

A POWERFUL ASSESSMENT PLATFORM

BUILT FOR TODAY'S HIGH-VOLUME HIRING NEEDS

The **XBL High-Volume Assessment Platform** is transforming hiring with the scientific rigor and predictive power of an advanced assessment built for the speed and specific job profiles required for successful volume hiring today.

Delivering Improved

High-Volume Hiring Outcomes.

Your success rests on the ability to engage and hire qualified talent faster. Our assessment provides you with objective, science-backed data that helps you narrow down your applicant pool and better predict a candidate's ability to perform the job today and to grow with you in the future. Based on robust assessment data and I/O psychology, we help you identify your most qualified candidates, quickly, easily, and confidently so you can enjoy a range of improved hiring outcomes.

Empower a More Satisfied & Effective HR Team.

Competing priorities, changing labor market dynamics, and productivity demands means today's talent acquisition professionals are often overworked and under stress to deliver improved hiring outcomes – particularly in a high-volume staffing environment. Our XBL High-Volume Assessment Platform can:

- Reduce time-consuming and manual screening of candidates while also removing inherent biases based on resumes and applications alone.
- Narrow the candidate pool to only those who fit the validated job profile and competency requirements to do the job, reducing interview time and resources.
- Reduce administrative tasks to move candidates through the hiring process and keep them engaged with user-friendly XBL dashboards and intelligent automation.
- Eliminate inconsistent screening and hiring and ensure recruiters and hiring managers are working towards the same goals with objective, science-based criteria for each role..



We make it easier for companies to evaluate job applicants quickly and accurately with one powerful assessment that measures multiple competencies and benchmarks the exact skills that predict success in any high-volume role.



Better hires and faster time-to-productivity



35%
faster time-to-fill



30%
Reduced turnover



More equitable hiring process and culture

Build a More Diverse Workforce.

Applications, resumes and interviews alone can be unreliable and inject bias into the hiring process. Our XBL assessment allows recruiters and hiring decision-makers to base hiring decisions on objective, science-backed data, effectively removing bias and surfacing qualified candidates that may have been overlooked. XBL helps organizations make fair decisions that support and drive more diverse hiring through:

- Assessing critical thinking skills which provide an objective and fair measure of each candidate.
- I/O psychologists who ensure our assessments are non-discriminatory while maintaining accuracy.
- A more equitable hiring process and culture.

Create Exceptional Candidate Experiences.

Relying on and utilizing objective assessments also allows candidates to feel they've been given the opportunity to present their abilities fairly, a key element of a positive candidate experience with your brand. We also help you drive exceptional candidate experiences through our engaging and user-friendly platform, with the ability to access assessments 24/7, through mobile, laptop, and everything in between.

The XBL High-Volume Assessment Platform can be customized to match your brand elements, style, and design, ensuring a best-in-class candidate experience that reinforces your commitment to hiring and onboarding best practices and promotes ongoing engagement with high-potential candidates.

A Clear Return on Investment

- Correlate long-term performance of successful hires to XBL predictive measurements
- Build a business case for selection rigor using visible patterns in your own data over time.
- Optimize workforce planning by linking assessment results with sourcing data to more accurately target candidate pools
- Quantifiable improvements in key performance indicators, including time-to-fill, attrition, and cost-per-hire.

XBL Platform Features



One assessment with multiple measurements customized by specific role and industry



Mobile-friendly, 24/7 candidate and user accessibility



Client dashboards with easy to use and understand customized reports



Developed by I/O psychologists, scientifically validated and tested



Easily integrates into any ATS or talent management system



Objective, bias-free hiring



Stacked candidate ranking and overall fit score

Start Making Higher Quality Hires with Speed & Accuracy.



Request a demo to learn about our powerful XBL High-Volume Assessment Platform.

For more information contact:
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XBInsight 
Assessing Talent. Smart.