruitment

UNA gives you complete control over how you discover the talent you need:

- Set up your *own* assessments, measuring only what matters to you
- Invite your candidates quickly and painlessly
- Compare their potential at a glance
- Shortlist incredible people at the touch of a button.
- Support consistent interviewing, with bespoke Interview Guides

... all that, and more, from one handy hub.

## We're never far away

Yes, UNA puts you in the driving seat. But it's based on all our team's knowledge and experience. After all, we didn't assemble some of the UK's top neuroscientists, psychologists and psychometricians for nothing.

## A bit about the behaviour-based assessment

Our behaviour-based assessment uses engaging, intuitive *tasks* to capture your candidates' unique behaviour, natural strengths, and truest potential in action. This way, you can look *beyond* the CV, and see more in every individual.

# UNA's two tiers

There's no one-size-fits-all solution for your talent needs. That's why we've made UNA available in two tiers – each catering for different challenges and priorities:

## UNA Access

### Perfect if you're...

You're rarely hiring for more than three roles at any one time

You're happy using off-the-shelf assessment templates to start seeing more in people, quickly

You love the look of our assessment, and don't need to brand it

### What's included?

15 assessment templates, configured by our psychologists

Interview Guides for every candidate

Easy-to-use dashboards and reports

## UNA Pro

### Perfect if you're...

You're often hiring for more than three roles at once

You want the freedom to customise what the assessment measures

You'd be interested in branding your assessment

### What's included?

Everything you'd get with UNA Access, as well as:

The ability to create and re-use your own custom assessment templates

The option to brand your assessment

Enhanced user permissions, for total control and collaboration



**If you're unsure which tier suits you best, we'd be happy to talk it over. Just get in touch here.**

# The UNA journey

Imagine you're all set up with an UNA plan. Here's a snapshot of what happens next:

## Step 1 – Your assessment dashboard

You'll be taken to your **assessment dashboard** straight from log-in. Here, filter, find and manage all your assessments – once you've created some, that is...

## Step 2 – Choose (or build) your assessment

If you're an **UNA Access** user, select the role you're hiring for from our list of templates. Or, for **UNA Pro** users, create your *own* template by selecting the success criteria you value most. You'll be done in under **ten minutes**.

## Step 3 – Invite your candidates

Click your shiny new assessment to go to your **candidate dashboard**. Here, Add your candidates, individually or with a CSV upload, and invite them to complete the assessment.

## Step 4 – See their fit

Once they've completed the assessment – usually within 24 hours – use their **Fit Score** to rank them on their natural fit & truest potential.

## Step 5 – Dig deeper & take action

Dig deeper into how each candidate meets your criteria. Then, take the appropriate next step at the touch of a button – whether that's shortlisting, rejecting, or downloading a bespoke Interview Guide.



# Why UNA?

## Remove the barriers to real potential

Start measuring what matters, in a matter of minutes, with **assessment templates** for your roles.

Quickly **create your own templates** with UNA Pro, selecting the success criteria you value most.

**No training or expertise needed** – UNA's ready to go, right out of the box.



## Join up all your data

See your candidates' potential at a glance, in your **candidate dashboard**.

Carry that data into your interviews, with each candidate's **Interview Guides**.

Use behavioural insight to support **personalised new hire onboarding**.

## Make talent discovery scalable

Find true potential at scale and at pace, ranking your candidates on one clear **Fit Score**.

**Re-use assessment templates** that work, again and again. No more reinventing the wheel.

Shortlist & progress great talent at the touch of a button – for a consistent process, and **predictable outcomes**.

## Stay in control of your process – always

Always **see what your candidate sees**, with complete access to their assessment invitation.

Keep your **plan in your hands**, with the subscription tab.

Secure all your insight with **two-factor authentication (2FA)**. Because your business is *your* business.



