

CX REPORT – EQUALTURE'S GAME-BASED ASSESSMENTS

# Candidate Experience & Inclusion Report

Q4 2022



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## I. Introduction

# "Candidate Experience is one of the reasons why we started Equalture in the first place."

When my twin sister Fleur and I started Equalture in 2018, our [main driver was all the negative and hurtful experiences we've seen candidates going through.](#)

Switching jobs has an enormous impact on your life. After all, we're spending most of our time working every week. Which makes applying for a job oftentimes a stressful experience.

I've never heard one of my friends say: "I had fun applying for this job!" In fact, most of them hated it. Instead, I hear more and more stories from people around me about not only having a stressful experience but also not feeling treated equally.

We're on a mission to ensure that every single candidate is treated equally when applying for a job. And while [ensuring these equal opportunities](#), we want candidates to have [a joyful experience](#) that makes them remember you as a company.

In this report, you'll find an analysis of the Candidate Experience of all candidates that completed Equalture's games as part of their job application in Q4 of 2022.

Cheers, Charlotte

Co-Founder & CEO at Equalture



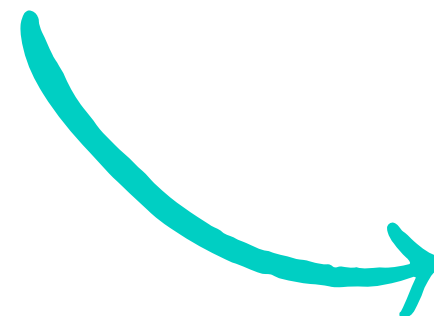
## II. How it Works

# Equalture CX Rating.

After a candidate has completed Equalture's gamified assessment, they are asked to rate their experience from 1 to 5.

Additionally, candidates can leave comments with their ratings.

It is emphasised that this feedback will be collected anonymously, to prevent candidates from leaving a socially desirable rating.



### Your application was sent. Thank you!

You will receive a confirmation email and your games scores within a few minutes.  
If you still have a moment, we'd like to ask you to rate your experience and provide us with feedback.  
This information will not be shared with the company you are applying to and will be exclusively used to help us as Equalture in our mission to shape the world unbiased hiring.

How would you rate this process?



Could you tell us why?

Save

### III. Number of Results & Comments

4793

Candidates left  
a rating.

2277

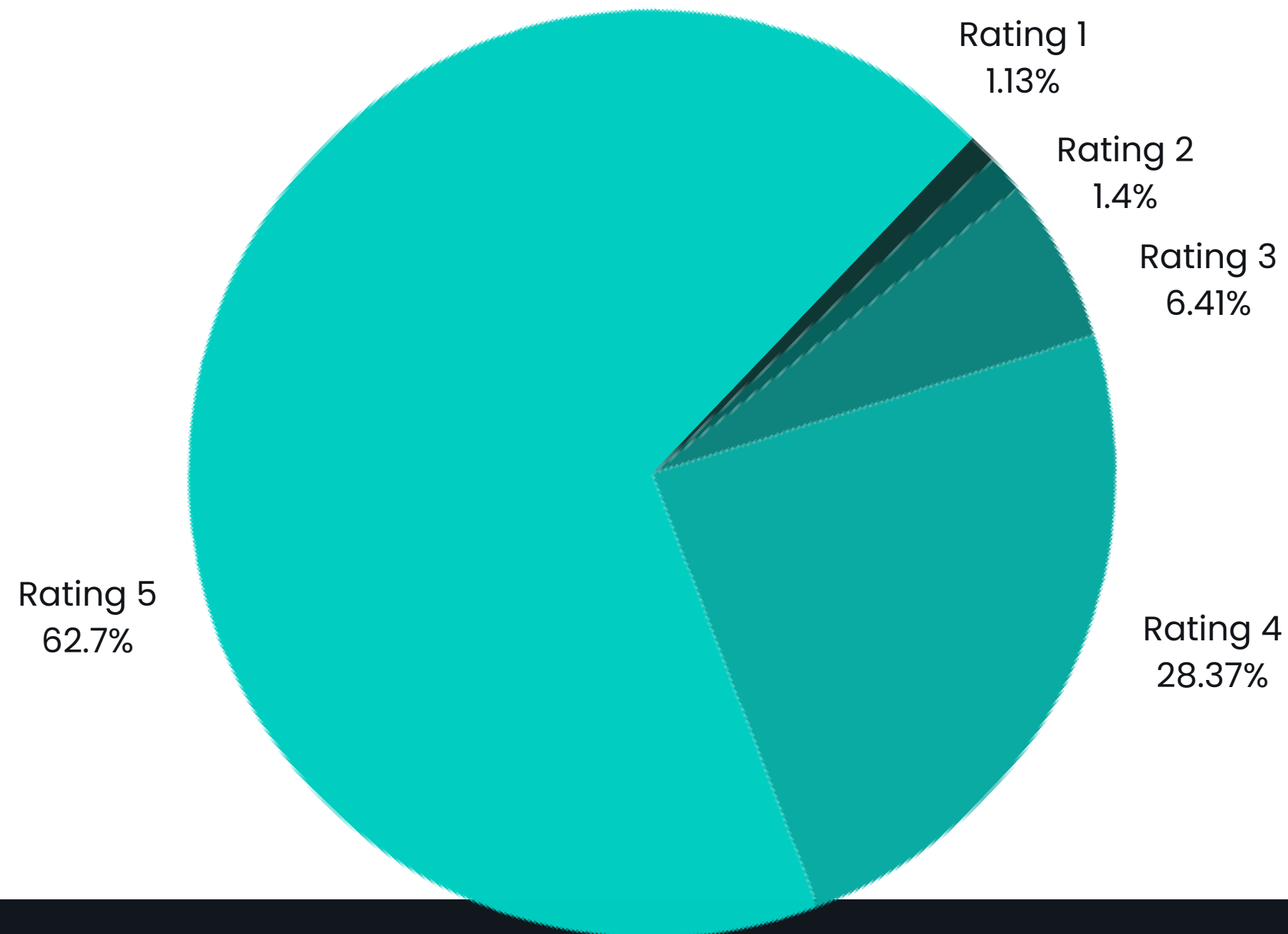
Candidates left  
a comment.

