



requiu.eu



GamePlay

# requiu<sup>®</sup>

Game-Based Assessment

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Web



Computer **game**  
for **recruitment**



A wide selection  
of **reports**



Fully **on-line**



**The greatest innovation**  
on the HR market



# PROBLEM

## **Example of HR challenges and problems**

Joanna has the task to recruit a new employee for the position of Team Leader in the IT sector.

### **What steps must she perform:**

- publication of a job offer
- collecting and analyzing the submitted CVs
- verification of hard skills
- selecting more than 10 people who meet the requirements for the position

### **HOW TO MAKE AN ACCURATE CHOISE?**

In order to minimize the risk of the wrong selection of a candidate, it is necessary to know about soft skills, and even better about a personality matched to the requirements of the position and work culture.



competence

# MARKET EXPECTATIONS

According to:

**ManpowerGroup** - soft skills that are hard to acquire:

**Poland:**

- responsibility, reliability, discipline
- logical thinking and problem solving skills
- initiative
- critical thinking, analytical skills
- resistance and operational flexibility

**HAYS** - soft skills of the future:

- Relationship building and communication
- Ability to adapt
- Ready to acquire knowledge
- Independence and the ability to cooperate

**World:**

- responsibility, reliability, discipline
- resistance and flexibility
- initiative
- leadership and social influence
- logical thinking, problem solving

**LinkedIn** - Soft skills most wanted in 2022

- A sense of efficiency.
- Organizational skills
- Communication skills
- Emotional intelligence
- Social intelligence
- Versatility
- Flexibility
- Team spirit
- Solidarity with others
- Initiative
- Creativity



requiu<sup>®</sup>

THE SOLUTION TO THE PROBLEM OF MRS JOANNA AND OTHER  
PERSONS ACTIVE IN HR IS REQUIU

[www.requi.eu](http://www.requi.eu)



# ANSWER TO THE NEEDS OF THE MARKET

Possibility to examine the competencies expected by the market

- A sense of efficiency
- Leadership and social influence
- Resistance
- Initiative
- Discipline

- Ready to acquire knowledge
- Logical thinking
- Ability to adapt

- Solidarity with others
- Team spirit
- Independence and the ability to cooperate
- Relationship building and communication
- Leadership and social influence
- Responsibility

- Relationship building and communication
- Initiative
- ability to solve problems

- Creativity
- Flexibility
- Versatility
- Ability to adapt

- Critical thinking, analytical skills
- Logical thinking
- reliability



# ANSWER TO THE NEEDS OF THE MARKET

Possibility to examine the competencies expected by the market **vs** ReQiu Personality traits

## SE Self efficacy

*Aspirations, achievements, stress management, overcoming difficulties.*

- A sense of efficiency
- Leadership and social influence
- Resistance
- Initiative
- Discipline

## SFI Searching for information

*Perception of failures, ability to cooperate.*

- Ready to acquire knowledge
- Logical thinking
- Ability to adapt

## LOC Locus of control

*Perception of failures, ability to cooperate.*

- Solidarity with others
- Team spirit
- Independence and the ability to cooperate
- Relationship building and communication
- Leadership and social influence
- Responsibility

## PP Problem predicting

*Building a support network, relationships with colleagues.*

- Relationship building and communication
- Initiative
- ability to solve problems

## C Creativity

*Innovations, problem-solving.*

- Creativity
- Flexibility
- Versatility
- Ability to adapt

## A Analytical skills

*Intuition, analytical thinking.*

- Critical thinking, analytical skills
- Logical thinking
- reliability

# THE BENEFITS OF USING



Attractive  
recruitment process



Reduction of  
recruitment  
process time



Reduction of  
recruitment costs



Innovation



# INNOVATION

## Technological

### **The best predictors of efficiency at work**

Scientifically researched psychological traits that are directly related to functioning, productivity and adaptation to the work environment.

### **Advanced prediction mechanisms**

The measurement of features is based on several thousand measurement points and machine learning mechanisms.

### **Scientific verification of the tool**

In the process of creating ReQiu, we conducted over 14 studies with over 2 000 participants.

## Product

### **Behavior measurement**

Candidate profiles are created based on behavior in the game, not declarations, which excludes "pretending" and allows for an objective final assessment.

### **Reports tailored to the needs of HR and Business**

### **Pleasant recruitment process**

The video game minimizes the perceived stress and leads to greater satisfaction from participation in the recruitment process.

### **Employer branding**

The game world can be personalized to include colors and company logos.

