



さようなら TO BAD HIRE, こんにちは TO THE BEST

CAREER HACKERS (SPEAKMANITY LIMITED)



A wrong hire costs a company

**~10 Million Yen**

(Zippia, 2023)



# 新卒入社、3割が3年以内に離職—連合調査：最多の理由は「仕事が自分に合わない」

仕事・労働 | 経済・ビジネス 2022.05.12



# CULTURAL MISFIT



# CAPABILITY MISMATCH

# 適材適所

WHAT IF

we can put him in different functions and see how it works?

Then we will know if he's a good fit, right?

TIME CONSUMING AND COSTLY



# 大丈夫

We have helped 20+ MNCs with this issue



## VIRTUAL JOB SIMULATION

powered by Generative AI technology



# Si·mu·la·tion

/シミュレーション/

hyper-realistic immersive game

experience your **company culture**

tasks from **different departments**

David Lam 12:54 PM



Hi there! Good to be in touch. What can I help you with regarding our project today?

12:55 PM

I would like to know more about your feedback.

David Lam 12:55 PM



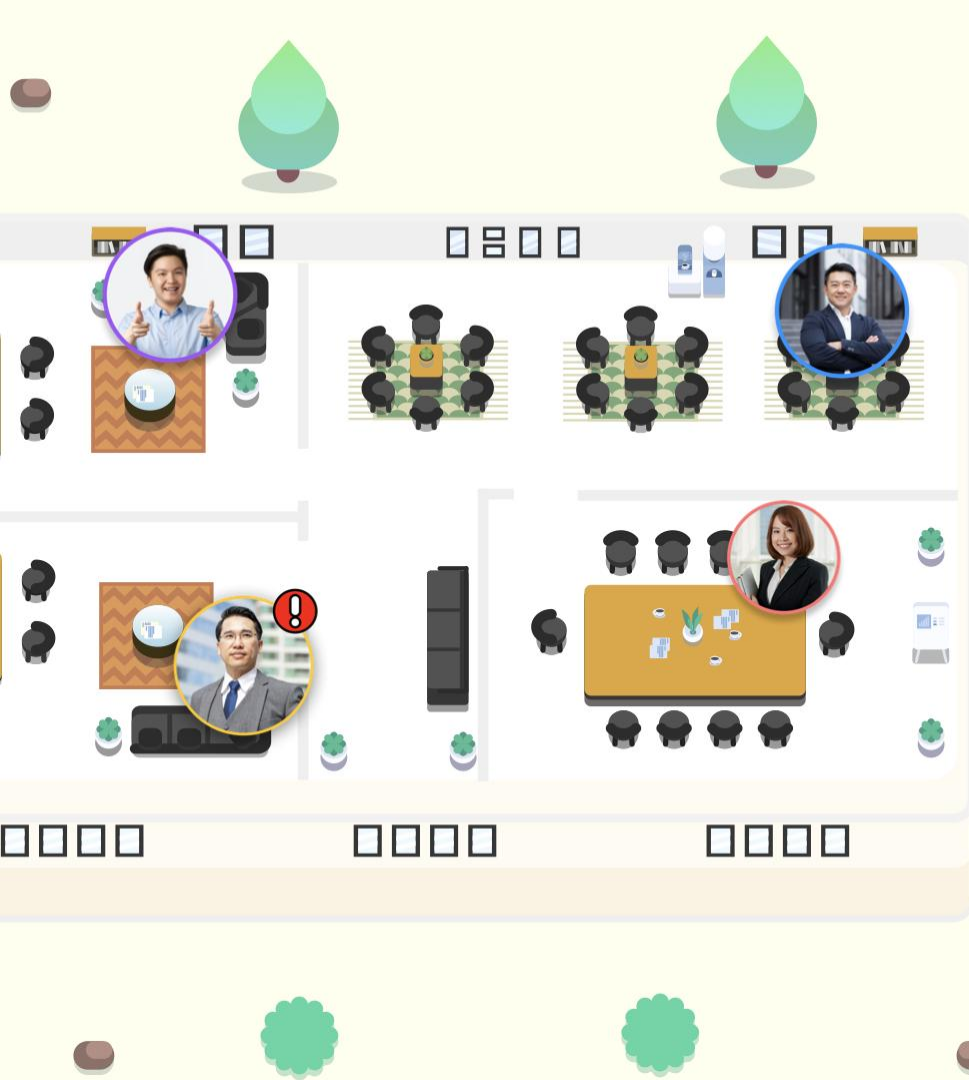
Absolutely, we recently carried out telephonic interviews with 100 of our customers. It was found that 32% had some concerns, primarily related to customer service response times, language barriers, and issues finding specific products. They also found our product categorization a bit confusing. Additionally, they faced difficulties in finding the option for customized clothing.

12:56 PM

That's a lot!

