

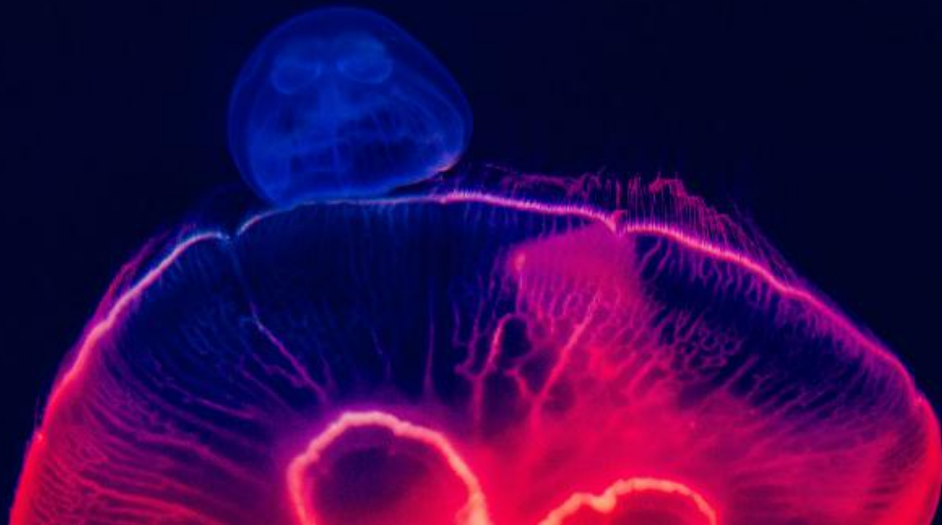


thrive

Solution

World leading assessments, at the lowest price with the simplicity to be used in minutes.

Thrive unlocks enterprise science, on demand. Trusted by SMEs with over 30 millions assessments taken last year.



Solution

Thrive's assessments are powered by **Aon**, where for 30 years their **leading science** has focused on supporting recruitment and talent development at over 500 enterprise businesses.

Thrive now unlocks that same **enterprise quality** but engineered into a **beautifully packaged self-service product dedicated for SMEs**.

30m legally defensible assessments deployed last year, to **12m candidates**, across **90 countries**, in **40 different languages**.

O2 SIEMENS VODAFONE
SUNGLASS HUT DELOITTE
CREDIT SUISSE BURGER KING

Why use Psychometrics



Scientific data proves psychometric assessments are the highest predictor of job success.

