The Ultimate Guide To Using Wisnio

This guide is your complete resource for unlocking the potential of Wisnio. Discover how to use cutting-edge talent analytics to make data-driven hiring decisions, plan for succession, and build high-performing teams. Gain practical insights to maximise Wisnio's impact in your organisation.

Table of Contents

I - What is Wisnio?

Wisnio is a talent analytics platform that transforms how organisations hire, plan for succession, and build high-performing teams. By combining behavioural science with machine learning, Wisnio provides hiring managers and leaders with actionable talent data to guide their most critical talent decisions.

With its robust features, Wisnio empowers leaders to make better decisions across every stage of talent management:

- **Objective Talent Insights:** Discover deeper insights into your talent with assessments that measure personality, values, and leadership competencies. Avoid bias and use evidence-based data to compare candidates, assess team dynamics, and identify future leaders with confidence.

- **Data-Driven Decisions:** Make smarter, more informed hiring decisions with clear, objective insights powered by scientifically validated assessments and AI analysis. Move beyond intuition to understand the "why" behind individual and team behaviours and base decisions on reliable data.

- **Boost Team Performance:** Strengthen your team with insights that go beyond hiring. Use Wisnio to align team dynamics, enhance collaboration, and drive team development. Whether integrating a new hire or improving existing team cohesion, Wisnio helps create high-performing teams ready to tackle any challenge.

- **Streamlined Efficiency:** Automate time-consuming tasks with Wisnio's AI-powered tools, freeing you to focus on strategic priorities. Accelerate decision-making, optimise processes, and cut costs across recruitment, training, and development.

Depending on your exact use case, Wisnio's platform and the underlying talent data can be tailored to meet the specific needs of various industries and roles. Executive search firms use Wisnio to differentiate their services by providing data-driven insights, automating manual tasks, and offering value-added features like team development.

Private Equity funds leverage the platform to build high-performing PortCo leadership teams, aligning leadership capabilities with business objectives. Similarly, enterprise talent acquisition professionals rely on Wisnio's actionable insights to enhance team development, plan for succession, and make strategic hiring decisions that drive organisational success.

1.1 How does it work?

Wisnio is built on scientifically validated assessments that evaluate individuals' values, competencies, and personality traits. These insights are transformed into detailed Profiles for individuals, teams, and candidates, offering actionable perspectives tailored to each context. By contextualizing key attributes and dynamics, these Profiles offer nuanced, practical understanding that goes beyond surface-level analysis.

☀ Values

Based on Shalom H. Schwartz's renowned theory of universal values, this assessment identifies an individual's core motivators and preferred work environments. It helps understand what drives their decisions and what type of organizational culture they'll thrive in.

☀ Personality

Using the widely recognized Big 5 personality model (Five-Factor Model), this assessment provides insights into an individual's key personality traits, predicting their behavior patterns and interpersonal interactions in the workplace.

☀ Workplace Competencies

Grounded in the research of Spencer and Spencer, this assessment evaluates 20 key competencies that are proven to drive job performance. It helps determine an individual's strengths and development areas related to leadership, teamwork, and problem-solving.

Philip Young
Founder & Managing Director, Adalent

I have been impressed with the level of insights Wisnio has delivered, helping us better understand candidates' strengths and potential, and aligning them with our clients' culture and values. We've already seen the value it brings, and I'm excited to continue using it to support our clients' hiring decisions.

To further enhance the utility of these insights, Wisnio has developed WisGPT, a new AI-powered tool designed to make talent decisions smarter. WisGPT leverages the comprehensive talent data collected through Wisnio's assessments, using generative AI to provide clear, personalised answers to complex talent-related questions. It transforms raw data into actionable, context-rich insights, helping leaders make more informed decisions about candidates, team dynamics, and individual potential.