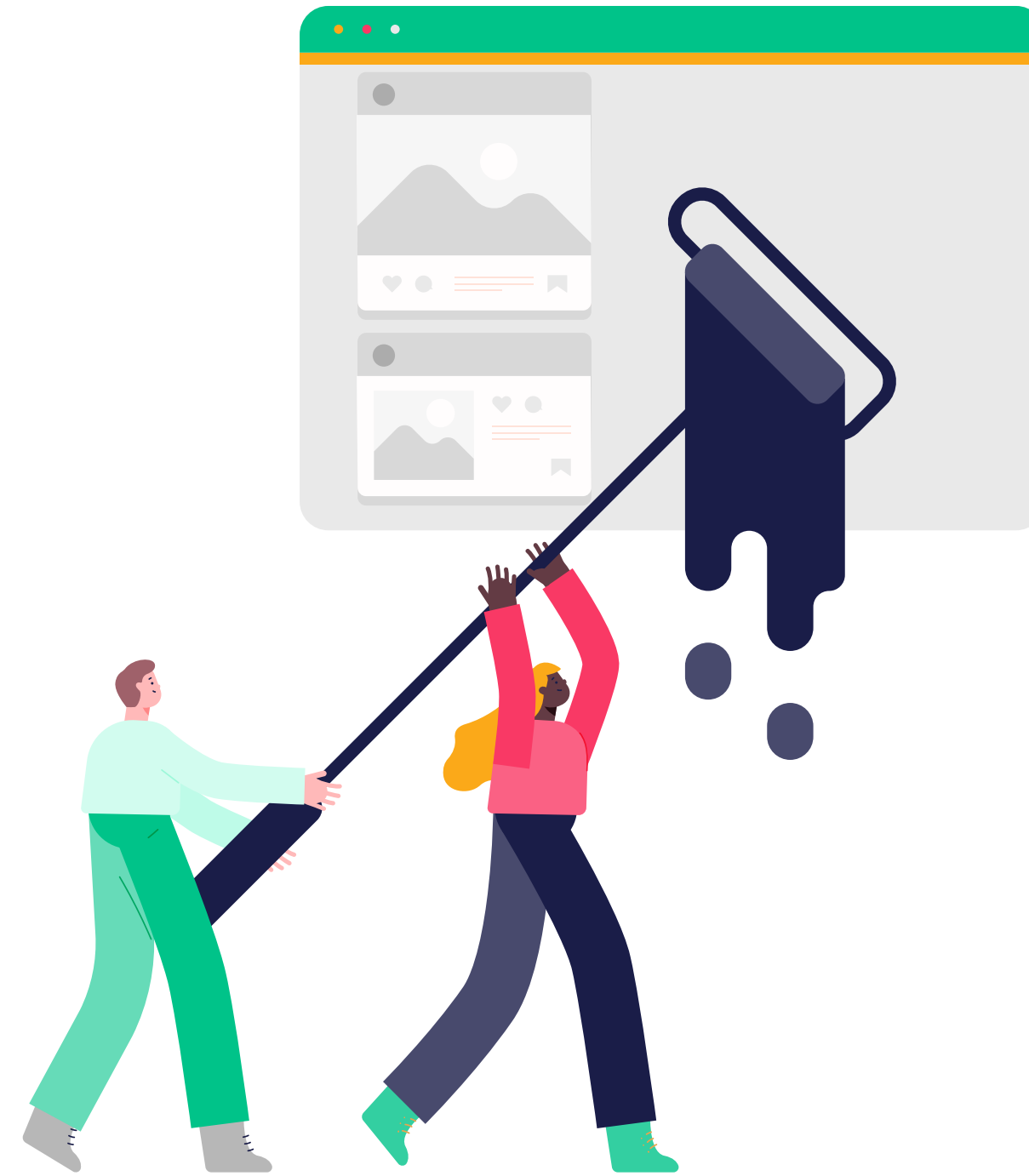
# UNA features

## Templated assessments

Select one of **15 assessment templates** for the working world's most common roles.

**Measure only what matters** for that role, based on the research and expertise of our business psychologists.

Start assessing in about **2 minutes**. True potential, in a timely manner.



## Custom assessments

**Choose your own success criteria** – and measure what you value most.

**Take control of your assessment**, supported by helpful content from our psychologists.

Start assessing in about **10 minutes**. Still pretty quick, right?

