Drive Talent Success with Criteria

World-leading tools to help organizations make more objective, evidence-based talent decisions that both reduce bias and drive better outcomes.
People are multidimensional. So are our assessments.

Your candidates are more than just a data point, which is why we created the most robust and comprehensive portfolio of assessments to paint a more complete picture of candidate potential. Combine assessments from different categories to reveal insights across the many dimensions of an individual.

<table>
<thead>
<tr>
<th>Cognitive Aptitude</th>
<th>Personality</th>
<th>Emotional Intelligence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uncover each candidate's potential with cognitive aptitude, one of the best predictors of job performance.</td>
<td>Understand your candidates' work styles, preferences and behavioral tendencies.</td>
<td>Find candidates who have the empathy and emotional skills to succeed in the modern workplace.</td>
</tr>
<tr>
<td><strong>Measure:</strong></td>
<td><strong>Measure:</strong></td>
<td><strong>Measure:</strong></td>
</tr>
<tr>
<td>✔ Problem solving</td>
<td>✔ General personality</td>
<td>✔ Emotional perception</td>
</tr>
<tr>
<td>✔ Attention to detail</td>
<td>✔ Sales or customer service fit</td>
<td>✔ Emotional understanding</td>
</tr>
<tr>
<td>✔ Learning ability</td>
<td>✔ Person-job fit and person-organization fit</td>
<td>✔ Emotion management</td>
</tr>
<tr>
<td>✔ Mechanical reasoning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>✔ Concentration and focus</td>
<td></td>
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</tbody>
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<tr>
<th>Risk</th>
<th>Skills</th>
<th>Video Interviewing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify candidates who are conscientious, reliable, and able to follow rules and safety procedures.</td>
<td>Assess basic competencies acquired through candidates' past experience.</td>
<td>Create a structured interview process that is objective, fair, and minimizes bias.</td>
</tr>
<tr>
<td><strong>Measure:</strong></td>
<td><strong>Measure:</strong></td>
<td><strong>Features:</strong></td>
</tr>
<tr>
<td>✔ Integrity/honesty</td>
<td>✔ Job readiness</td>
<td>✔ World-first DEI tools</td>
</tr>
<tr>
<td>✔ Ability to follow rules and procedures</td>
<td>✔ Basic computer skills</td>
<td>✔ Employer branding</td>
</tr>
<tr>
<td>✔ Likelihood of being involved in an accident or other incident at work</td>
<td>✔ Microsoft Office</td>
<td>✔ Immersive, scenario-based assessments</td>
</tr>
<tr>
<td></td>
<td>✔ Typing and Ten Key</td>
<td></td>
</tr>
</tbody>
</table>

**Rigorous science that drives performance**

Our stringent scientific standards are backed by leading scientific experts in I/O psychology. We rigorously validate our assessments to predict job performance, allowing us to consistently deliver results for leading organizations around the world.

- 25+ million tests administered
- 96% candidate satisfaction rating
- 20+ years of accumulated data

Through scientifically designed assessments, video interviewing and talent management tools, we help organizations achieve results across their entire talent pipeline. Criteria customers achieve an average of:

- **52%** better hiring success rate
- **29%** greater productivity
- **25%** more revenue from sales
- **48%** lower turnover

An assessment platform that works for you.

Test anyone, anywhere, at any time, with any of our tests. Our platform is highly configurable and built to engage candidates.

**Unlimited Testing**
Advertise unlimited tests from across our entire assessment portfolio throughout your subscription.

**Unlimited Users**
No matter the size of your hiring team, everyone can access the Criteria platform.

We fit into your existing hiring process.

Assessments are just one piece of the puzzle for finding great candidates. Our flexible technology makes it possible for you to seamlessly integrate assessments into your current systems and processes. We also partner with a wide range of ATS and HRIS platforms to provide streamlined integrations.

*Just a few of our integration partners:*

- SmartRecruiters
- greenhouse
- bambooHR
- JOBVITE
- iCIMS

Innovative assessment design

**Mobile-friendly**
Attract more candidates and increase accessibility by reaching candidates right on their mobile devices.

**Adaptive technology**
Tailor the difficulty level to the candidate with the help of AI, creating a faster, more predictive testing experience.

**Game-based assessments**
Take the candidate experience to the next level with short, fun, and engaging mini-games.
Our award-winning Customer Success team

Customer service is core to who we are as a company. Every customer is assigned a dedicated Customer Success Manager who is there to help you define your testing strategy and achieve your hiring goals.

Stevie Award for Customer Service  68 NPS Net Promoter Score  96% Customer Satisfaction

Our story

Criteria is a talent success company that helps organizations make more objective, evidence-based talent decisions that both reduce bias and drive outcomes. Our world-leading tools include a comprehensive suite of rigorously validated assessments and decision-making tools that highlight the potential in every job candidate while providing an experience that candidates love. We take a scientific approach to every product we build by rigorously validating for results, ensuring transparency, and designing a human-focused solution that drives best practice hiring.