📖 Additional Resources

- The reliability and validity of psychometric instruments
- The Science behind Wisnio (whitepaper)
- Customer case studies

II – Use Cases

2.1 Team Development

Team Development with Wisnio leverages analysed team talent data to provide valuable insights into the strengths, motivators, and dynamics that shape a team's performance. By understanding what drives a team, how they behave, and where their strengths lie, leaders can align individual contributions with collective goals and foster a thriving team culture.

Through structured workshops and actionable insights, you can identify key areas of growth, address challenges, and empower team members to contribute at their best. These insights go beyond surface-level observations, diving deep into the underlying factors that influence team success. With clear, practical guidance, leaders can address critical challenges, uncover growth opportunities, and foster a more cohesive, high-performing team.

Wisnio's process is particularly beneficial in scenarios such as:

- Starting a critical project to identify strengths and risk factors.
- Shifting focus or ramping up performance after a key milestone (e.g., fundraising or organisational change).
- Resolving conflicts by uncovering behavioural and value misalignments.
- Rebuilding motivation and team spirit to drive engagement.
- Anytime you want to deepen your understanding of team dynamics and elevate performance.

- **Elevate team performance:** Get an in-depth understanding of your team's values, behaviours, and strengths and shape an environment for peak performance.

- **Make strategic hiring decisions:** Understand how each candidate can strengthen your team and directly influence results.

- **Support individual growth:** Provide each member with personalised insights to unlock their potential and enhance their contribution to the team.

Margreet van de Griend
Managing Principal, Sokrates Partners LLC

Wisnio is helping us accelerate the alignment of our clients' executive teams. The tool is intuitive, very easy to use, and provides a structured and well-supported set of insights for teams to increase their diversity of perspective, quality of debate, and alignment of purpose.

📖 Additional Resources

- Team Development Workshop Guide
- How Karma Ventures is building a stronger leadership team with Wisnio (case study)
- How Metakomm is using behavioural science to build a high-performing team (case study)

WISNIO — by Assessio

wisnio@wisnio.com

2.1.1 Team Profile

Wisnio Team Profiles provide a holistic view of a team's collective attributes, combining individual assessments into a comprehensive overview. By aggregating data from all team members, the Team Profile highlights the strengths, motivators, and dynamics that define your team's unique working environment. It offers a powerful tool for both team development and informed decision-making during hiring.

The Team Profile is designed to help teams align, grow, and perform at their best. By analyzing the collective talent data, leaders can:

- Identify shared strengths and uncover gaps in values, competencies, or behavioral dynamics.
- Facilitate meaningful development workshops that address challenges and foster collaboration.
- Understand team motivators to enhance engagement and optimize team-wide performance.
- Build actionable plans to align individual contributions with team and organizational goals.

When combined with a Candidate Profile, the Team Profile becomes a strategic asset in hiring decisions. This dual approach ensures that hiring decisions support not only individual role fit but also team cohesion and long-term performance. It enables organisations to:

- Simulate how a candidate might fit within the existing team dynamic.
- Predict potential synergies or friction points based on shared or differing attributes.
- Assess how a candidate's addition might shift the team's collective capabilities.

✿ WisGPT Example Questions

- What new skills and strengths would this candidate introduce to the team?
- Analyze the team's personality in relation to the candidate's. What should the team consider when communicating and collaborating with this prospective member?
- Given the team's benchmarked values, are there potential value conflicts with the candidate's values? Suggest interview questions to address these issues.
- What are the team's collective strengths and gaps, and how can these be addressed to improve collaboration?
- What actions would help the team better align with their shared motivators and increase overall engagement?
- Are there specific behavioral patterns or value differences within the team that could be causing friction? How can we address these effectively?

Richard Brennan   Global Managing Partner, H.I. Executive Consulting

Empowered by WisGPT, H.I.E.C is revolutionising the delivery of hyper-personalized insights, thereby enabling data-driven hiring outcomes for its corporate and private equity clients. This enables us to leverage detailed data on positions, teams, and candidates for highly tailored, evidence-based insights.