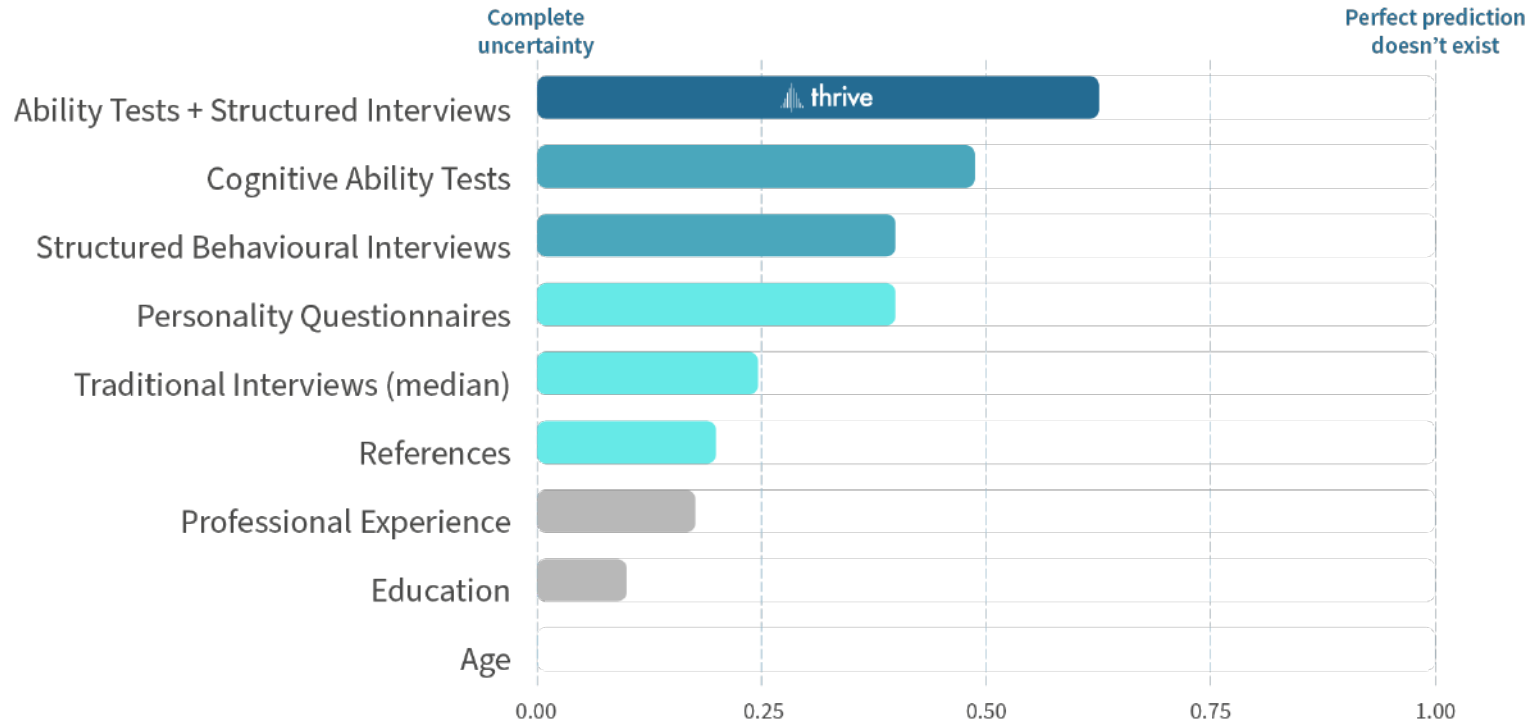


The right assessments give you objective scientific data helping you make an informed decision that goes beyond any CV or hiring manager.



Hiring the right person by having access to such data will simply save you time and money and therefore increase productivity and revenue.

Accuracy of Selection Methods





Product solution

200,000+ roles to pick from, whether you're looking to hire a delivery driver, an accountant or a CEO, we have the right assessments.

Role

Please identify the nearest match of the job role that you are looking to assess:





Assessments for Accountants

Below are the core Ability and Personality assessments that our psychologists have determined are required for the assessment of the role 'Accountant' to be scientifically valid.

Ability assessment duration: 17 Minutes
 Personality assessment duration: 12 Minutes


 Total: 29 minutes

<div>Ability</div> <div>  </div> <div>Numerical Reasoning</div> <div> <p>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</p> </div> <div>  12 minutes </div>	<div>Ability</div> <div>  </div> <div>Logical Thinking</div> <div> <p>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</p> </div> <div>  5 minutes </div>	<div>Personality</div> <div>  </div> <div>Directing</div> <div> <p>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</p> </div>
<div>Personality</div> <div>  </div> <div>Persuasive</div> <div> <p>Enjoys selling and negotiating; finds it easy to persuade others; influences others and wins their support.</p> </div>	<div>Personality</div> <div>  </div> <div>Socially Confident</div> <div> <p>Comes across as confident and self-assured; feels at ease during presentations and formal events.</p> </div>	<div>+</div> <div>Add more assessments</div>



Think about the total test duration for your candidates, candidate experience and completion rates generally decrease the longer the overall assessment duration.

You pick the role you're hiring for, **Thrive communicates with Aon's** psychologists to prepare the exact, scientifically valid selection of assessments required to assess whether the candidates in your selection process are suitable.

Product solution

Campaign scheduling

Select when you would like your tests to be sent and when you would like the duration of your campaign.

Campaign start date

Today

< January 2020 >

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

TODAY

Campaign duration (days)

e.g. 28

BACK

CONTINUE

Automatic scheduling to work around your interview timeline.

Assessments

Select up to 4 additional assessments from both Ability and Personality assessments. Only select assessments you feel are essential, think of your candidate experience and realistic completion rates.

ABILITY ASSESSMENTS

PERSONALITY ASSESSMENTS

Ability assessments test what a person can do. They encompass specific aspects of work that someone can be average, good or bad at doing.

