ZERORISK Hiring System

The ZERORISK Hiring System is a pre-employment assessment tool with position-specific benchmarks and custom behavioral interview guides designed to help you hire the right candidate. Our assessment **measures clarity of thinking** and **emotional intelligence.**

PREDICTIVE HIRING IN 5 EASY STEPS

1. ASSIGN AN ACCESS CODE

The **easy-to-use customer portal** makes it simple to generate an assessment code and only takes a matter of seconds.

2. CANDIDATE TAKES THE ASSESSMENT

The **20-minute candidate assessment** is web-based and available in 6 languages.

3. VIEW CANDIDATE'S RESULTS

Upon completion, the system generates the results and immediately sends an e-mail notification. The results include a candidate profile, **customized strengths and weaknesses, summary** and interview guide.

4. COMPARE THE ASSESSMENT RESULTS TO THE BENCHMARK

The system includes access to over **500+ validated hiring benchmarks.**

5. CONDUCT A BEHAVIORAL INTERVIEW

The hiring system produces an interview strategy and legally reviewed **customized behavioral interview guide.**

TRAINING & SUPPORT

More questions? Our client services team is available to help. As a ZERORISK Hiring System user, you have access to unlimited interpretative support for all candidate assessment results and free monthly training webinars. Contact Client Services at **(972) 996-0800** or **SERVICE@ZERORISKHR.com**

REVEAL THE SOURCE OF PERSONALITY

The ZERORISK assessment consists of four simple tasks and because it does not require self-evaluation, the results are impossible to manipulate, unlike a traditional personality test. The assessment measures an individual's core values and emotional intelligence, such as their ability to show empathy and connect on an emotional basis with prospects, customers, employees, and direct reports.

INTUITION & EMPATHY
(Relationship building)

RESULTS ORIENTATION & DECISIVENESS
(Energy and attention to detail)

ADHERENCE & ORGANIZATION
(Rule orientation)

TYPES OF REASONING
(Analytical vs. creative thinking)

SELF VIEW
(Ability to handle rejection/criticism)

SELF AWARENESS
(Confidence and initiative)

SELF EXPECTATIONS
(Work ethic)

ATTENTION BALANCE
(Thinking under stress)

AN ASSESSMENT THAT MEASURES HOW THE CANDIDATE THINKS.

The assessment results give you accurate insight about the candidate or employee's personality, behaviors, and their ability to control and influence emotions that result from their thinking.

These results reveals the candidate's:

- Communication with coworkers
- Sales aptitude
- Safety-orientation
- Integrity and workplace ethics
- Management competencies
- Judgment under stress
- Accountability
- Dependability

ZERORISK Hiring System®

Candidate Profile and Interview Guide

John Sample

*** Notice: This is a sample report, only select pages have been included.***

Intuition and Empathy

Emotional Intelligence Competency

Competency Definition

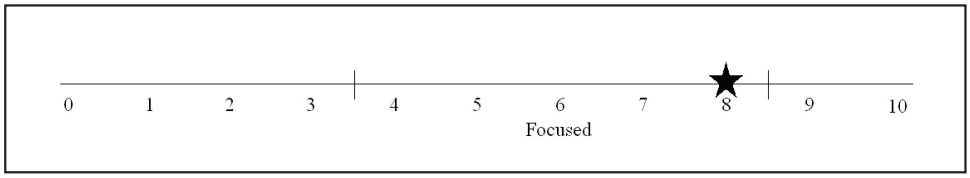
FOCUSING ON THE UNIQUE, INDIVIDUAL ASPECTS OF PEOPLE AND THE WORLD

· The Ability To See the Differences in Individuals, Their Personalities, and Uniqueness

· Attention to Personal Matters, Feelings, Others' Concerns, and Aesthetics

· Ability and Desire To Empathize and Relate Personally

· Intuitive Abilities and Personal Identification With One's Work



The candidate's score

Candidate's Score: 8

Outlines the candidate's strengths and weaknesses

LIKELY STRENGTHS: Caring, kind, attentive to others' interests; loves to be around other people; relationship builder; gives others the benefit of the doubt; trusting; brings passion and inventiveness to work; invests themselves into their work.

STRENGTHS DETERMINED BY OTHER ORIENTATIONS: Passionate about business, right and wrong, concepts, and knowledge. Able to win over others to their side.

POTENTIAL WEAKNESSES: May be too soft or trusting at times; may give people the benefit of the doubt and sometimes does not see the bad in them; is sensitive to others' feelings and opinions; wants to avoid causing pain in others; will view their work personally; may delay making decisions until they feel right.

BEST WORKING ENVIRONMENT: One where they do not have to deal regularly with abusive or harsh people. Where individuals' passion, creativity, and imagination are highly valued, welcomed, and honored. This person likes to have regular interaction with people.

Gives you clues to confirm the candidate's motivations

RÉSUMÉ: Did this person predominately work in roles that required and used their people-centeredness? Did this person leave roles where they had to be too tough, where the environment was not "kind" enough, or under contexts where business performance was considered more important than personal loyalties and compassion?

REFERENCES: "_____ seems to have a strong orientation toward people's feelings and individuality. Did you ever see that this person's focus on people got in the way of their business effectiveness? Did this attention lead to _____ actually becoming ineffective because of an unwillingness to do the tough things when others were not doing what they needed to be doing?

BEHAVIORAL INTERVIEW QUESTIONS:

1. "Generally, working on a team requires building effective relationships with your teammates. Tell me how this people focus and your ability to build relationships with people has worked for you in your past. Then give me an example of how it got in your way."

2. "Give me an example when you were too trusting or gave a colleague the benefit of the doubt in a critical situation. How did that work out?"

3. "Several best-selling management books say that managers need to be distant from their people in order to be good managers. When was the last time you experienced that from your manager, and how did that make you feel?"

4. "Describe the worst boss under whom you have worked. What were the traits you observed in the individual?"

WHAT TO LOOK FOR IN THE CANDIDATE'S ANSWERS:

1. Personal honesty about their being too sympathetic and attentive to others' feelings.

2. Do these candidate's views of team membership fit those of the people with whom he or she will be working (or managing) if hired? Is your environment too harsh or impersonal for this person to feel comfortable?

Legally reviewed behavioral interview questions and reference questions based on the strengths and weaknesses of the candidate

---

BECHMARK REPORT

Candidate Summary for John Sample

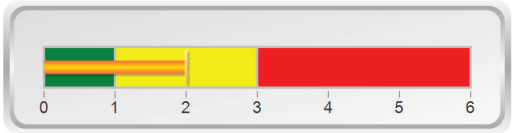
General Industry- Salesperson

These scores represent the desired range for the position.

These scores are pulled from the assessment results.

Measured Competency	Desired Range	Candidate Score	In Desired Range
Intuition & Empathy (Relationship Building/Interpersonal Skills)	5-8	8	✓
Results Orientation & Decisiveness (Decision Making Style & Practical Thinking)	6-8	4	✗
Adherence & Organization (Planning/Organization & Rule Orientation	4-8	8	✓
Self View (Courage & Resiliency)	4-7	7	✓
Self Awareness (Confidence & Initiative)	6-8	4	✗
Self Expectations (Goal Orientation & Work Ethic)	6-9	8	✓

This candidate is a medium risk for the Salesperson position.



The candidate is given a rating or low, medium or high risk for the position