## IV. Results

# Total Average CX Rating

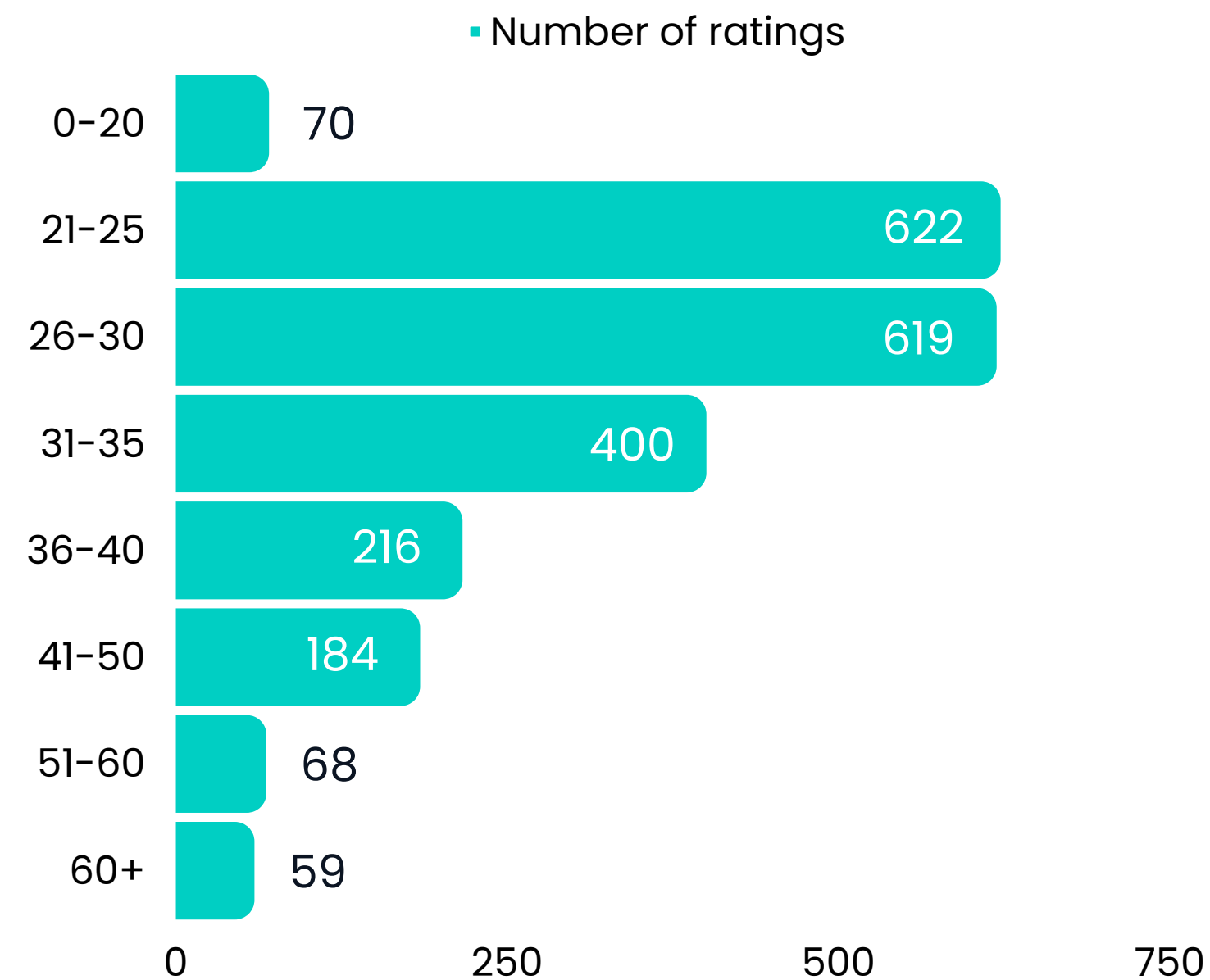
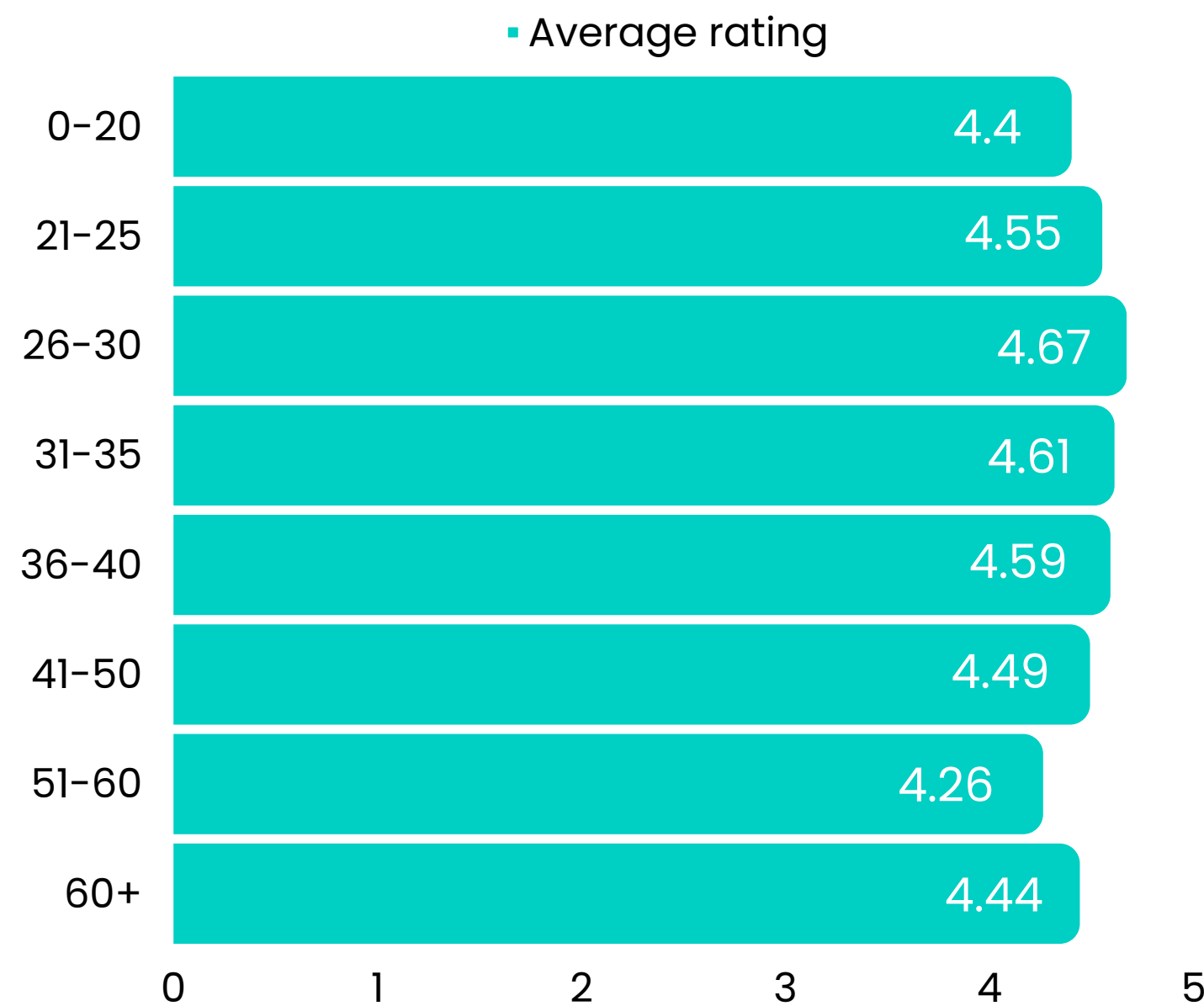
# 4.50/5

More than 62% rated Equalture's gamified assessments 5/5.