David Lam 12:56 PM

Absolutely, it's quite a bit to manage. However, we're dedicated to enhancing



Realistic Workplace scenario and avatars

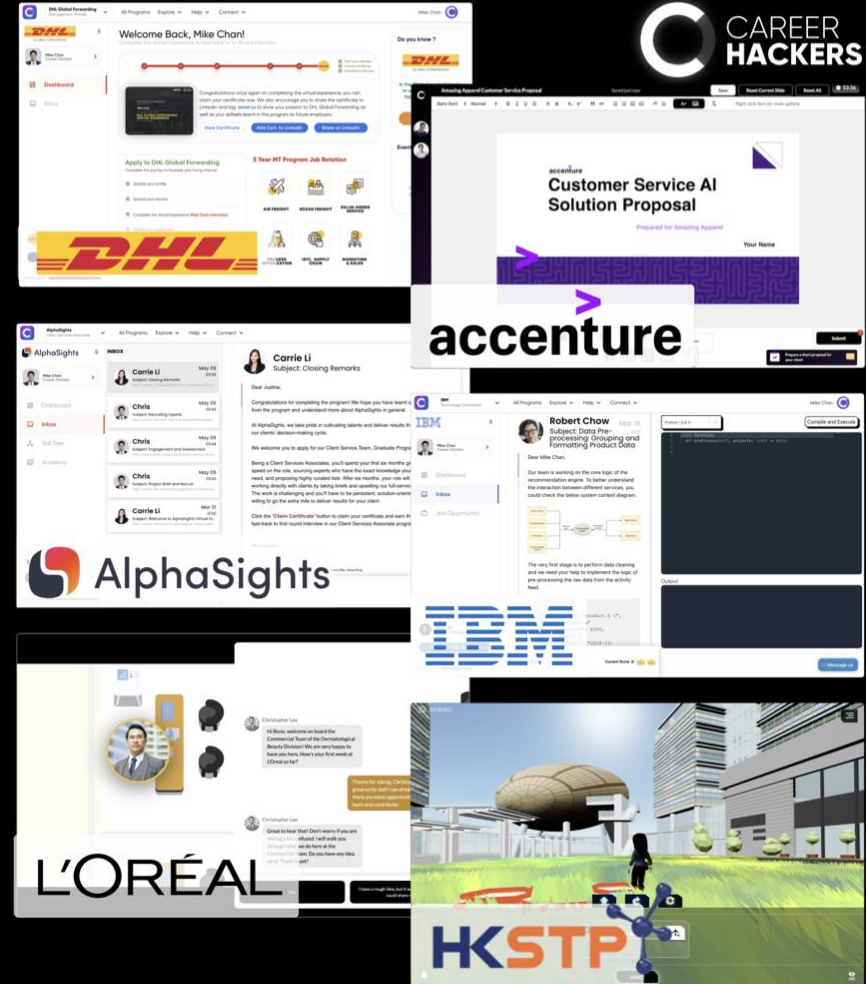
Interpersonal issues that reflect company culture

# 20+ SUPPORTED INDUSTRY VERTICALS

including sales and marketing, finance,  
technology and consulting etc.

## UNIQUE EXPERIENCE

Tailored Made For Your Company





4,000 DATA POINTS

Grammatical Mistakes **Behavioural Patterns**

Completion Metrics Candidate Background

**Sentiment Analysis** Context Relevancy

Chat Messages Choice of Vocab

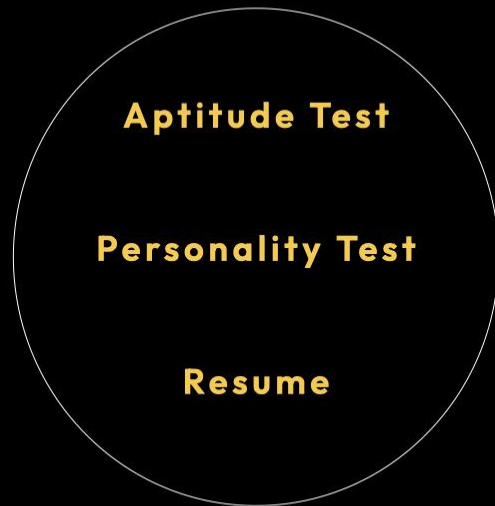
**Decisions Made during Crisis**

Behavioural Patterns Spelling

Keyboard Cursor Tracking

**Discourse Analysis**

Job Status Interests



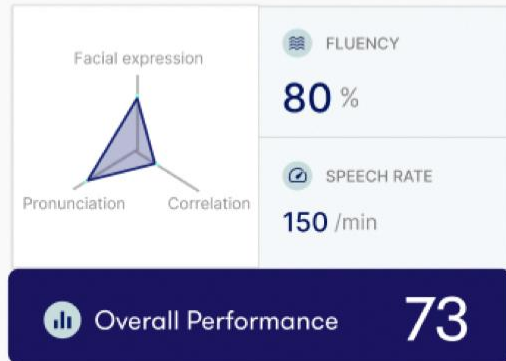
LESS THAN 30 DATA POINTS IN  
TRADITIONAL RECRUITING

# CANDIDATE ASSESSMENT REPORT

A concise and structured report for each candidate  
SWOT Analysis for Job Allocation

## OBJECTIVE

- Positive Attitude
- Effective Communication
- Demonstrate good language ability



### Strength

- 90 Consistent smile and positive emotions under pressure
- 86 Usage of positive words
- 83 Accurate Pronunciations

### Weakness

- 34 Plenty of Grammatical Mistakes
- 40 Unable to provide solutions
- 56 Speech rate is too high

Explore more →



### Positive Attitude

Ensuring customers feel comfortable during the meeting with you.

#### Smile Index



#### Facial Expression



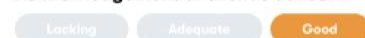
#### Sentence Tonality



### Effective Communication

Proactively shares relevant information in a clear and timely manner to ensure positive experience.

#### Acknowledgement of client's concern



#### Process Explanation



#### Technical Knowledge



#### Provide Solutions



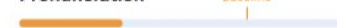
### Language Ability

Demonstrate proficient language skills and professionalism

#### Grammar



#### Pronunciation



#### Talking speed



# In Short,

Virtual Job Simulation reflects your **company culture** and candidates' **strength & weakness**

**Proven Track Record by Fortune 500 Companies**

Our Data & AI approach to recruiting can help you with  
適材適所





IF SKILFUL HIRING IS IMPORTANT  
TO YOU, COME TALK TO US



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