## Assessment dashboard

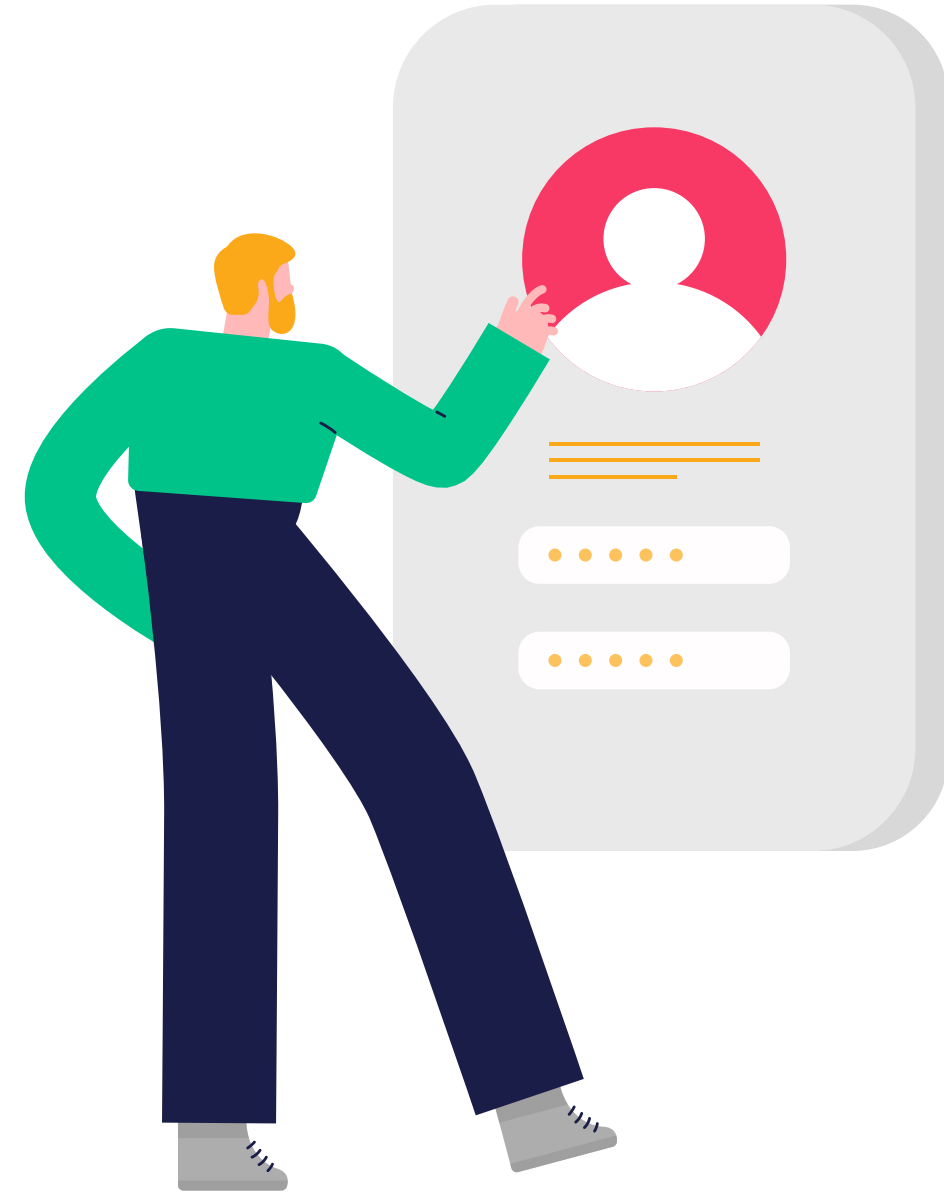
Easily **filter, find and manage** all your assessments in one place. For smarter, faster work.

Start building **new assessments with just one click**. Deeper insight without delay.

See how many assessments you've yet to use, for **total transparency**.



## More features...



### Candidate dashboard

See your candidates' **unique potential at a glance** in their Fit Score. For a simpler way to rank and screen.

**Upload your candidates** individually, or in bulk with a CSV file. Up to you.

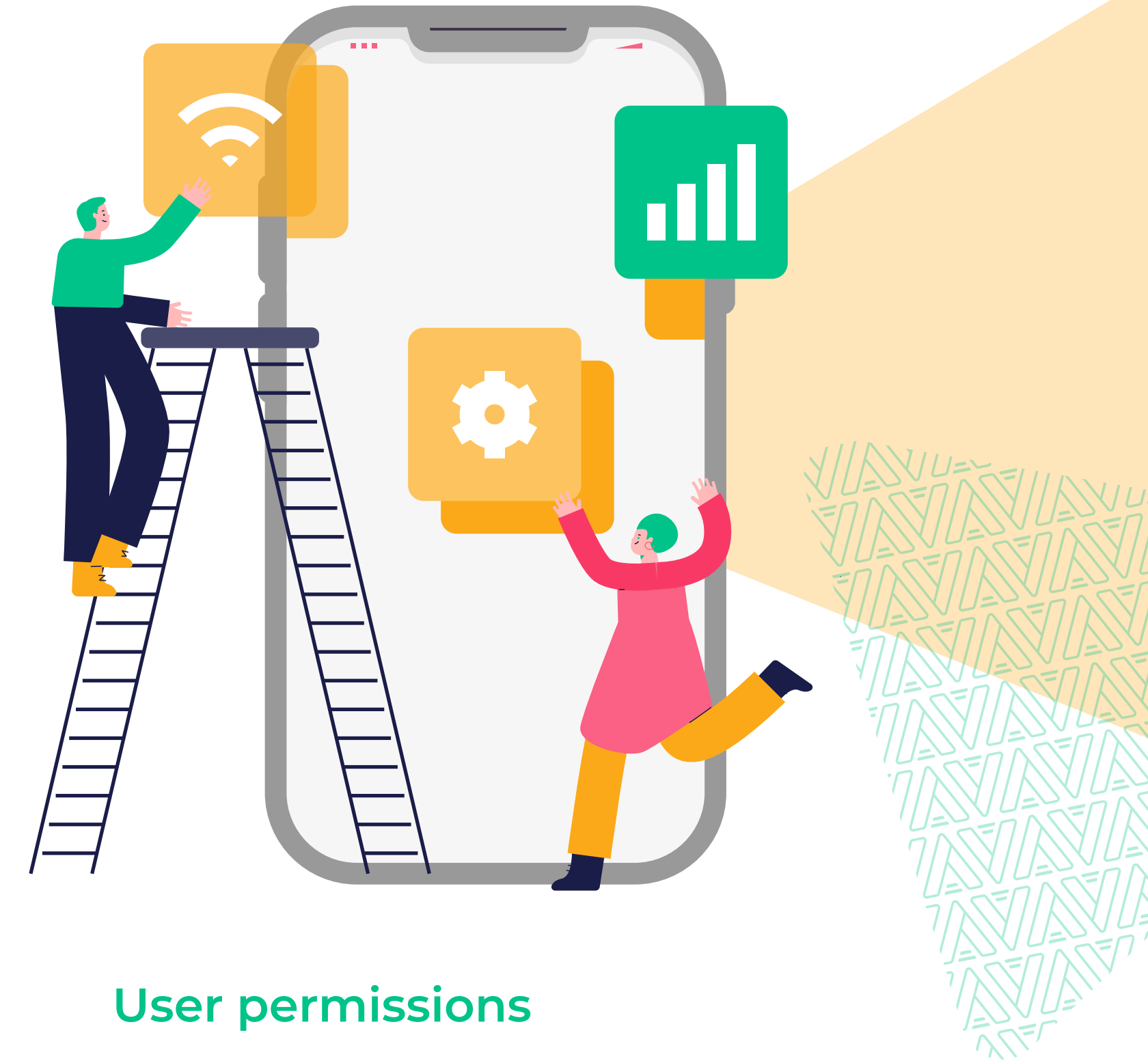
**Never lose track of incredible people**, with simple search and track functions.