## IV. Results

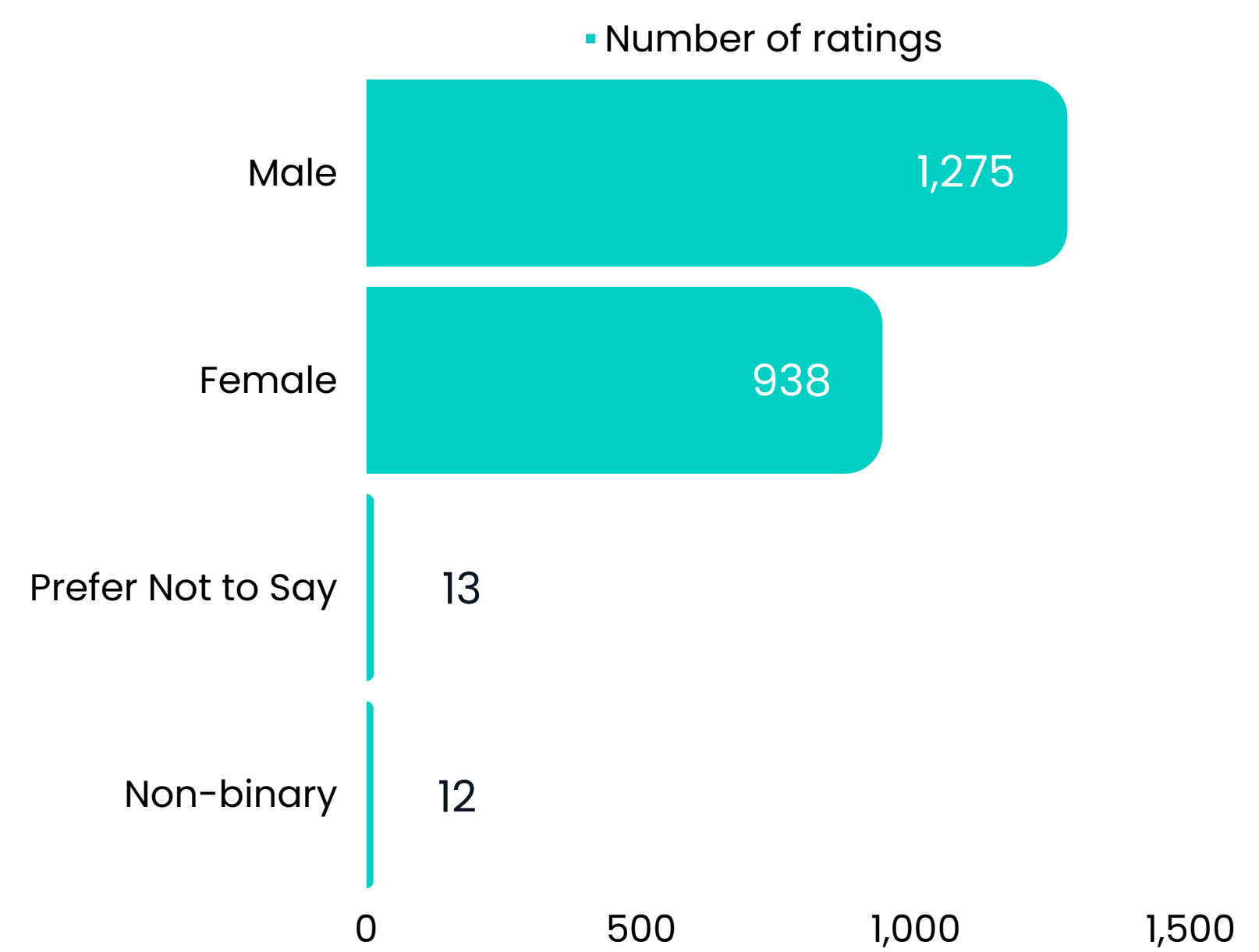
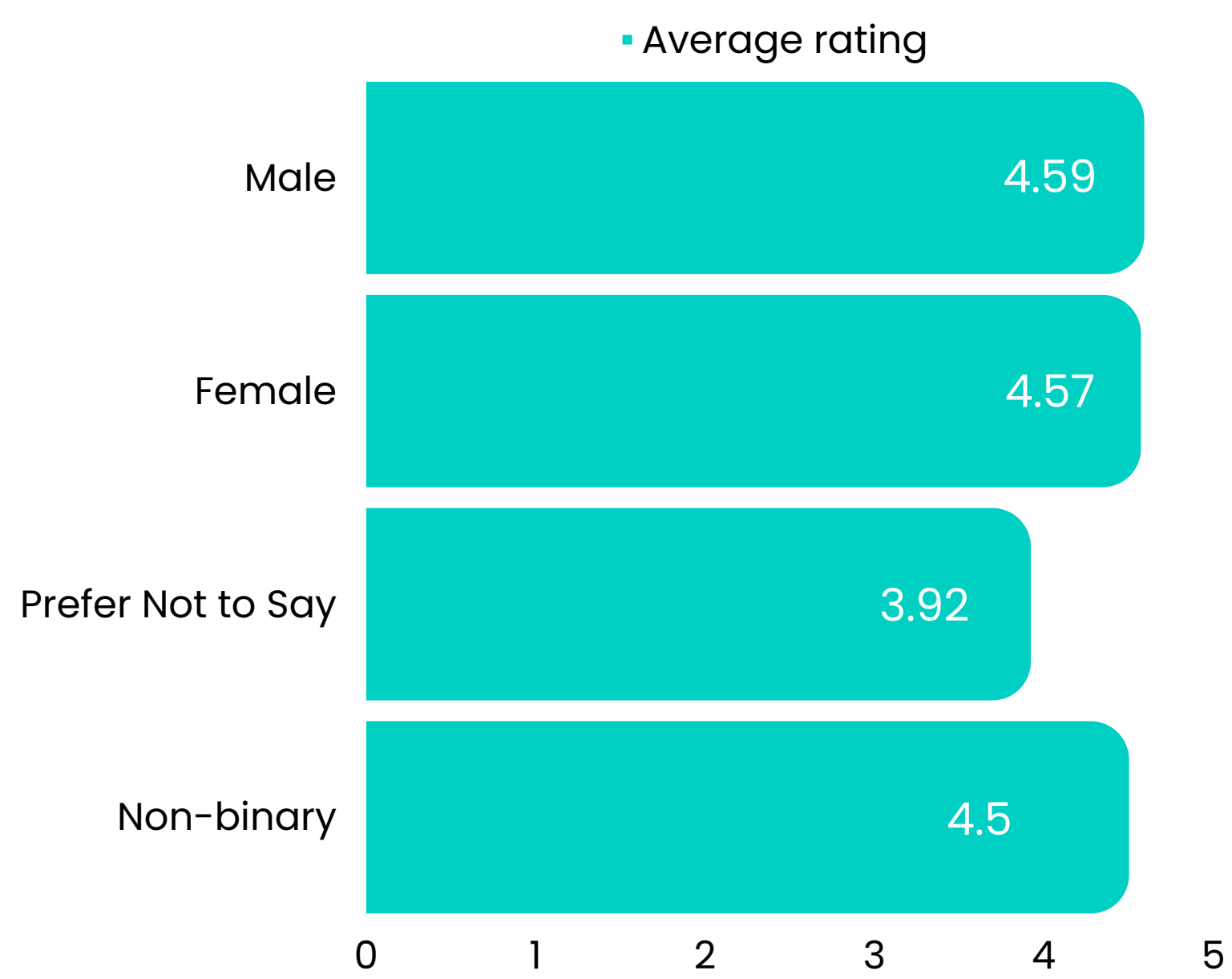
# Age breakdown<sup>\*</sup>



<sup>\*</sup>All demographic details are collected anonymously and are not being used by hiring companies