<p>12 minutes</p> <p> Analytical</p> <p>Measures the ability to work with complex numerical information in a business context. This test is useful to assess candidates for roles that involve analysing or making decisions from commercial data.</p> <p>+</p>	<p>2 minutes</p> <p> Reaction Times</p> <p>Measures speed of response to key information. This test is useful to assess candidates for roles that require quick and accurate responding to information.</p> <p>✓</p>	<p>5 minutes</p> <p> Visual Thinking</p> <p>Measures the ability to mentally manipulate shapes in two or three-dimensional space. This test is useful for roles that involve working with and using visual displays, diagrams or drawings.</p> <p>+</p>
<p>12 minutes</p> <p> Verbal reasoning</p> <p>Measures the ability to work with complex written verbal information in a business context. This test is useful to assess candidates for roles that involve making decisions from written documents.</p> <p>+</p>	<p>1 minute</p> <p> Working memory</p> <p>Measures the ability to remember and recall information over a short time frame. This test is useful to assess candidates for any role that involves handling information or managing priorities in a dynamic environment.</p> <p>+</p>	<p>5 minutes</p> <p> Calculation</p> <p>Measures the ability to complete simple calculations quickly and accurately. This test is useful to assess candidates for roles that require numerical skills and fast decision-making based on figures.</p> <p>+</p>
<p>2 minutes</p> <p> Checking</p> <p>Measures the ability to concentrate over a sustained period. This test is useful to assess candidates for any role that requires a focus on getting basic details consistently correct.</p> <p>+</p>	<p>12 minutes</p> <p> Fluid Thinking</p> <p>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</p> <p>+</p>	<p>12 minutes</p> <p> Logical Thinking</p> <p>Measures inductive logical thinking - the ability to make sense of complexity.</p> <p>+</p>

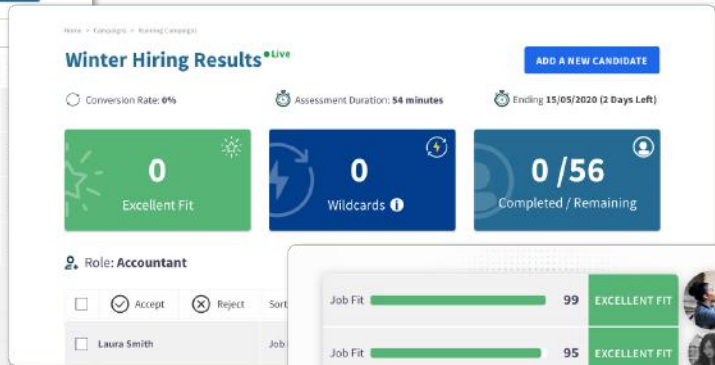
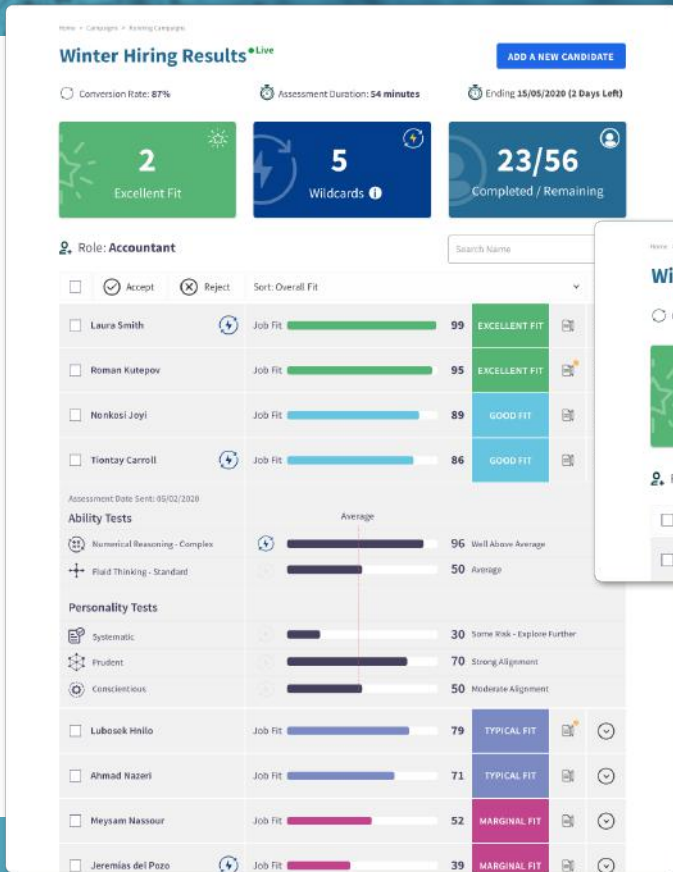
Every company is unique, and your hiring algorithms should be too. Pick **further assessments** from a wide range of available modules to suit your company's requirements.

