



 thrive

Problem

Hiring the wrong person
is extremely expensive
and time consuming

The problem in numbers

74%

of employers
say they've hired
the wrong person
for a position

27%

of companies
said a bad hiring
decision cost them
over **£50,000**

+50%

likelihood a hiring
manager will
make a bad hiring
decision

+23%

of employers
reported a loss of
productivity due to
a bad hire

14%

of unstructured
job interviews
predict top
talent



Why does it happen?



We rely on human subjective and inconsistent opinions.

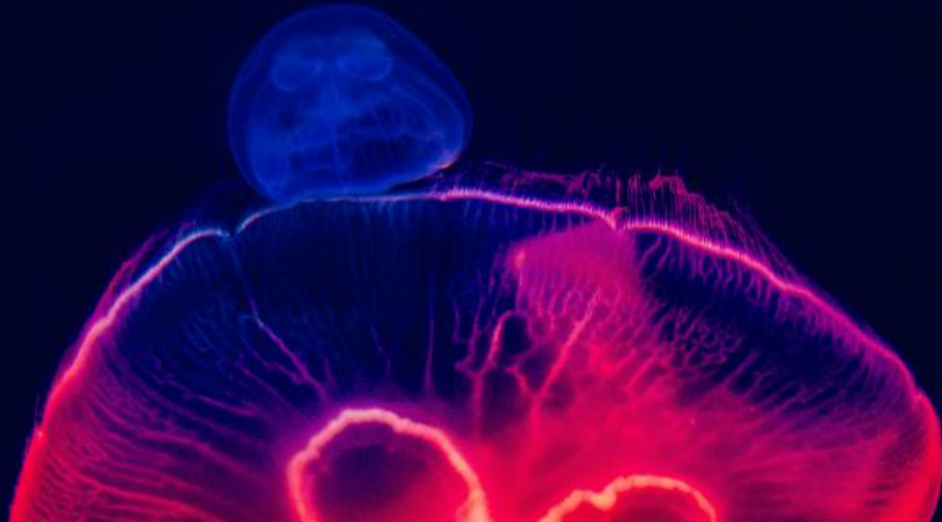


Using more objective, robust scientific data is too expensive, clunky and takes time to onboard.

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.