## IV. Results

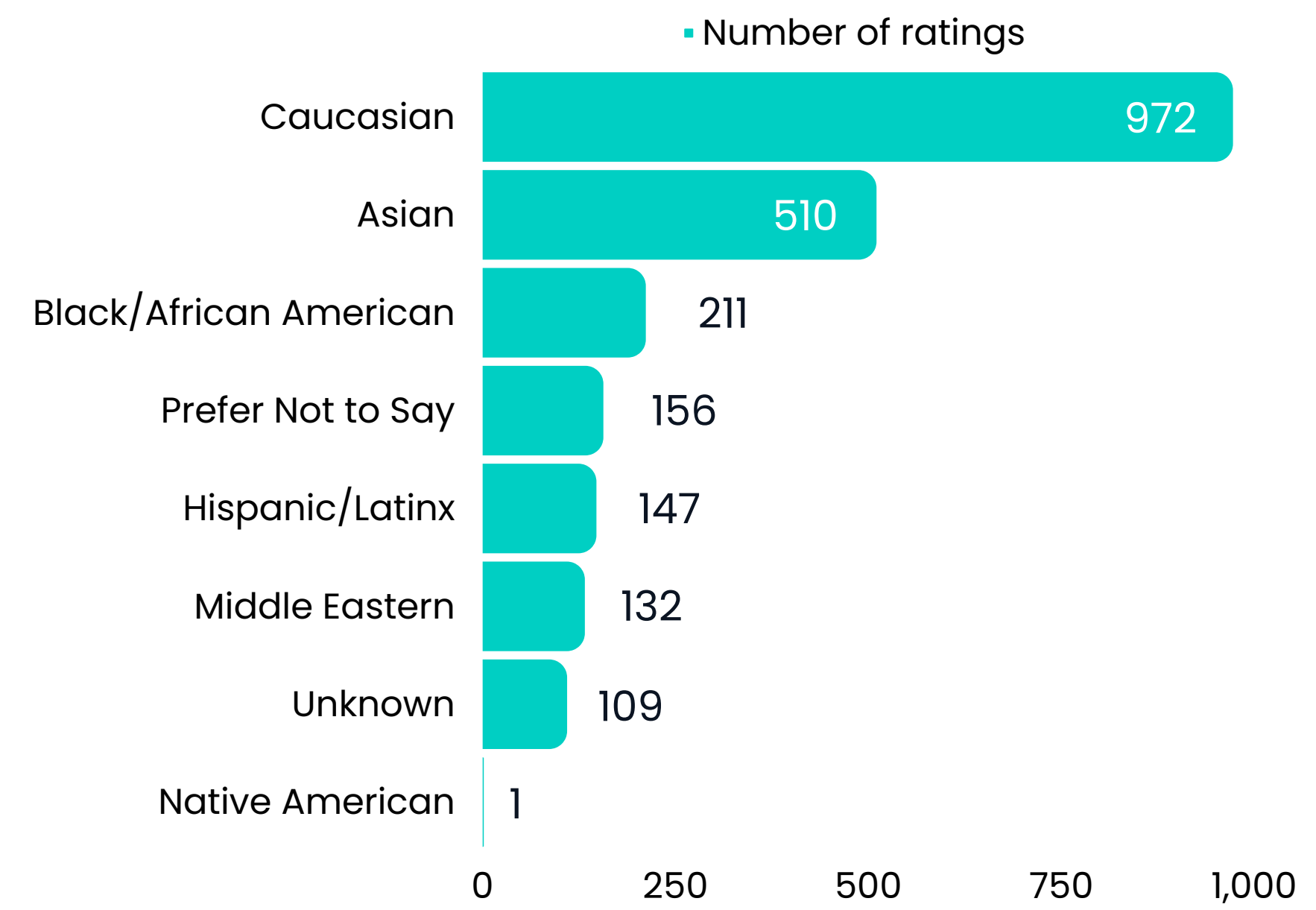
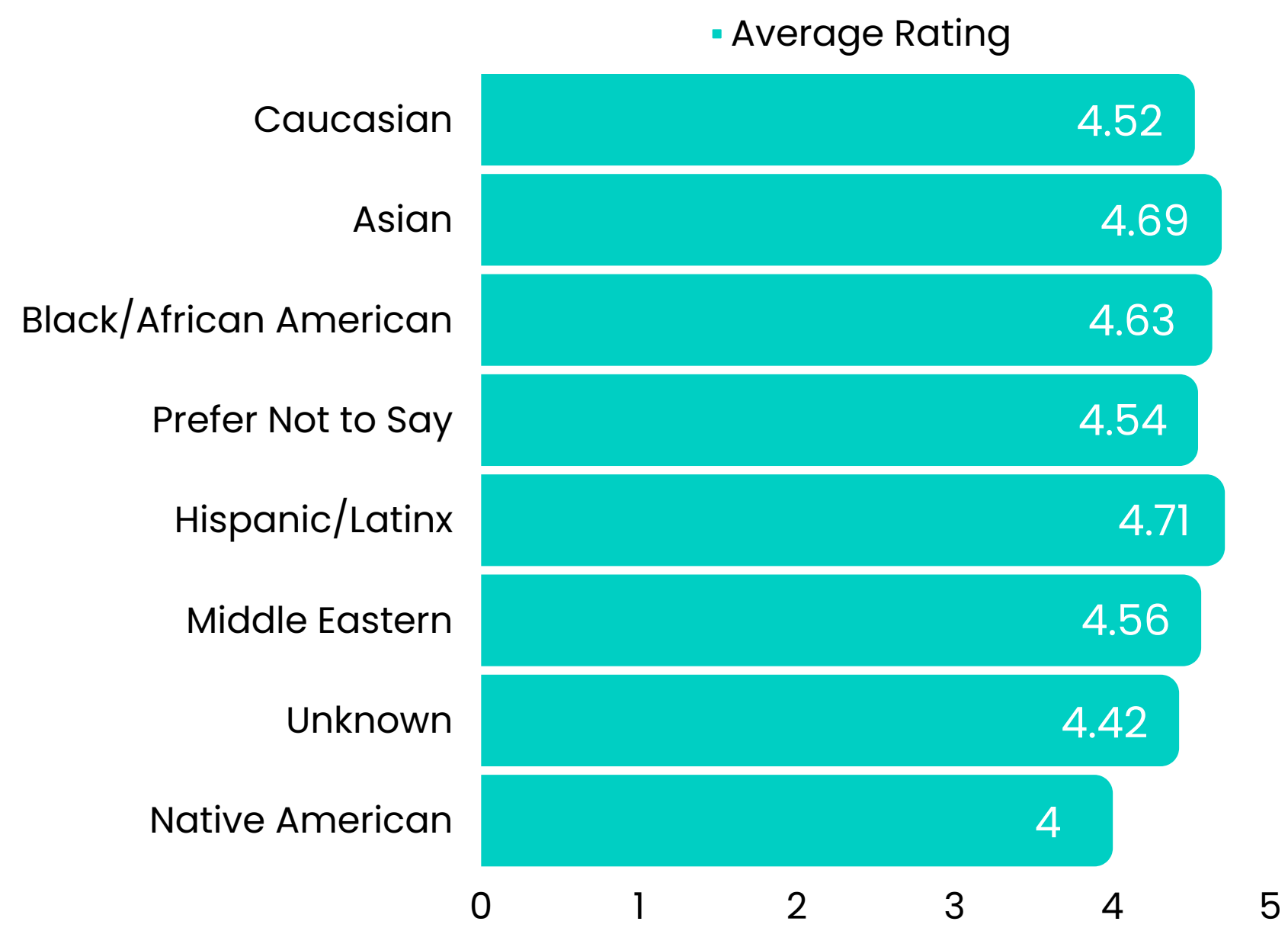
# Gender breakdown.\*



\*All demographic details are collected anonymously and are not being used by hiring companies