### Candidate profile

Get **full transparency** on how each candidate matches your success criteria.

**Take the next step** – shortlist, progress, or reject your candidates with a single click.

Download a **bespoke Interview Guide** for every candidate.



### User permissions

**Invite your colleagues** to UNA, and easily manage their access.

**Stay organised and in control**, always knowing who sees what.

**Make collaboration simple** by sharing insight, instantly.



# UNA pricing

## UNA Access

Subscription to Talent Acquisition Platform:  
**£7,500**

- Includes one open assessment

### Additional active assessments:

- 2 – £3,500
- 4 – £5,000
- 9 – £9,000
- 10+ – POA

### Setup & training:

- Basic – £750
- Enhanced – N/A

### Branding:

- Light – N/A
- Full – N/A

## UNA Pro

Subscription to Talent Acquisition Platform:  
**£15,000**

- Includes one open assessment

### Additional active assessments:

- 2 – £5,000
- 4 – £9,000
- 9 – £16,000
- 10+ – POA

### Setup & training:

- Basic – £1,500
- Enhanced – N/A

### Branding:

- Light – £2,500
- Full – £7,500

## Summary

# Knocking down the door to potential



We *could* use this space to sum up UNA's benefits. To go back over how it puts our assessment in the palm of your hands, giving you complete freedom to measure what matters to you. Perhaps how it lets you connect all your insight, and see true potential without the usual limitations.

But you already know that. Instead, **we've got an admission.**

For too long, our assessment (like most) wasn't accessible enough. It only really worked for big companies – those who could afford to wait and wait for a completely bespoke solution.

But, at Arctic Shores, part of our mission is to give *every employer* the means to see true potential. And now, UNA's at the heart of that mission.

With the Talent Discovery Platform, you're finally ready to break down the barriers to **objective behavioural insight**. Time to go beyond the ordinary measures, and build extraordinary teams at work.

After all, what's stopping you?



# About Arctic Shores

Arctic Shores' behaviour-based assessments give every individual the opportunity to *show* their potential, and every employer the means to see it.

Today, our assessments help the world's most progressive businesses see beyond the CV – beyond the ordinary measures of human potential. This way, they can counter natural bias, and build the diverse, successful, *extraordinary* teams they need most.

With the next frontier in assessment technology, we've given over two million candidates around the world something *different*: a stress-free, unbiased experience, that truly rewards them for their time. All through a community of pioneering customers, which includes the likes of BBC, PwC, Siemens and Capita.

First launched in 2014, we're now fuelled by over 70 dedicated Explorers based in our Manchester and London hubs. We've grown 400% in the past four years, driven on by a \$5.5m funding round in September 2019. This was led by Beringea, while other investors included Candy Ventures.

We're a member of both the Deloitte Fast 50, and Tech Nation's Upscale 2020 programme – comprising just 30 of the UK's most promising tech companies. You can read a bit more about us in recent features by the BBC Click, The Guardian, and The Times.

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**For a bit more about Arctic Shores, check out: [www.arcticshores.com](http://www.arcticshores.com)**

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