FICPI Open Forum | Finding the Right People | October 26th, 2017
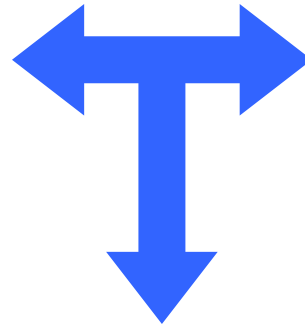
A whole new game
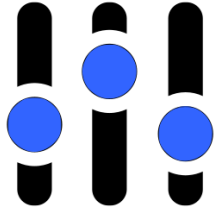
Getting the cultural fit

Today, **technical** (or « hard ») **skills do not suffice anymore**: you need to know your culture and find the people that will **match your values**.

Develop your Employer Brand

The competition for talents is harsh. With the emergence of Milllenials, **attracting candidates** has become a mandatory step before recruiting.

Innovate, change the game

These are the key words to find the talents you need. Find and attract **the right combination of soft skills** with **original methods** to win the game.

Pinpointing the best talents

About the traditional methods... and their limits

The one-on-one meeting is « meeting » its limits: it is useful to get to know the candidate, but **the first impression isn't enough**.

However, it remains **important** to go through the **hard skills** !

About the recent methods... and their bias

Psychological tests, assessments... Over the last few years, **several methods have emerged** to help you find the talent that will **fit in your firm's culture**.

However, **candidates are smart**: they prepare for these tests and try to manipulate the results.

To top it all, these tests use **declarative approaches**, that can induce bias and may not reflect the reality.
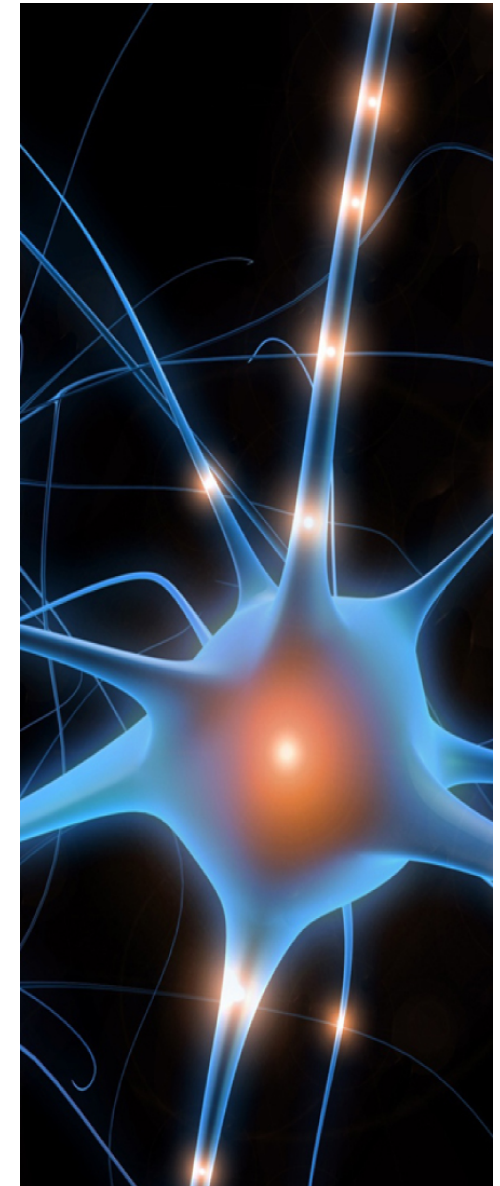
You said « Gamification » ?

Innovating through games

A wide range of **benefits :**
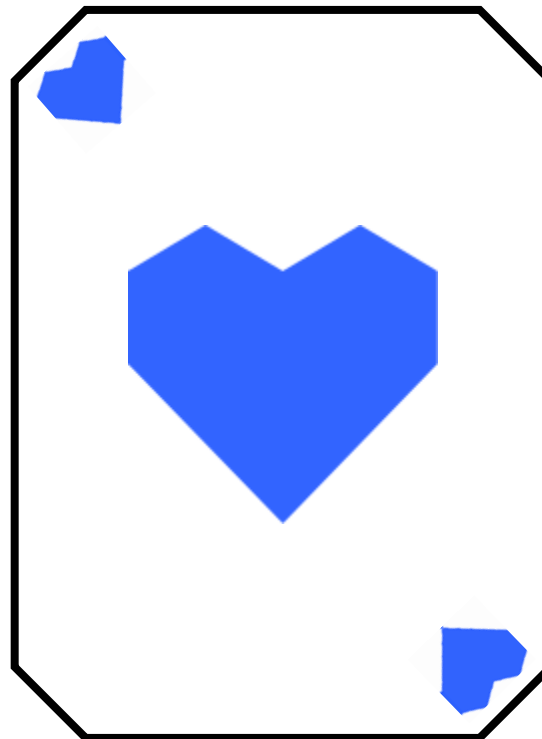
Limits the bias of existing methods ;

Helps find **complex profiles ;**

Develops an **innovative and distinctive Employer/Recruiter Brand ;**

A much **better candidate experience ;**

A flexible method that suits all kind of needs ;

Makes the **process less pain-inducing** for everyone.

Objective data Optimal decision

Today, getting **objective data** becomes harder and harder, so it's become critical to find the actual best talents.

Objective data about mind, culture and values are **hard to measure**.

Like a **third-party**, gamification acts as a **mediation** between candidate and recruiter: it **reveals the inner nature** of the candidate.

« You can discover more about a person in an hour of play than in a year of conversation » PLATO

Time to play!

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