## IV. Results

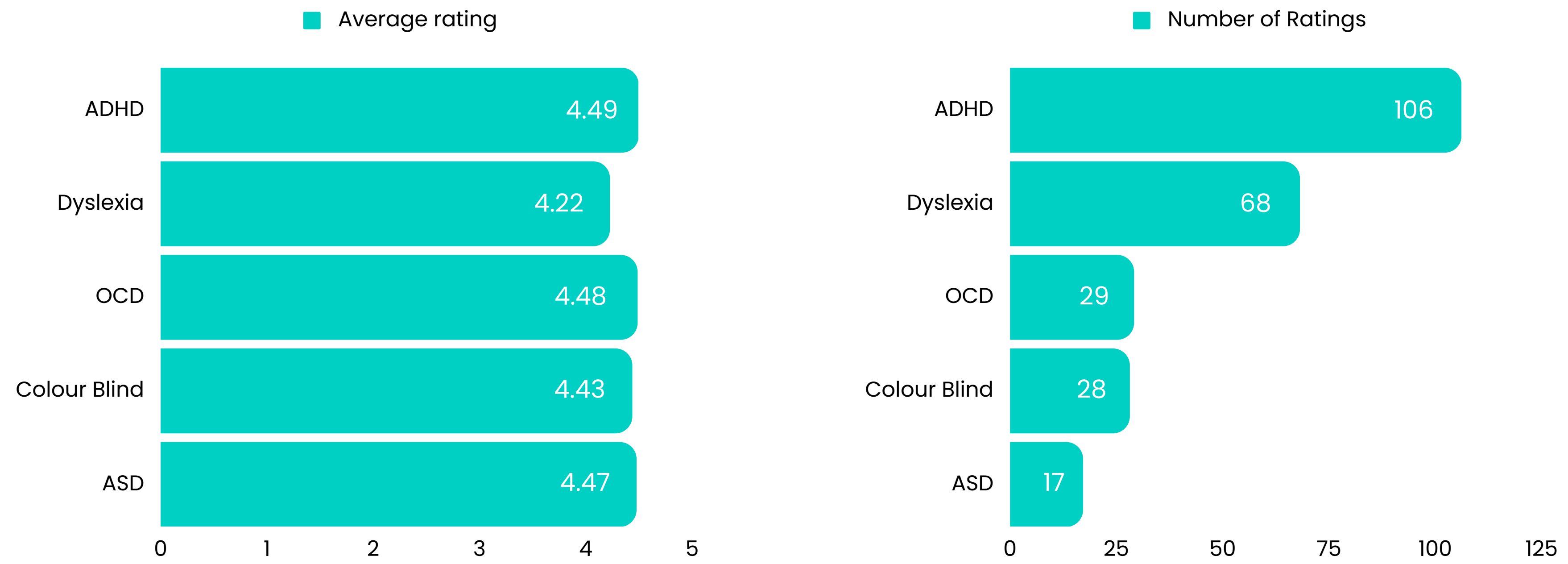
# Ethnicity breakdown.\*



\*All demographic details are collected anonymously and are not being used by hiring companies

## IV. Results

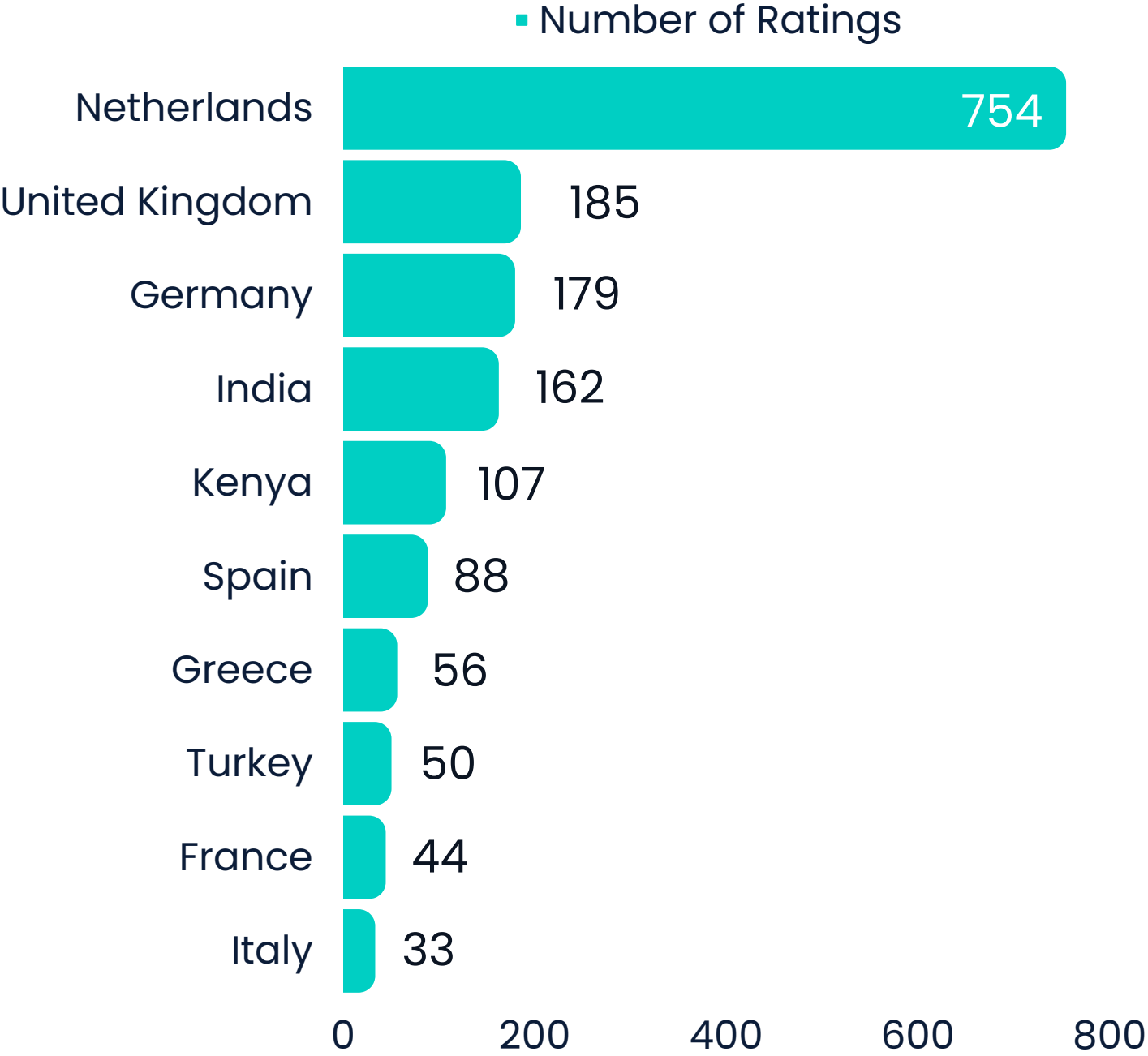
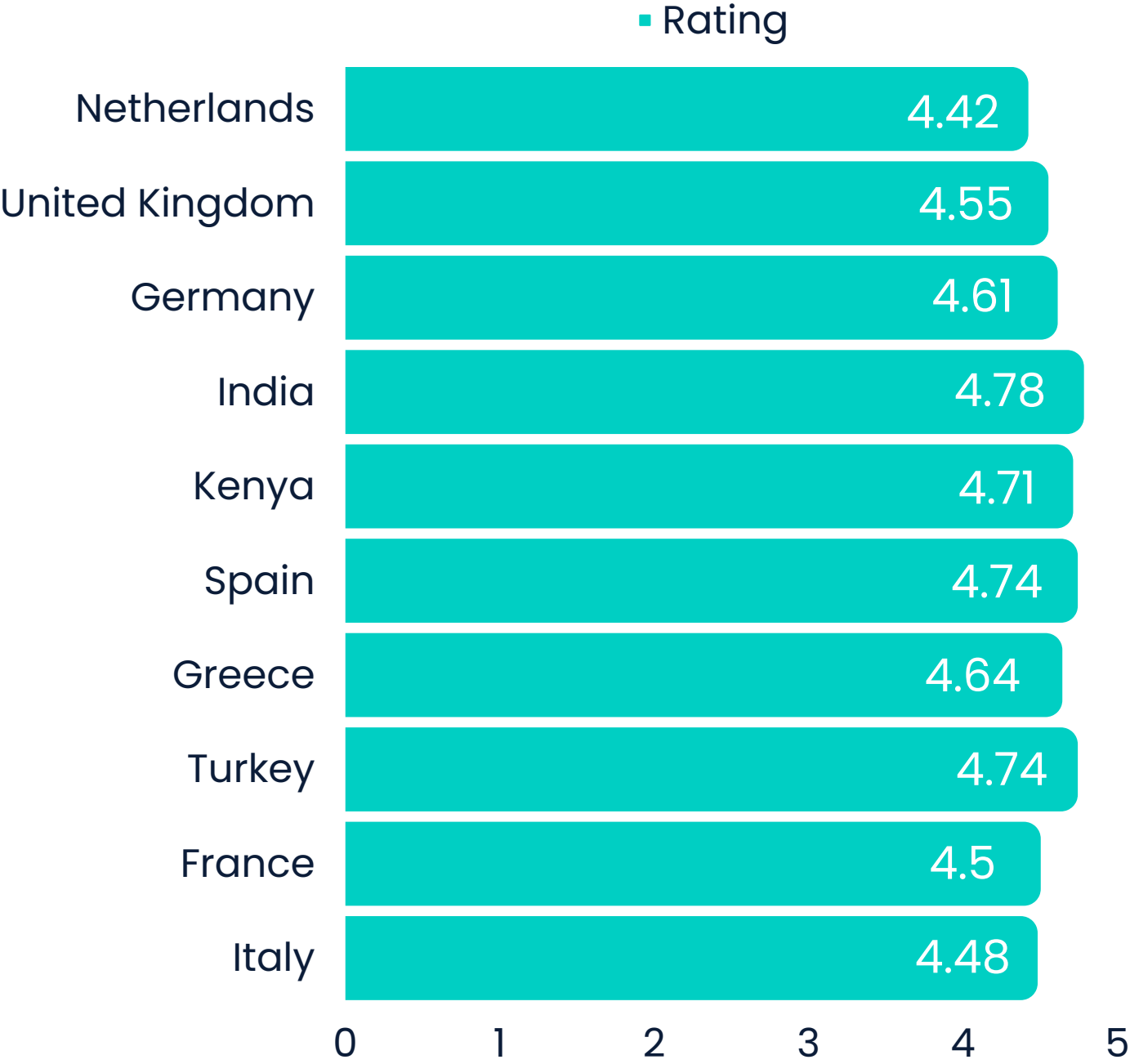
# Neurodevelopmental disorder breakdown.\*



