



BENDIGO & ADELAIDE BANK reduces unconscious bias and makes high-calibre hires

AN IMPROVED PROCESS

Shane Phillips took stewardship of Bendigo and Adelaide Bank's Graduate Program after a successful pilot program in 2012.

Driven by a desire to add rigor and benchmark-quality to the recruitment process whilst embracing a lean methodology, Shane turned to the Revelian suite of tools and incorporated cognitive ability and Emotional Intelligence testing into the Bank's graduate recruitment process.

Shane says that there are numerous advantages in testing every candidate on cognitive ability at an early stage.

“The test doesn't discriminate and the delivery and report mechanism is incredibly efficient. We get an honest picture of potential which puts candidates on an even playing field.”

TOP 5 ADVANTAGES REVELIAN BRINGS TO THE RECRUITMENT PROCESS

- 1.** The ability to manage a large volume of applications very efficiently

- 2.** Removing unconscious bias from the recruitment process

- 3.** A simple and elegant testing platform for simple delivery and receipt of tests

- 4.** The ability to rank candidates and provide context above and beyond

- 5.** Revelian has an established brand presence with graduate candidates, and the information is candidate-friendly.



CASE STUDY

Shane notes that academic transcripts and GPAs provide a limited picture of each candidate:

“We argue that any candidate can improve their academic performance if they have an environment artificially tailored to them. We look for those who have maintained a good level of academic achievement while undertaking casual employment, campus activities or community involvement (or a combination of these) – we like a little dirt under the nails.”



RECRUITMENT PROCESS



COGNITIVE ABILITY TESTING (ALL APPLICANTS)

Once applications have closed, all applicants are invited to complete the Revelian Cognitive Ability Test (RCAT)



VIDEO INTERVIEWING

RCAT results help to develop a shortlist of candidates, who are invited to complete a video interview



ASSESSMENT CENTRES

Up to 40 candidates are invited to complete individual and group activities



EMOTIONAL INTELLIGENCE ASSESSMENT

Top candidates complete the MSCEIT, which looks for leadership potential



FACE-TO-FACE INTERVIEWS

All application information is used to ascertain a shortlist to be interviewed face to face



SHANE
PHILLIPS

THE REVELIAN COGNITIVE ABILITY TEST (RCAT)

The results of this assessment reflect the person's ability to acquire, retain, organise and apply information in a variety of circumstances. By comparing your candidates' scores to a relevant normative group, you can accurately predict their potential job performance.

MSCEIT EMOTIONAL INTELLIGENCE TEST

The MSCEIT is an ability-based measure of emotional intelligence that assesses a person's capacity to effectively reason about emotions and to use emotions to enhance thought and to solve problems.

BUSINESS OUTCOMES

With three graduate cycles complete, a credible sample highlights the effectiveness of adding the Revelian testing into the assessment mix. Bendigo and Adelaide Bank have an exceptionally diverse group of graduate participants which has meant widespread divisional representation across the business for roles. Those scoring above the normative average in cognitive ability have adapted very quickly to their rotations and are providing genuine business value in a shorter time frame than anticipated. And as of this writing, zero attrition. Zero.

"The excellent talent we have introduced to the Bank has disrupted what is considered 'normal' recruiting and is positioning People and Performance as a strategic talent partner, rather than a 'cost' to the business. By investing in candidates pre-employment, we substantially mitigate risk and increase the ratio of predictive success in the role. In the context of the Graduate Program, performance management is consistently focused on how we can stretch their considerable capabilities further rather than the negative connotations ordinarily associated with the term."

By partnering with Revelian, Bendigo and Adelaide Bank achieves considerable on-boarding efficiencies by reducing overall costs when incorporating key retention metrics.

Discover what lies
below the surface.

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