

How do you find the right candidate?

A structured process for candidates - and a stronger basis for your hiring decisions.



01

Strong candidates don't always have the strongest CVs

A CV tells you about a candidate's experience, but rarely how they solve problems or collaborate with others. When initial screening relies solely on CVs and applications, you risk overlooking suitable candidates and giving first impressions too much weight. PeerPilot complements the CV with insight into what candidates can do in practice, giving more of them the opportunity to demonstrate their potential.

02

See candidates tackle a shared challenge

With PeerPilot, candidates collaborate anonymously on a realistic business case based on the role. Working within the same framework, they show how they develop ideas, solve problems and contribute to a shared solution. Anonymity helps reduce bias by shifting the focus from candidates' background and appearance to their concrete contributions. This gives you a broader basis for comparing candidates through what they actually contribute.

03

Make better-informed selection and interview decisions

PeerPilot turns candidates' activity and collaboration during the exercise into structured behavioural data. Participants assess and rank one another's contributions throughout the process. You gain insight into how each candidate contributes to the team's work, giving you a concrete basis for deciding who to take forward and what to explore further during interviews.

Insight into candidates' contributions



Impact

How the candidate's ideas and contributions build understanding and gain support within the team.



Motivation and drive

Engagement, initiative and progress on the shared task.



Collaboration

The ability to build on others' contributions and strengthen the shared solution.

Strengthen recruitment from the first screening stage

Automate candidate assessment and ranking

Reduce time-to-hire and find the right candidates

Gain insight into team dynamics and motivation

See candidates tackle a realistic challenge

Reduce bias and make assessments more consistent

Get started in three easy steps

[Learn more at peerpilot.com](https://peerpilot.com)

01 Select a business case

02 Add your candidates

03 Receive candidate assessments