\*All demographic details are collected anonymously and are not being used by hiring companies

IV. Results

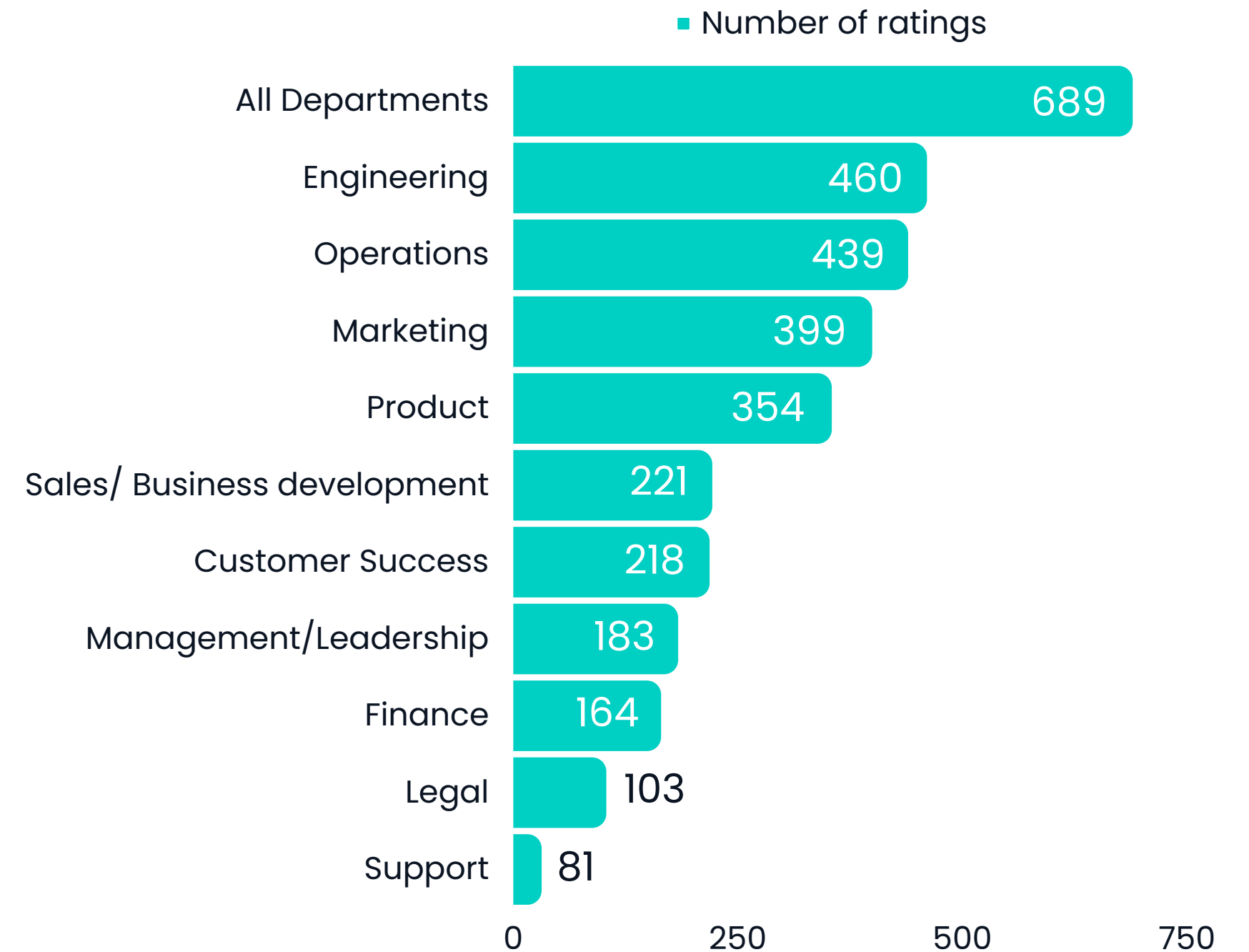
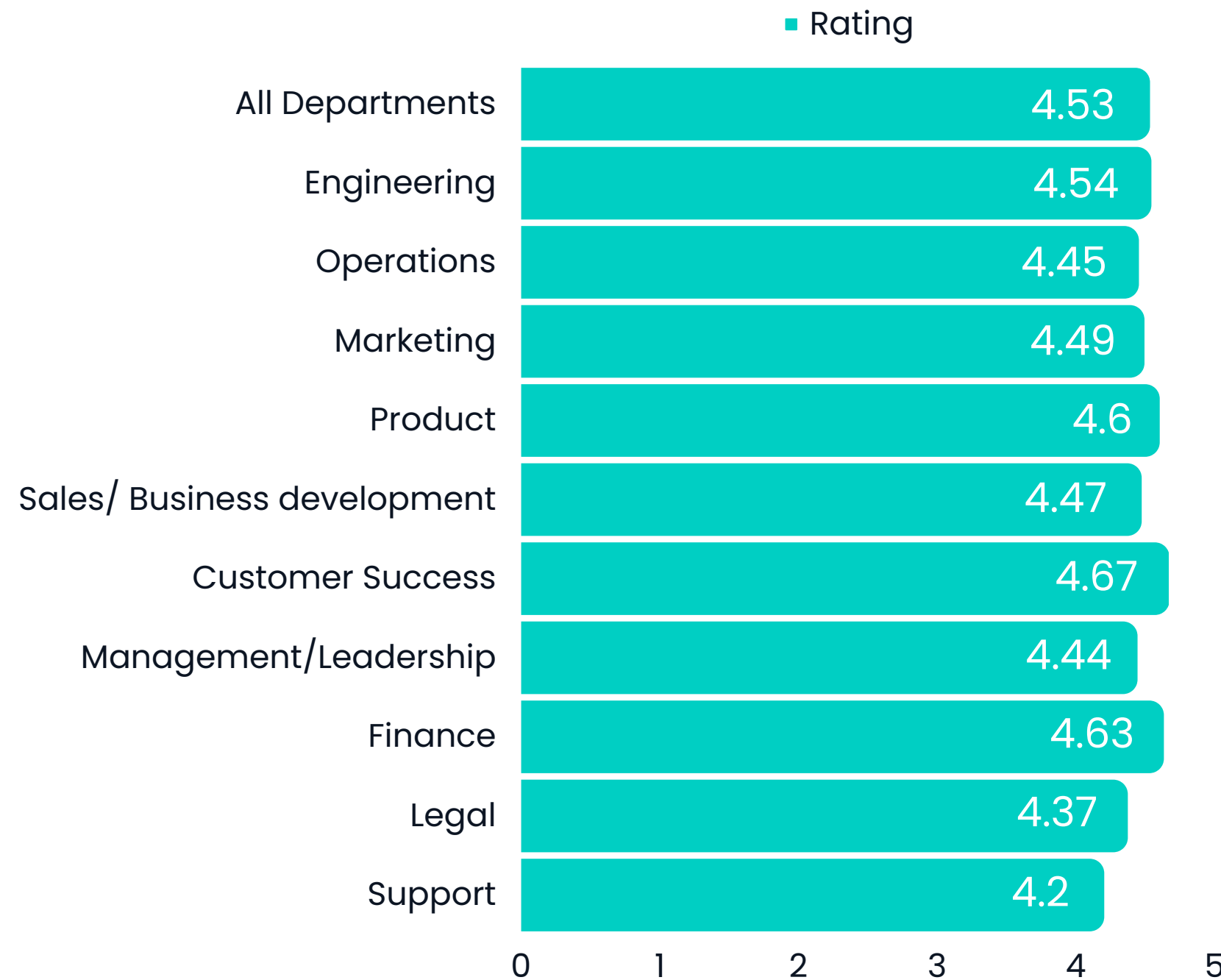
# Country breakdown.\*



