



**Cappfinity**



# **Cappfinity Brand in the Marketplace**

APRIL 2023



In-house Recruitment (IHR) Candidate Experience Conference // UK





IHR Early Careers Conference // UK





Recruitment Breakfast // UK





## IHR Diversity Conference // UK





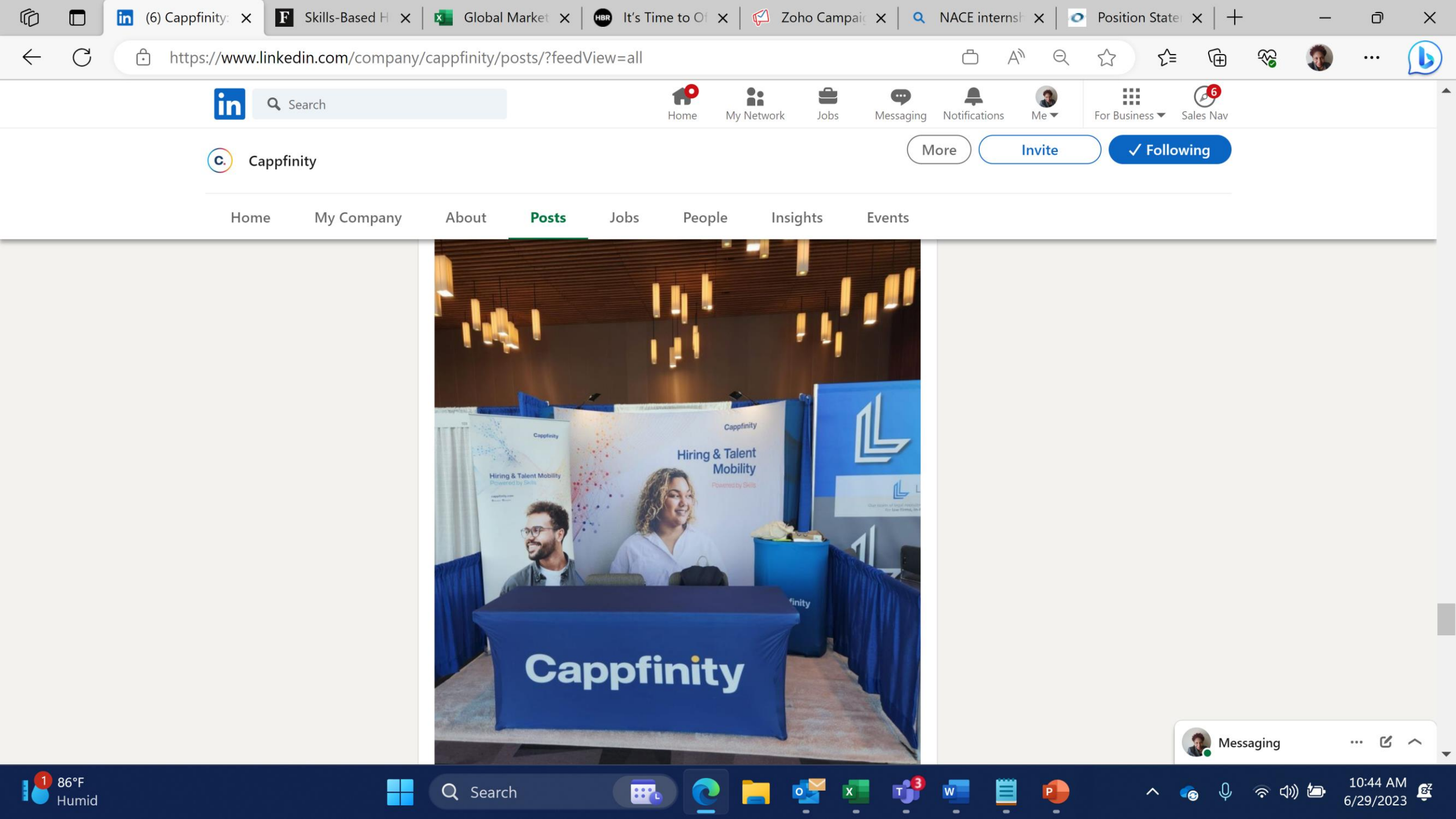




## Evolving Workplace Breakfast Series // US







GTI Grad Ireland Masterclass // Ireland





Digital // Global

**Lizzie Hyde**

Senior Marketing Manager

Top Strengths of: Detail, Organiser and Adherence

E [lizzie.hyde@cappfinity.com](mailto:lizzie.hyde@cappfinity.com)

M +44 (0)7739 363727

W [www.cappfinity.com](http://www.cappfinity.com)

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# Cappfinity

Hiring and Talent Mobility **Powered by Skills**



London | Birmingham | New York | Sydney | Dublin

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ASSESS, HIRE, AND DEVELOP TALENT TO DRIVE SUCCESS

# Hiring and Talent Mobility

Powered by Skills

For over **18 years**, talent leaders have looked to Cappfinity to recruit and retain high performing talent.

The competition to hire strong talent is fiercer than ever in the legal sector. Candidates often apply to multiple firms and receive several offers. However, too often many leave after a short tenure.

