

## **FIREWALL** REMOVING RISK FROM RECRUITMENT

### *Pre-employment Culture Screen*

### **New Hires put Performance at Risk**

The culture of an organisation is one of its most important assets. Research has shown that the culture of an organisation can improve its return on assets by up to 72%. Yet each time a new hire comes on board, your organisation's performance is at risk.

Thank you for deciding to take our Culture-Fit Survey. This tool will aid you in deciding whether our organisation could be the place for you. The survey will take approximately 5 minutes of your time. Please answer the questions as honestly as you can. Only you see the results.

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#### **Part A**

In this part, we will determine how strongly aligned your sense of self is with the company ideal

*To what extent is your financial reward package important to your sense of achievement?*

- Not at all
- To a slight extent

*FireWall Pre-employment Screen protects your organisation for the risk of new hires not fitting in.*

From day one, without proper screening the recruit, however well qualified, may simply not fit in. The may well cause a drop in performance. At the same all HR managers know how the headache and expense of having to 'manage' the exit of a wrong hire – expenses that have a direct effect on the bottom line.

## **Enter FireWall**

FireWall is a simple, effective, state of the art survey technology that enables organisations reduce the risk of wrong hires. Always just a click away, the technology matches potential recruits against the culture of the organisation in order to ensure the correct fit.

For peace of mind FireWall can be used at every stage of the recruitment process from the initial advertisement to final interview. With FireWall you know within minutes whether a candidate will fit into your organisation or be an expensive thorn in its side.

## **How it works**

- A sample of current staff are surveyed to establish the current culture of the organisation.
- You receive a FireWall link to the FireWall survey. One link serves all your recruitment needs for all positions.
- Share the link with any potential recruit inviting them to take the FireWall survey.
- Recruits share with you a reference code if they pass.

## **When to use FireWall**

FireWall can be used at every stage of the recruitment process including:

- Placing the link on job advertisements
- Email responses to job applications
- First interview
- Second interview

- Final selection

FireWall can be tailored to changes in the labour market. When there is a labour shortage the FireWall pass rate can be lowered to meet current needs.

## Solutions

	<b>Standard</b>	<b>Gold</b>
Number of staff surveyed to establish culture	Up to 20	Up to 20
Set up updates	No	Yes – every 90 days
One link serves all positions?	Yes	Yes
High Medium Low pass settings	Yes	Yes
Unique reference for applicants	Yes	Yes
Usage statistics	No	Yes
Applicant Feedback	No	Yes
Minimum subscription	6 months	6 months

## More information

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