\*All demographic details are collected anonymously and are not being used by hiring companies

## IV. Results

# Job group breakdown.\*



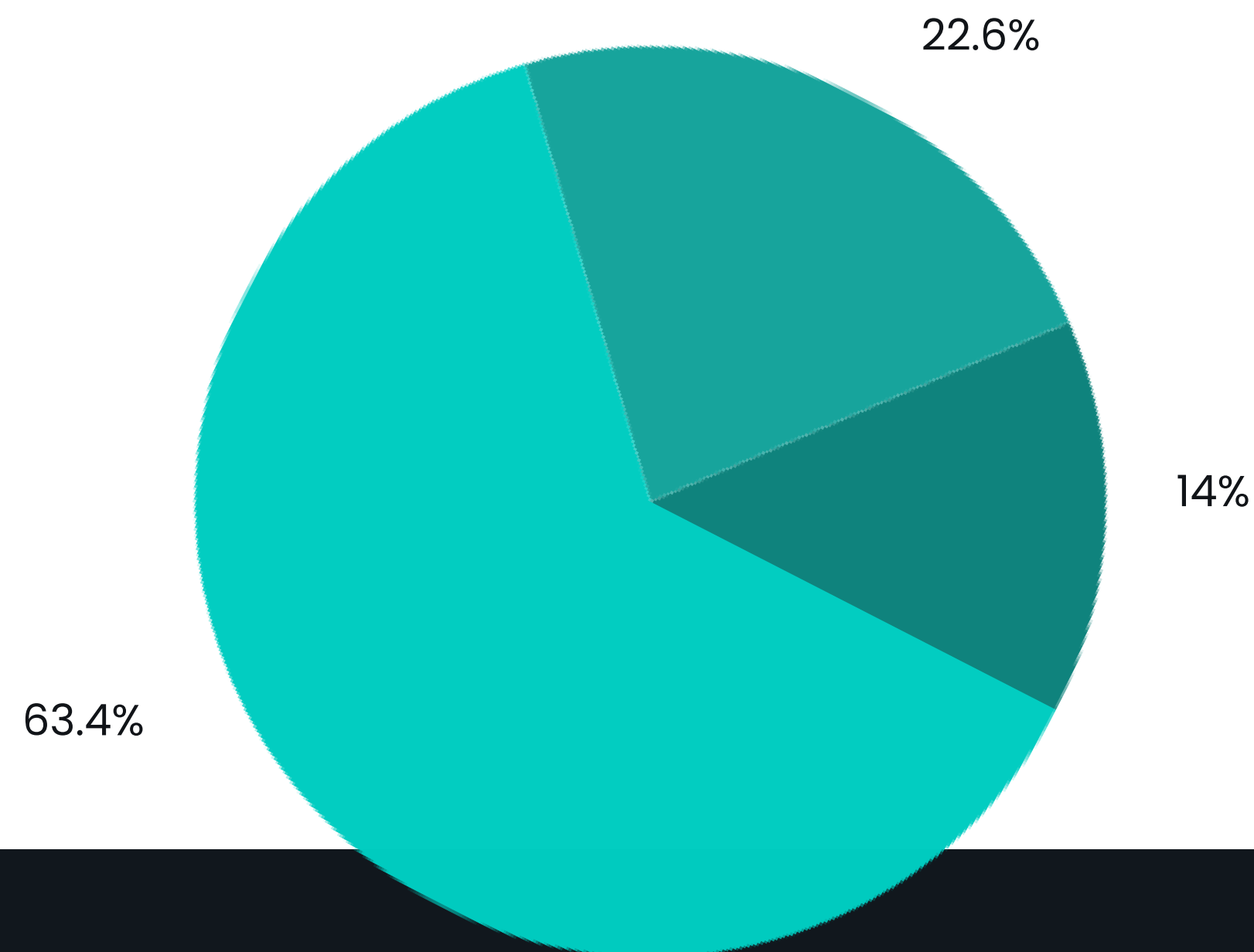
\*All demographic details are collected anonymously and are not being used by hiring companies

