



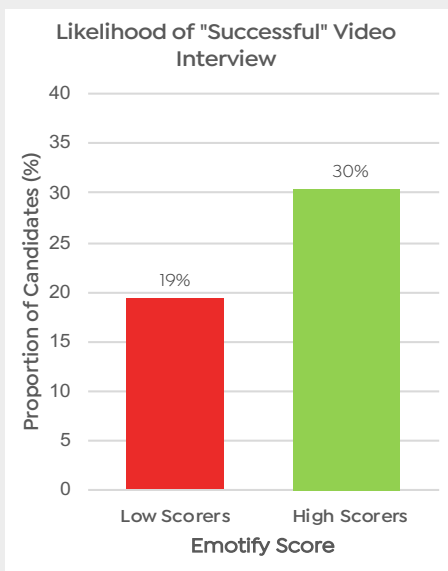
LARGE FINANCIAL INSTITUTION discovered relationships between cognitive ability, emotional intelligence and recruitment process performance

A large Australian financial institution used Revelian's Cognitive Ability Assessment (RCAT), Cognify (game-based assessment of cognitive ability) and Emotify (game-based assessment of Emotional Intelligence or EI) as part of its graduate recruitment intake in 2020.

Revelian partnered with the organisation to examine the relationships between scores on the assessments and subsequent performance at different stages of the recruitment process: specifically their video interview and assessment centre performance, and their likelihood of accepting a job offer.

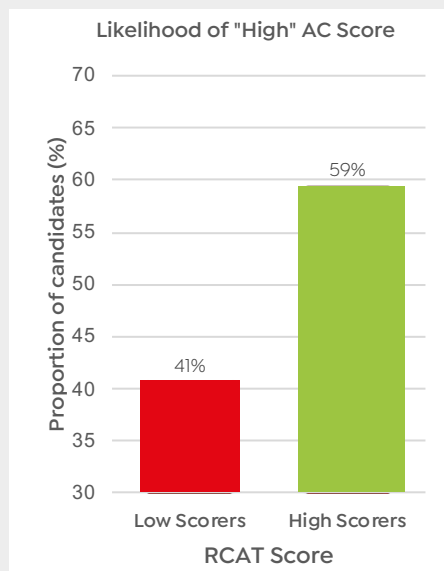
↓ KEY FINDINGS

Emotify scores and video interview performance



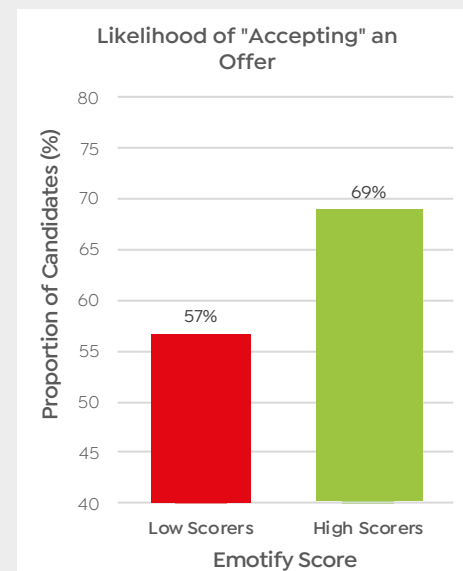
The top 20% of scorers on Emotify (High Scorers) were 11% more likely to be successful in the video interview than the bottom 20% of scorers (Low Scorers).

RCAT scores and assessment centre performance



The top 50% of scorers on the RCAT (High Scorers) were 18% more likely to score highly in the Assessment Centre. The top 50% of scorers on Emotify were also 16% more likely to score highly.

Emotify scores and job acceptance likelihood



The top 50% of scorers on Emotify (High Scorers) were 12% more likely to accept a job offer than the bottom 50% of scorers (Low Scorers).