



Recruitment software | Photo source Pixabay

RECRUITMENT PLATFORM PROFILES PERSONALITIES FOR TEAM FIT

 WORK & LIFESTYLE

Recruitment software uses personality analysis algorithms to suggest how well potential recruits will fit a team.

Personality tests have existed for decades, but in recent years we're seeing the data being used to create algorithms to benefit businesses, such as this platform that optimizes communication depending on the recipient's personality. Now targeting recruitment, Saberr have developed a method for predicting how applicants will fit into a team.

Barbara's scores with team:



Barbara Claudia

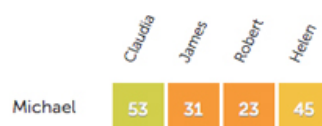
They enjoy each other's company, feel safe to disagree, and understand each other without trying.



Barbara Robert

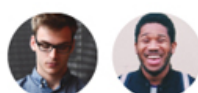
Complementary behaviour profiles mean great creativity when solving problems

Michael's scores with team:



Michael James

Low resonance score predicts low communication between this pair



Michael Robert

Both have behaviour profiles associated with spontaneity, rather than organisation

To use, businesses first ask its current employees fill out a personality questionnaire, with 70 questions such as 'would you rather be normal or weird?', and 'would you prefer good or interesting things happen to you?', and note how important each answer is to them. Each employee then receives a score based on values intrinsic to performance, such as organization and creativity. When new recruits apply, they also fill out the questionnaire, and Saberr applies algorithmic analyses to determine how well the applicant is likely to bond with the whole team, and how they will work alongside individuals within that team. Saberr's recruitment platform is available to businesses from GBP 150 per month, for a 15 member team and unlimited candidate testing.

How else can algorithms inform recruitment?

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