#### IV. Candidate Preference

**6/10 people prefer gamified application procedures.**

##### Which application process they prefer?

- Gamified Application Process (e.g., Equalture's cognitive games)
- I don't have a preference
- Traditional Application Process (e.g., with CV and motivation letter)

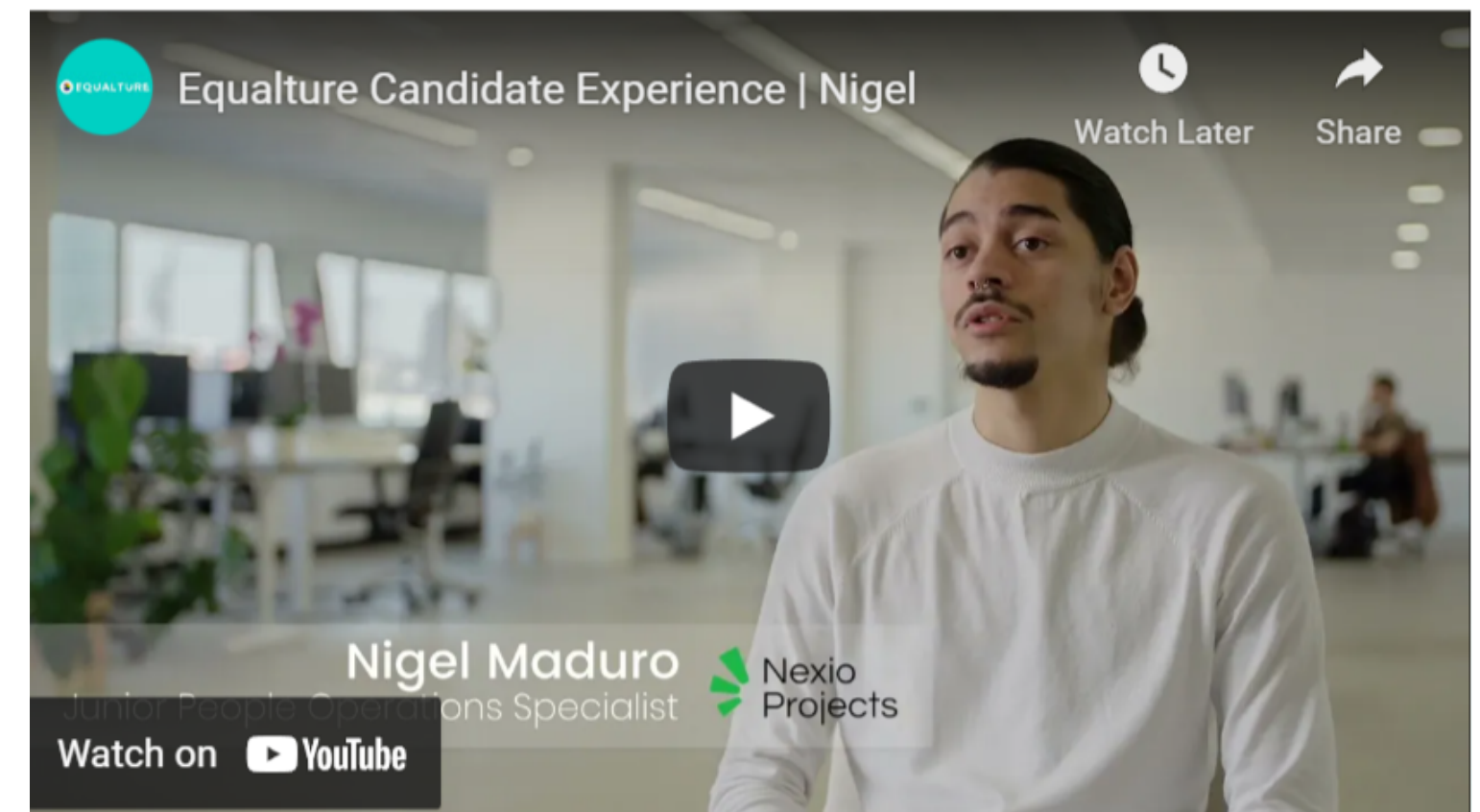


#### IV. Candidate Preference

**6/10 people prefer gamified application procedures.**

- “ A fun problem solving process to test my skills. I really enjoyed it!
- “ A very progressive assessment drawing ones attention, focus and creative thinking .
- “ I enjoyed the experience. It was very interactive and mentally provoking.
- “ It's a great way of showcasing problem solving talents without being put under the pressure of someone watching, and making it a fun challenge, just relieves pressure even more.
- “ By far the best recruitment testing platform I've used. Bravo!

#### Use Case. Nexio Projects



## VI. Research Papers

# Check out more of our research papers.

- The validity and utility of game-based vs. traditional assessments in personnel selection.
- Neurodiversity and Inclusion Report Equalture.



# Want to see Equalture's gamified assessment in action?

[Schedule a Demo with Us](#)

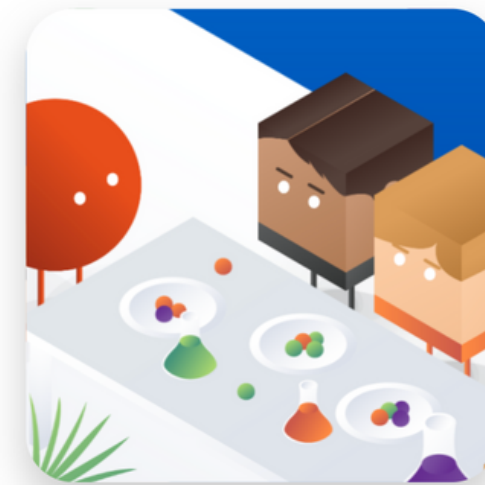
 **EQUALTURE**



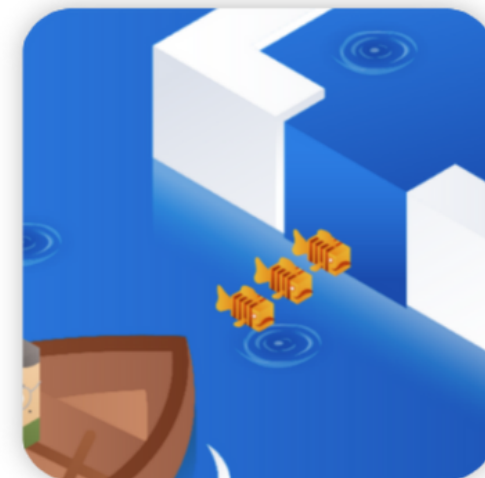
Bird Spotting



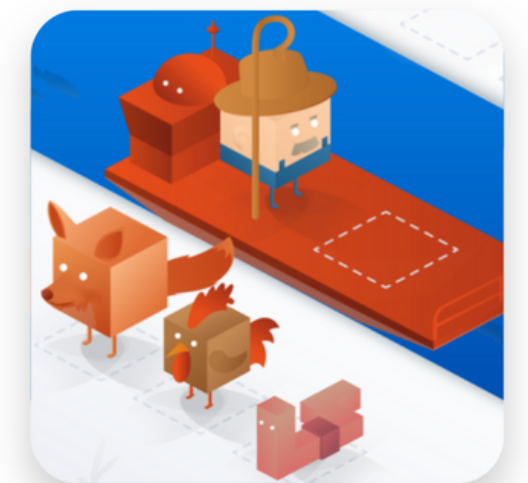
The Racer



The Pitch



The Fish Discovery



The Ferry



**Shaping the world of unbiased hiring.**

Through game-based assessments.