2.2 Hiring

Hiring mistakes can lead to team misalignment, high turnover, and wasted resources. Without reliable data, it's difficult to predict how a new hire will fit into the team or contribute effectively. Wisnio solves this challenge with scientifically validated assessments and AI-powered insights, providing a data-driven process that ensures alignment and informed decision-making.

To ensure the best fit, it's recommended to start by assessing the team the new hire will join. Using Wisnio's standard assessment process, a Team Profile is created, offering a comprehensive view of the team's strengths, motivators, and dynamics. This helps simulate how potential candidates might integrate into the team and predict their impact on overall dynamics.

The Candidate Profile complements this by providing detailed insights into a candidate's values, competencies, and personality traits. By combining the Candidate Profile with the Team Profile, leaders can evaluate how a candidate's unique attributes align with the team, anticipate potential synergies or challenges, and make informed hiring decisions that strengthen both individual and team performance.

- **See beyond the resume:** Gain an in-depth understanding of each candidate's core values, competencies, and behavioural strengths.

- **Predict team alignment:** Evaluate how each candidate will integrate with, complement, and enhance your existing team dynamics.

- **Access everything in one place:** To speed up and simplify the process, all crucial data, from behavioural assessments to interview feedback, is captured in one place.

Pamela Ruebusch   CEO, TSI Group Inc.

The Wisnio platform brings more logical, linear thinking into the hiring process leading to leaders to be more confident when ma   king hiring decisions knowing that their decisions are based on data and science and not on gut feeling alone.

WISNIO — by Assessio

wisnio@wisnio.com

In addition to the the Profiles, the platform provides a suite of essential tools to enhance every stage of the hiring process:

- **Consistent, Objective Evaluations:** Hiring Scorecards ensure fairness and consistency by standardizing candidate assessments, helping you avoid subjective bias and ensuring every candidate is evaluated on the same criteria.
- **Effective Interviewing:** Tailored Interview Guides provide behavioral questions and clear guidelines, making interviews more focused and productive while avoiding wasted time or missing critical insights about candidates.
- **Confident Hiring Decisions:** Candidate Evaluation & Comparison tools simplify decision-making by providing a clear, data-driven comparison of candidates, reducing the risk of hiring mistakes and ensuring you select the best fit for the role and team.
- **Seamless Onboarding:** Wisnio's onboarding tools help new hires integrate smoothly into their roles and teams, avoiding the common pitfalls of unclear expectations or poor alignment, and accelerating time to peak performance.

📖 Additional Resources

- Library of ready-made hiring scorecards by Wisnio
- How Lingvist took their interviewing to the next level (case study)
- How talent decisions impact private equity portfolio performance

wisnio@wisnio.com

2.2.1 Candidate Profile

Rooted in organisational psychology, the Candidate Profile aims to bridge the gap between potential and performance, offering precise insights that go beyond traditional hiring methods. These insights enable more targeted interviews, help identify potential synergies and challenges, and support more informed hiring decisions.

However, it's crucial to approach the Candidate Profile as a supportive tool, not a definitive judgment. The Profile should be used to:

- Inform and personalise interview preparation;
- Highlight potential areas of discussion;
- Complement, not replace, direct human interaction;
- Provide insights into possible work dynamics between the candidate and the team.

The goal is to use these insights responsibly: to understand a candidate's unique attributes, potential fit within the team, and capacity for growth, while maintaining a holistic, empathetic approach to candidate evaluation.

2.2.2 Using candidate talent data

Leadership Competencies

Leadership competencies provide insights into a candidate's potential to navigate complex challenges. By analyzing these competencies, organizations can identify current capabilities and future development areas, ensuring that new hires contribute meaningfully to long-term strategic success.

How to use competencies data:
- Use competency data to pinpoint areas that require further discussion.
- Ask behavioural questions to evaluate candidate competencies during the interview.
- Avoid excluding a candidate based solely on their self-assessed confidence in the competencies.

