

Explaining Wisnio's Use Cases and Benefits to Clients

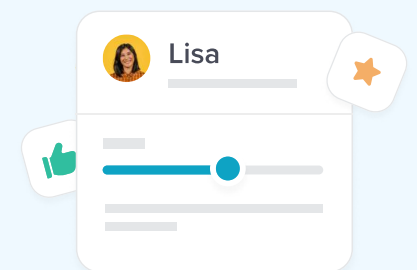
What is Wisnio?

Wisnio is a modern leadership assessment tool designed to assist business leaders with critical hiring, succession planning, and leadership development decisions. The platform combines scientific assessments with modern data analytics solutions to produce concise and actionable insights. Besides individual assessments, the platform facilitates candidate comparisons against the existing team and the role's success profile, simplifying the interpretation of insights for specific situations and business contexts.

How do your clients benefit from Wisnio?

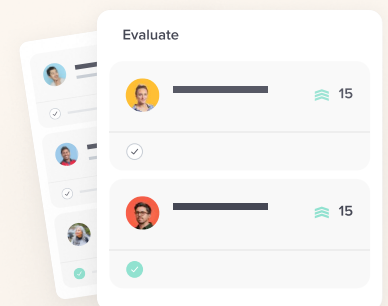
Understand each candidate

Learn about the preferences, intrinsic motivation, working styles, behavioural strengths, and core values of each candidate. Discover what motivates them and the type of environment in which they thrive.



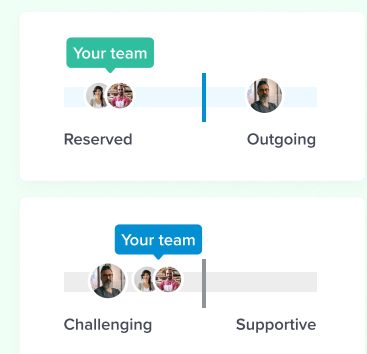
Gain additional insights for in-depth interviews

Use the provided interview insights to conduct focused, in-depth interviews, ensuring the position and work environment align with the candidate's natural strengths and motivations.



Diversify the team in critical areas

Wisnio's team benchmarking tools evaluate how each candidate will integrate with, complement, and enhance your existing team dynamics, aiding in the development of a diverse, high-performing team with complementary characteristics and competencies.



What sets Wisnio apart from traditional assessment tools?

Team-based approach

Wisnio extends beyond individual assessments by allowing benchmarks against the dynamics of the existing team, ensuring new hires complement and enhance the team and meet the role's requirements.

Concise, Actionable Reports

While Wisnio conducts detailed scientific assessments evaluating over 200 individual data points per candidate, its models translate this complex data into concise and actionable insights. Reports highlight crucial insights, making the content intuitive and immediately actionable.

Practical tools for advanced use cases

Wisnio offers practical tools that extend beyond assessing individuals, supporting a range of use cases from integrating new hires to building stronger teams and planning future leadership roles.

What questions to expect?

Science behind Wisnio

Wisnio utilises well-known academic surveys like the IPIP NEO and Schwartz Values Survey, which have been globally validated for their robust psychometric properties, including high reliability and construct validity. Validation studies confirm their accuracy in measuring intended traits (e.g., personality, values) without significant impacts from control variables such as age, gender, or socio-economic background.

Objectivity and fairness

Wisnio adheres to modern assessment science best practices through four key strategies: utilising validated academic surveys for robust and unbiased measures, focusing on qualitative over quantitative traits to avoid demographic biases, normalising data to account for individual response styles, and employing structured interview guides for consistent and fair candidate evaluations.

Algorithmic decision-making

While Wisnio uses AI to make nuanced scientific assessment data understandable, it does not employ algorithmic scoring, ranking, or evaluation of individuals. AI is simply used to explain the details of scientific assessments in a straightforward manner that's easy to act on.

Practical tips for an effective sales pitch

Show what the client will get

Provide a tangible sense of the value with a demo or a sample candidate profile, allowing clients to see exactly what they will receive.

Highlight team insights

Emphasise the unique value of comparing candidates against the existing team, and support this by showing a sample team profile during your presentation.

Leverage job analysis tools

Use the competency mapping tool when setting up the assignment, or leverage predefined success profiles to help your client develop a more nuanced understanding of the role.

Sales tools and resources



How to interpret Candidate Profiles

Guidelines on reading, interpreting, and using Wisnio candidate profiles



Wisnio one-pager - Hiring

Explains key benefits and features of Wisnio for hiring purposes



Wisnio one-pager - Leadership assessment

Explains key benefits and features of Wisnio for assessment purposes



Sample candidate report

Showcasing candidate insights and team benchmark for hiring



Wisnio for candidates

Guide to help candidates understand assessments and data use



Additional resources



The Science Behind Wisnio

Overview of Wisnio's scientific foundations, validated surveys, and psychometric tools



The validity and reliability of the psychometric tools

Evidence of Wisnio's psychometric tool validity and reliability for stakeholder assurance

Learning Center: product Manuals



1. Introduction: Leveraging Wisnio

Understand the diverse functionalities of Wisnio and how it can be used for

By Mirell • 1 article



2. The behavioural science behind Wisnio

Learn more about the decision science and psychological frameworks Wisnio tools are based on.

By Mirell • 5 articles



3. Basics of Wisnio

Understand the navigation, settings and set up of projects.

By Mirell • 6 articles



4. Wisnio hiring tools and Candidate Profiles

An overview of Wisnio's decision tools and features for data-driven hiring and onboarding.

By Mirell • 4 articles

Youtube: Wisnio learning and product videos



Personal development with Wisnio - Scientific assessments powered b...



Discovering Wisnio - scientific assessments powered by AI



AI-Powered Toolkit for Team Coaching & Development...



AI-Power Toolkit for Private Equity & VC Talent Teams