

## **Guide to the Curriculum Mentis**

## How to make a confident hiring decision from a CM

We've put together this document to support you in incorporating the Mentis software to your hiring process. We want the transition to be as easy as possible, and for you to get the best out of what the CM has to offer. To best explain how to interpret a CM, we'll compare CMs from two candidates, and highlight key insights that can be gained.

### Scenario

Candidate 1 and Candidate 2 were paired to complete a challenge together, to apply for a web development position at a technology company. After reviewing the CMs, **Candidate 2 was selected** as a much better fit for the role and company they were applying for – see below for a breakdown of how this decision was made.

# December 1 Learning Control C

## C1 C2 Feature of the CM



Since C1 and C2 did the challenge together they have the same idea summary. However, we can see from the thinking process that this was written by C2. The idea is creative and well explained.

Deliverables
C1 created the UI sketch. It's informative and clear, but a little disappointing that the UI is not coded since this is a web development role and therefore coding skills should be demonstrated.

Communication analysis
C1 and C2 are both well skilled at communication. C1 is more persuasive and detail oriented, but lacks the organization skills and resourcefulness of C2.

## Idea executive summary

**Emotional analysis** 

Since C1 and C2 did the challenge together they have the same idea summary. However, we can see from the thinking process that this was written by C2. The idea is creative and well explained.

Highlighted thoughts

Both C1 and C2 offered novel and insightful comments to the discussion. The honesty of C1 is appreciated, but it is an indication that they do not posses a skill required for the job.

# Thinking process It is clear that C2 took a leadership role in terms of ideas, since they have more text in bold typeface. This indicates that they had a more significant contribution to the challenge outcome.

C1 is level headed, maintaining consistent confidence throughout the challenge. C2 has more changing emotions but responds to pressure with effective time management.