Talent Framework

Candidate Preparation

Pre-hire Screen

KING & WOOD MALLESONS

fieldfisher

ReedSmith

Linklaters

Clyde & Co

Persent Masons

Cappfinity

Fast and Fair Hiring

- Associates
- 1L
- 2L
- Diversity Scholars

ASSESS, HIRE, AND DEVELOP TALENT TO DRIVE SUCCESS

# Hiring and Talent Mobility

Powered by Skills

For over **18 years**, and over **5 million** candidates in **120 countries**, talent leaders have looked to Cappfinity to recruit and retain high performing talent.

Early Careers

Volume Hiring

Cappfinity delivers skills-based solutions for talent acquisition, performance, and succession planning.

GSK

accenture

HSBC

Cappfinity

Cappfinity at a Glance

Dedicated global team of client success experts, I/O psychologists, data scientists, engineers, and consultants.

Partners with talent leaders



# Build a culture of success with Cappfinity

Employees that leverage their skills and strengths are **6x more engaged at work**

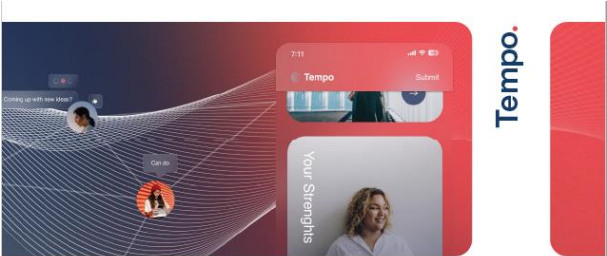
- Partners with talent leaders to understand their business, roles, and desired outcomes.
- Provides a highly predictive candidate-driven experience.
- Raises the bar in key workforce metrics that are critical for business success now and in the future.
- Helps firms leverage evidence-based solutions that achieve talent attraction objectives and incorporate diversity, equity, and inclusion goals.

- Deploys a methodology that drives a higher degree of predictability.
- Showcases dynamic candidate-driven experiences unique to your firm's brand and culture.
- Provides a dedicated client success team from implementation and throughout our partnership.
- Employs evidence-based solutions that drive tangible ROI beyond post deployment monitoring.

Cappfinity



[cappfinity.com](#)



Tempo

Why choose Tempo?

- A mobile-first, candidate-led assessment experience
- Easily configured, fast to implement
- Uses blended assessment types to ensure fairness and efficiency

1 Strengths

2 Skills

Identify and test 8 strengths that align to success in a role

Select and assess business-critical soft skills at the onset of sourcing

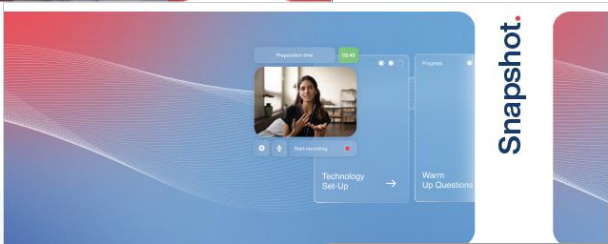
Why Cappfinity?

**Strengths expertise**  
Our unique strengths-based methodology delivers predictability that drives business results and reduces bias from hiring.

**Evidence-based solutions**  
Since 2005 global companies have trusted us to find the best-matched talent for their businesses and measure our clients' success.

Cappfinity

For more information speak to your usual Cappfinity contact or email [USLead@cappfinity.com](mailto:USLead@cappfinity.com)



Snapshot

What is Snapshot?

Snapshot is an on-demand video interview platform that enables organizations to collect more insights about the candidate prior to the initial review by a recruiter. Snapshot is a natural extension to the application process.

How does it work?

Snapshot records on-demand responses to a range of strengths-based interview questions to evaluate the candidate's fit for the role. Recruiters can review, sort, and filter candidate responses of instantly online. No apps are needed; candidates can complete interviews through a desktop or any mobile device. Snapshot hosts assessment content such as voice-mails and videos, as well as assessment responses such as rank and pick choice, all of this sits perfectly alongside the video questions.

Candidates receive a comprehensive feedback report with their strengths and development areas.

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Futuremark

What is Futuremark?

Futuremark is a futureproof framework for finding and developing the best-matched talent for specific roles within your company.

How does it work?

Futuremark is designed to gain insight into what drives success for different roles within your business. It first collects data across multiple sources to identify the requirements for success within specific roles both now and in the future, to ensure a better prediction of performance and better use of candidate time.

Futuremark mitigates bias by assessing for specific job requirements in the relevant context, rather than relying on generic traditional assessments that typically favor certain demographics. Futuremark delivers detailed, customized insight to help manage leadership talent, minimize the risk of the wrong hire and expand the strengths of those that have made the grade.

Why Choose Futuremark?

- Tailored insight:** From job analysis to organization-wide audits, data can be cut by role, level, business area, country and demographic to provide rich insight into new and existing talent.
- Multi-use:** A framework to find perfect new hires for your organization or to provide meaningful talent development for existing employees.
- Diversity and Inclusion:** Remove unconscious bias from the assessment process by focusing on role specific needs.
- Efficient:** Benefit from effective and efficient talent identification.

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**Evidence-based solutions**  
Since 2005 global companies have trusted us to find the best-matched talent for their businesses and measure our clients' success.

**Global reach in the US**  
Our offices in the US, UK, Ireland and Australia service and support 200 global clients and millions of candidates.

**Industry expertise**  
Our solutions have won numerous industry awards.

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