Product solution

A proprietary backed, scientific formula validates the candidate's overall suitability, gathering all assessment results into just **ONE** score.

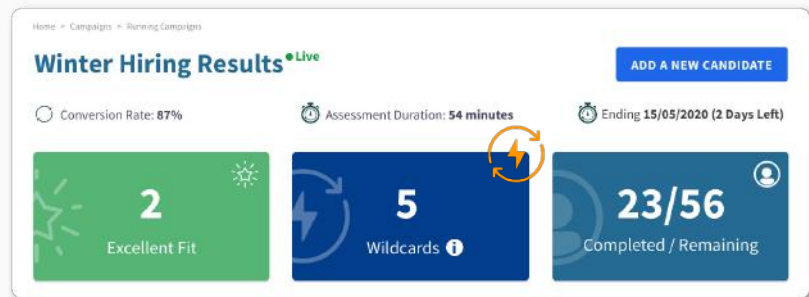
Then drill down into each candidate to see the breakdown of how they performed.

See the results as they come in real time.



Product solution

Thrive will **detect areas of risk** in relation to the candidate and their suitability to the role you are looking to hire for. It will then **provide you the questions to use in an interview** to probe further, written by psychologists specifically on those behaviours that are at risk.



Track conversions, **spot 'wildcard' candidates** that are suitable for other roles and manage emails to candidates.

Assessments include but are not limited to:

 Logical thinking	 Reaction Times	 Agreeable	 Analytical	 Competitive	 Fun at work
 Numerical reasoning	 Visual Thinking	 Behavioural	 Conceptual	 Energetic	 Strives for harmony
 Verbal reasoning	 Directing (leadership)	 Prudent	 Imaginative	 Professional Challenge	 Co-operation
 Working memory	 Persuasive	 Results Driven	 Open to change	 Conscientiousness	 Autonomy
 Calculation	 Socially confident	 Systematic	 Autonomous	 Creativity	 Flexibility
 Checking	 Sociable	 Conscientious	 Achieving	 Circumspection	 Perseverance

Have the comfort knowing the assessments are

Fair, ethical, professional, legally defensible, mobile and engaging.

Used by 12 million candidates last year across 90 countries,
in 40 different languages.

Built by over 500 psychologists and experts in the assessment space.

Testimonials & SME Clients

Health Services Client

- 89% successful prediction of excellent job performance
- 50% time savings in hiring process due to online assessment

International Banking Client

- High scores on assessments left to 50% more profit delivered by top performers and 2X as likely to be top performers

Retail Client

- Reduced time to hire by 40% (from 20-25 days to 15 days)

Professional Services Firm

- Increased calibre of candidates, 32% of graduated joining were deemed a 'high fit' at application stage
- More than twice as many candidates were hired who deemed high fit as opposed to those with low fit

THE
BIG
SEARCH

CANONICAL



NORTHZONE



CYBERHAWK
Aerial Inspection and Surveying Specialists



ClearScore

Join Thrive to reduce the risk of hiring the wrong person

Increase your sales and productivity, save time and money, be consistent, fair, ethical and rigorous in your selection.

Sign up in less than 30 seconds, upgrade at any time. No questions, no hassle, just more consistent, scientific hiring.





World leading psychometric hiring assessments, helping businesses save time and money by hiring the right candidate for the role.

Thrive is the only platform in the market providing a mixture of job specific cognitive ability and personality assessments.

Our assessments are proven to:

- 1. Reduce the time to hire
- 2. Help you streamline your process by only focussing on suitable candidates
- 3. Give you objective, scientific data that goes far beyond just a CV
- 4. Help you remove bias from your process, therefore hiring a more diverse pool of candidates.

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