

IDENTIFY TALENT FASTER, EASIER WITH AN AI-POWERED TALENT ACQUISITION

What's your plan to attract the best talent?

Talent acquisition teams struggle with non-stop work: recruiters trying to sort through inbound resumes, but still can't identify the candidates they really want to talk to. Meanwhile, their outbound recruiting efforts receives lukewarm responses at best, with fewer responses every quarter. What's disheartening is that their ideal candidates are likely open to new opportunities.

Companies now report that they can't fill 28% of their open roles. Management spends thousands of dollars in advertising, more outbound marketing, and even more tools to improve the process frenzy. Ultimately these efforts are simple wheel-spinning; this approach no longer makes a difference to the everyday struggles of the talent acquisition team.

RETORIO IS TALENT ACQUISITION FOR THE MODERN RECRUITER

Retorio's AI-powered, Big 5 personality test solves the problems of pre-screening in modern recruiting, giving recruiters the ability to focus on acquiring great candidates.

Retorio creates an easy-to-execute talent pipeline by digitizing the only preemployment assessment that's reached scientific consensus: the Big 5 Personality Test.

Recruiters can easily engage candidates using Retorio; it integrates into every ATSM and can be accessed by any web browser. Powered by AI, the talent acquisition team can reduce the volume and maximize response rates to the most qualified candidates. With Retorio, talent acquisition teams cut busywork by 78%, allowing them to focus on what they do best: hiring excellent people.

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**Retorio helps us to save
up to 78% of the
screening effort. We're
also able to give rapid
feedback to candidates.**

DR. CHRISTIAN THEURER,
CHIEF OF OPERATIONS,
HAPPYCAR

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INDIVIDUALIZE YOUR TALENT DEVELOPMENT AND TRAINING

How do you provide on-demand soft-skill training?

Retorio's combined AI and the Big 5 Personality model scores 92% in accuracy in identifying an individual's personality traits. Individual-led training and development is how organizations keep their teams competitive and their budgeting on mark.

Practice makes perfect, especially when it comes to soft-skill improvement. With Retorio, employees submit video responses to questions created by a manager, a coach, or an in-house coordinator. Employees receive customized feedback on how they were perceived. Over time, talent can opt in to monitor improvements on soft-skill development by saving their automated profile.

RETORIO MODERNIZES TRAINING AND DEVELOPMENT

Retorio's AI-powered, Big 5 personality assessment solves the problems of remote training in modern workplace, giving employees and managers the ability to improve their skills from anywhere and at anytime.

Behavior is a reflection of personality. Retorio's AI reliably detects behavioral cues, like facial expression, voice, gesture, and language. Then, by digitizing the only personality model that's reached scientific consensus (the Big 5), Retorio creates an easy-to-execute training interface.

Retorio integrates into every ATS and can be accessed through any web browser. Powered by AI, the talent acquisition team can reduce the volume and maximize response rates to the most qualified candidates.

With Retorio, training becomes individually tailored, in addition to receiving feedback within minutes.

Training is a challenge, particularly with soft-skills. There are serious time constraints in providing each employee helpful feedback. Retorio's system is really a practical approach for organizations to meet their needs.

MARIA-PAZ MILLAN,
FORMER GLOBAL
HEAD OF HR,
ENGEL & VÖLKERS



EQUIP AND RETAIN YOUR ORGANIZATION'S LEADERS

What's your plan to prepare up-and-coming leaders?

Identifying crucial job skills, knowledge, social relationships and organizational practices and successfully passing them on to prepare the next generation of workers is part of creating a sustainable organization. It ensures a seamless movement of talent within the organization, allowing employees to grow within a company. One study found employees listed professional growth opportunity as one of their highest drivers of engagement; conversely, the lack of growth was the second highest reason for employee attrition.

High-performing employees will remain in jobs that challenge them, utilize their expertise, and provide meaning. If they're serious about their work, employees will want to improve in their field. In fact, most 54% of employees rated training opportunities as highly important career benefits, with job-specific training

Retorio's soft-skill training provides opportunities for professional growth: employees grow in their competencies, while employers develop and gain more skilled employees.

RETORIO MODERNIZES TRAINING AND DEVELOPMENT

Retorio's AI-powered, Big 5 personality assessment solves the problems of preparing employees to grow in their roles, specifically with all-important soft-skills.

Because Retorio provides employee masking, human resource managers cannot see bias-triggering factors when giving support on performance or skill acquisition. Individual skills are showcased and weighted as employees move forward in their careers. By providing inclusive training and development, access employees receive personalized and bias-free feedback.

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Retorio helped us learn more about how we could improve on our diversity outreach

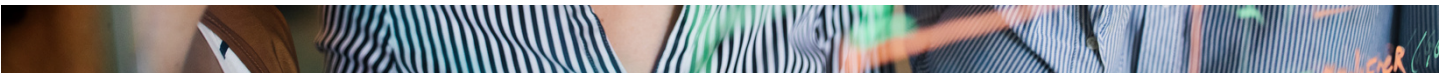
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CHRISTINA MEYER,
HR MANAGER
LUFTHANSA



REMOVE BIAS

MEASURE DIVERSITY EFFORTS AND EMBED VALUES



What's your plan to deliver diversity and inclusion?

Hiring bias occurs 35% of the time within in-person interviews. Traditional hiring methods, like job descriptions, cover letters, and even in-person interviews, hinders diversity goals. Retorio enables companies to select the best candidates on capabilities alone. Behavior is a reflection of personality, which is not restricted to gender, race, ethnicity, or age. By combining the Big 5 personality model and video recruitment, we provide candidate masking, eliminating hiring biases.

By removing unconscious bias from critical stages of recruitment, you'll deliver the diverse talent your teams, management, and directors are waiting for. As a tool, Retorio provides accountability and reinforces the policies and values that matter most.

ELIMINATE BIAS WITH RETORIO'S AI

Companies with diverse teams boast 19% higher revenues. Using short application videos, Retorio's inclusive hiring process promotes internal mobility. Powered by AI, the digitized Big 5 test is used for in-house talent development and team building

Retorio ranks candidates based on fit. Therefore human resource managers cannot see bias-triggering factors when forming teams. Individual skills are showcased and weighted as employees move forward in their careers. An inclusive organization provides equal access to inhouse opportunities by removing bias, providing accountability, and personalized support.

Retorio supported us to learn more about our candidates and improve our diversity outreach.

CHRISTINA MEYER,
HR MANAGER
LUFTHANSA