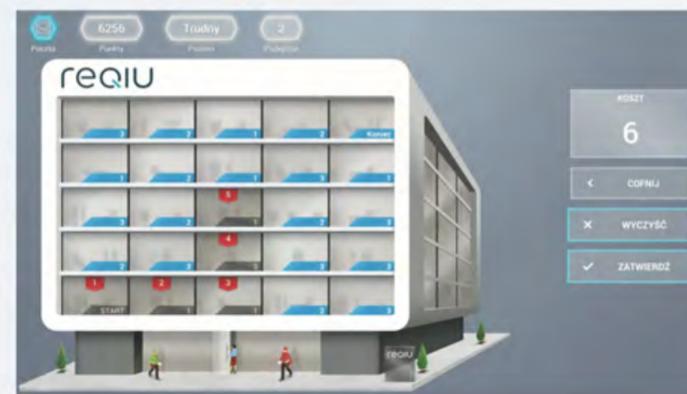


# reQIU®

ReQiu is an **advanced** software for the assessment of job candidates and employees.

ReQiu allows you to measure your **personality** based on your **in-game behavior**.

**ReQiu = platform + computer game**  
*process management*      *measurement tool*



# GAME



- The whole game takes place **on-line**.
- The game lasts about **45 minutes**.
- **Gameplay scenario**: a trial day during which a number of tasks are performed.
- **Multi-faceted measurement**.
- Assessment is **behavior-based**, not declarative, which allows **precise conclusions** to be drawn.

# EXAMPLE OF USE

A **platform** for managing candidate and employee evaluation processes.



- ◆ Sending game invitations.
- ◆ Sending automatic reminders.
- ◆ Access to information about the status of the process.

**Candidate's results** are easily accessible on the platform.



**Invite candidates** to the game by sending an access link.



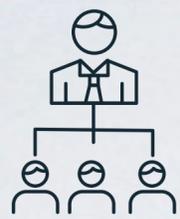
**Reports** provide feedback on the candidate's personality profile.



**Behavior measurement** during the game.



# APPLICATION



## Recruitment

Compare, evaluate and filter the candidates to select the ones most suited for the job.



## For development

Learn about the strengths and weaknesses of your employees and how to nurture their talents.



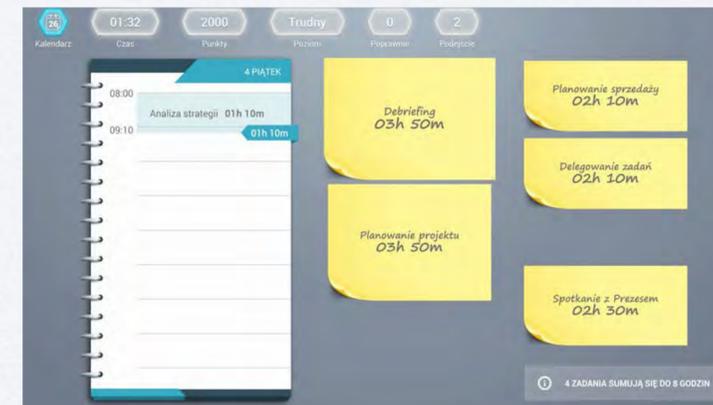
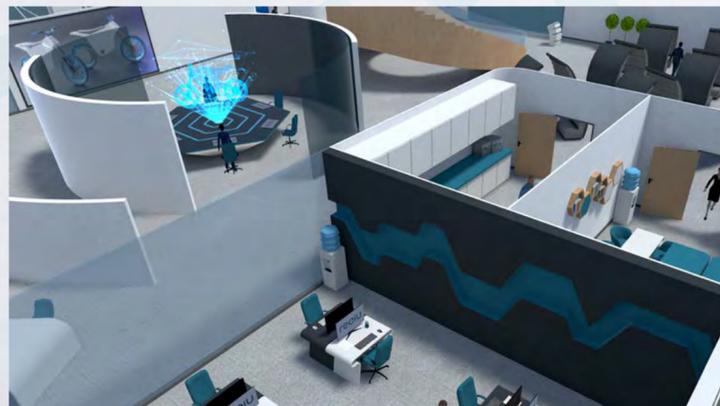
## After hiring

Get to know the people who joined the company better and get practical tips on how to work with them.



## To improve cooperation

Learn how to organize the work environment to increase the efficiency and satisfaction of employees.



# REPORTS

ReQiu allows you to create **three** types of reports:

## Individual Report HR

Every personality trait is given a detailed description and contains useful feedback about candidate's **strong traits** and **predispositions**.

## Individual Report Bussiness

Provides a general description of the results and focuses on **practical tips** on how to work with the person.

## Comparative Report

Provides a detailed comparison of personality trait intensity between nine candidates or coworkers.

Reports are **generated automatically**. You can choose the type of report you are interested in.