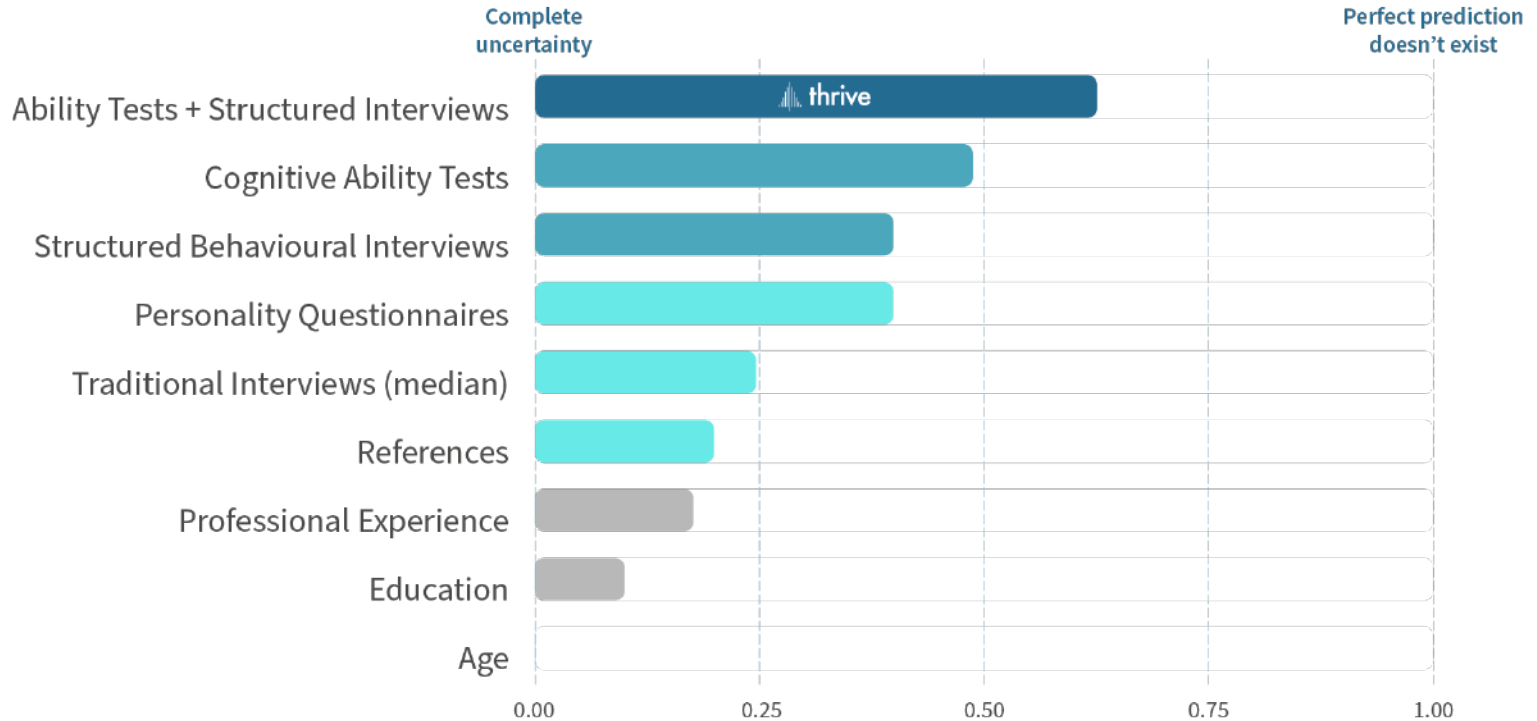


The right assessments give you objective scientific data helping you make an informed decision that goes beyond any CV or hiring manager.



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 1

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:

👤

Acc

SUGGEST

👤

Accountant

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

Ability	Ability	Personality
 Numerical Reasoning <small>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</small>	 Logical Thinking <small>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</small>	 Directing <small>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</small>
🕒 12 minutes	🕒 5 minutes	
Personality	Personality	<div style="font-size: 2em; font-weight: bold; margin-bottom: 10px;">+</div> <p>Add more assessments</p>
 Persuasive <small>Enjoys selling and negotiating; finds it easy to persuade others; influences others and wins their support.</small>	 Socially Confident <small>Comes across as confident and self-assured; feels at ease during presentations and formal events.</small>	

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

BACK

CONTINUE

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 2

Campaign scheduling

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

Campaign start date:

Campaign duration (days):

Calendar: January 2020. Date 2 is selected.

Buttons: BACK, CONTINUE, TODAY

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.

12 minutes	2 minutes	5 minutes
<h3>Analytical</h3> <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>	<h3>Reaction Times</h3> <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>	<h3>Visual Thinking</h3> <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>
+	✓	+
12 minutes	1 minute	5 minutes
<h3>Verbal reasoning</h3> <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>	<h3>Working memory</h3> <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>	<h3>Calculation</h3> <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>
+	+	+
2 minutes	12 minutes	12 minutes
<h3>Checking</h3> <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>	<h3>Fluid Thinking</h3> <p>Likes to be in charge; leads and directs others; keeps a team focused on objectives.</p>	<h3>Logical Thinking</h3> <p>Measures inductive logical thinking - the ability to make sense of complexity.</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 - Assessments

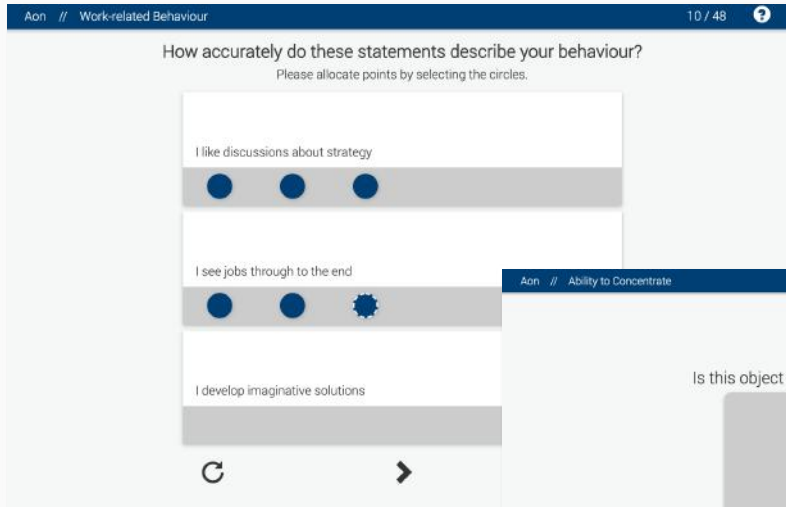
Aon // Work-related Behaviour 10 / 48 ?

