

MiGrowth

Growing Careers | Growing Businesses

Did you know that managers who make a poor hire can cost their business around £132,000?

Well, it's not surprising, especially when you consider that on average recruiters take only 6 seconds to scan a resume (The Ladder).

Introducing MiAssessment.

MiAssessment is a unique online platform that provides employers with relevant candidate data for a specific job role, as well as applicants' work based preferences. This is achieved by assessing viable candidates on a selection of pre-established competencies, which informs hiring managers whether the individual is right for the role, before you have even met.

The MiAssessment software is **FREE** to all of our partners, does not charge per candidate invitation, and can be customised for any role.

Step 1 - Brief

Our team will take a detailed job brief to understand the exact requirements for the available position. We will then collectively identify 5 core competencies required for the role.

Step 2 - Source

MiGrowth sources appropriate talent in line with the previously discussed role requirements. All suitable candidates are then sent an invitation to complete the bespoke MiAssessment tests.

How

MiAssessment

works.

Step 3 - Assess

Candidate assessment reports are generated and sent to the client, minus identifying information such as name and gender.

Step 4 - Decision

Using the unique MiAssessment reports, which provide feedback on all candidates, clients can make justifiable selection decisions based on relevant hiring data.



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68% of businesses now use technology to conduct interviews, and further to that, there has been a 12% increase in companies conducting candidate assessments online.

(CIPD, 2020)

So what are you waiting for?

MiAssessment Benefits.

- **Cost Effective and Scalable** - MiGrowth does not charge you per candidate invitation, making it ideal for junior to mid-level hires.
- **Remove Bias** - We generate data on a candidates' responses, which enables decisions to be made on quantifiable data.
- **Screen Out or Uncover Hidden Gems** - MiAssessment generates data that typical recruitment processes fail to uncover. This enables you to rule out unsuitable applicants, and uncover candidates you would have otherwise rejected.
- **Enhance your Candidate Experience** - The MiAssessment software informs both you, and the candidate, whether the role, and your business, is right for them.
- **Improve your Hire Quality** - Research has shown that cognitive ability and integrity testing yields high predictive validity scores, which gives an indicator as to how a candidate will perform in a role.
- **Reduce Costs** - Save costs, and make an informed decision based on scientific reasoning.

Only 48% of companies report that their CEO has talent management as a key priority.

(CIPD, 2020)

Further to this, only 14% collect and use good-quality data to forecast hiring demands. At MiGrowth, we believe this needs to change, as we see people at the heart of development.

Why MiAssessment.

By utilising quantifiable scientific reasoning, MiAssessment provides hiring managers with an incredible insight into all viable candidates by presenting unique reports centred on role specific questions, which you can tailor for your organisation. This results in increased inclusion, removal of discrimination, and ultimately ensures that the best candidate for the role is always put forward.

With Ethnically diverse companies 35% more likely to have a financial performance above the industry mean (McKinsey 2015) why not make use of a software that can give your organisation an advantage?