The image displays three overlapping screenshots of ReQiu reports. The top-left screenshot shows a 'Your candidate's personality profile' report for Penelopa, Anna Malinowska Grzendowicz, dated 10.07.2020. It features a grid of six personality trait cards, each with a score of 97% and a circular progress indicator. The top-right screenshot shows a 'Profil osobowości Twojego kandydata' report for Wiktorja Przykladna | TEST, dated 2021-01-26. It details various traits such as 'Poczucie skuteczności', 'Umiejscowienie kontroli', 'Poszukiwanie informacji', 'Przewidywanie problemów', 'Kreatywność', and 'Analityczność', each with a descriptive text box and a progress bar. The bottom screenshot shows a 'Raport HR' for Penelopa, Anna Malinowska Grzendowicz, dated 2019 ReQiu Game-Based Assessment, with a page number of 7 z 16.

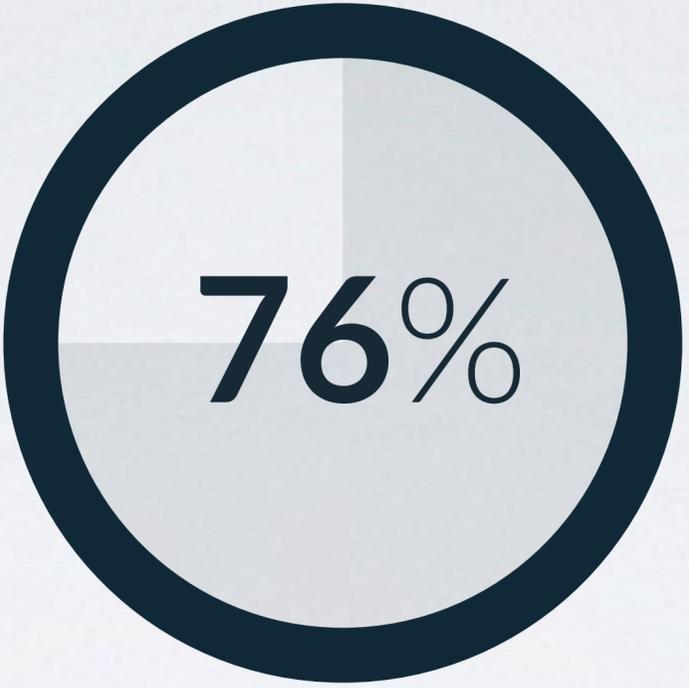
# CASE STUDY



4,8 / 5

## Commitment increase

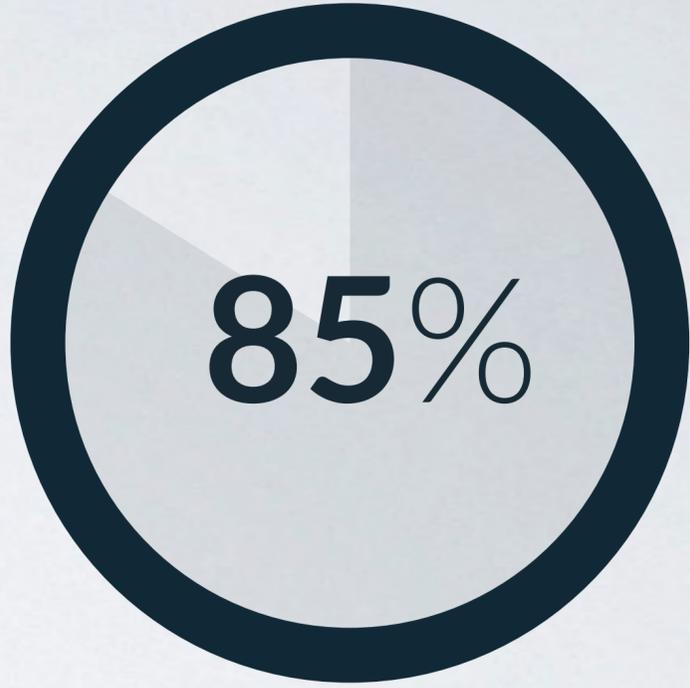
Recruits rated their engagement level at **4.8 on a 5-point scale.**



76%

## Stress reduction

As many as **76%** of job candidates who participated in ReQiu as part of the recruitment process stated that participation in the game was not stressful for them.



85%

## Positive experience

Clients noted that as many as **85%** of applicants had very positive experiences with the assessment process.

# AWARDS AND NOMINATIONS



During the 8th Polish Congress of Entrepreneurship in the program run by the Polish Agency for Entrepreneurship and the editorial staff of Forum Przedsiębiorczości I Biznes Plus, we were awarded the POLISH INNOVATION AWARD 2021.

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It's not just a game,  
it's **reqiu**

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## Contact us

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