How accurately do these statements describe your behaviour?
Please allocate points by selecting the circles.

I like discussions about strategy

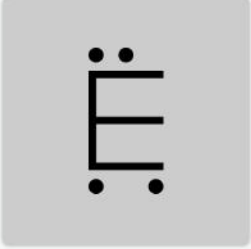
I see jobs through to the end

I develop imaginative solutions



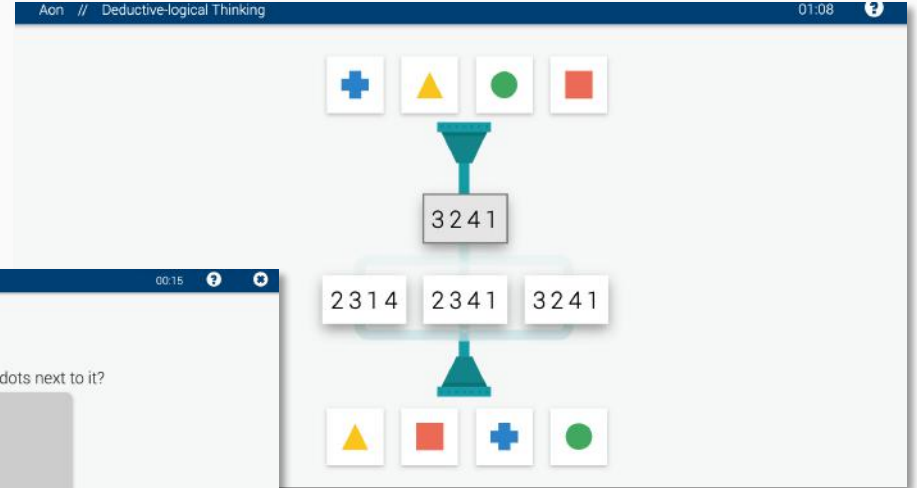
Aon // Ability to Concentrate 00:15 ?

Is this object an E with three dots next to it?



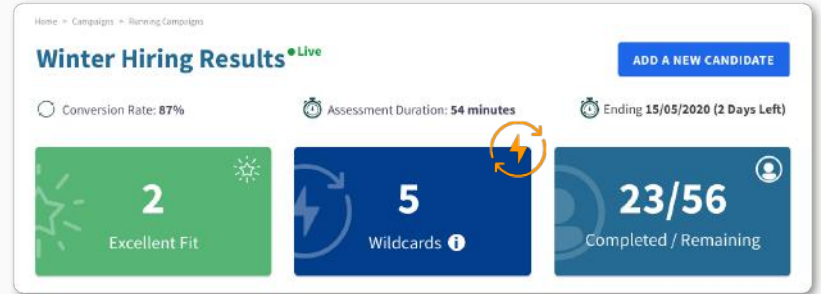
incorrect correct

Aon // Deductive-logical Thinking 01:08 ?



Product solution 4

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.

Market Comparison

	 (powered by Aon Assessments)	Harver	SHL	Plum	Pymetrics	Hirevue
Understand the strength of the science (No. Candidates assessed in 2019)	12m	4m	4m	1m	3m	9m
Starting price	£200 p/m	£4k p/a	£4k p/a	£7k p/a	£60k p/a	£25k p/a
Psychologists select which assessments are scientifically valid for your role on demand (by a team of over 500 Psychologists)	Y	N	N	N	N	N
Understand and eliminate the risk (Interview questions generated by a team of psychologists to reduce detected risk)	Y	N	N	N	N	N
Strongest validation of science						
Lowest priced						

Pricing



Candidates	Approx. Hires p/y	Price p/y	Price per Candidate
50	5-10	£2500	£50
100	10-20	£3500	£35
300	20-40	£4500	£15
UNLIMITED	40+	£6000	-

Or Pay As You Go

£120
Per Candidate

CHOOSE PLAN

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












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.



 thrive