Personality (Big 5)

Personality traits highlight a candidate's most natural behaviours and optimal work environments. By understanding these characteristics, organisations can select candidates who complement team dynamics and integrate seamlessly into the broader workplace. Ensuring not just performance fit but also potential for well-being and engagement.

How to use personality data:
- Seek diversity in specific areas to enhance team performance.
- Address potential challenges during the interview (e.g., if the nature of the job suggests the candidate might struggle with certain tasks).
- Use the data to familiarise yourself with the new hire. While diversity is beneficial, understanding each other's behavioural preferences and working styles is crucial for seamless teamwork.
- Avoid jumping to conclusions, such as assuming introverted individuals are not suited for sales roles, and refrain from excluding candidates based on such assumptions. If any concerns arise, discuss them with the candidate first.
- Recognize that each trait's extremes have their own strengths and weaknesses. No trait is inherently better than another; they simply differ and excel in various contexts.

wisnio@wisnio.com
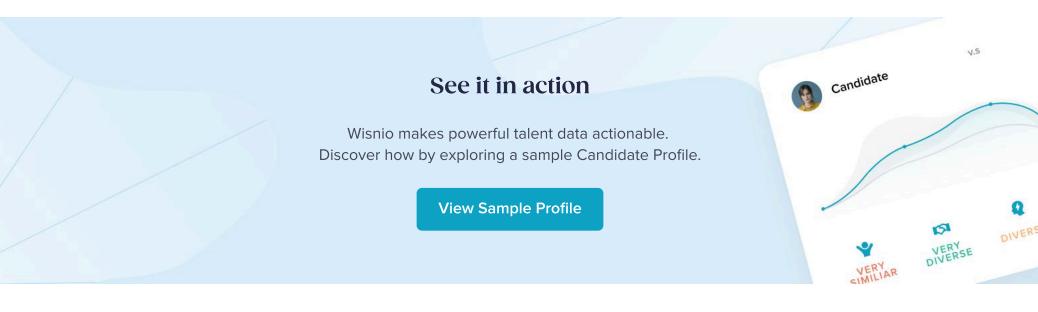
Values (Schwartz Theory of Universal Values)

Values form the lens through which individuals interpret the world, making their alignment crucial for organisational success. Shared values reduce conflicts, enhance collaboration, and boost motivation. Understanding a candidate's values helps predict decision-making and determines their potential to support organisational objectives.

How to use values data:

- Understand the team's core values, which you would expect candidates to align with somewhat.
- Consider whether introducing different values is necessary to help the organisation achieve the desired change.
- Interviews are always used as the final method for evaluating potential collaborations.
- Post-hiring, use information about the candidates' values to create a motivating work culture.
- Not every value needs to be aligned; differences in values do not necessarily mean that individuals cannot work together. Interviews should always be used as the final method to evaluate the potential for collaboration.
- Do not exclude anyone based only on the values of the data.

✿ WisGPT Example Questions

- For a candidate applying for [insert role], with key objectives being [insert objectives], how might their competency map indicate potential challenges? Could you suggest behavioural interview questions to explore these challenges further?
- Given the candidate's application for [insert role] and the objectives outlined for it, in what tasks would their competency map suggest they would excel?
- How does this candidate learn most effectively?
- What should I avoid when collaborating with this candidate?
- Describe the optimal work environment for this candidate.
- What type of work environment and culture might demotivate this candidate?

See it in action

Wisnio makes powerful talent data actionable.
Discover how by exploring a sample Candidate Profile.

View Sample Profile

2.3 Succession Planning

Leadership transitions and talent gaps can disrupt an organisation's momentum. Wisnio helps mitigate these risks by providing actionable insights into team needs, leadership potential, and development opportunities. This data-driven approach ensures that succession planning is both strategic and aligned with long-term goals.

Wisnio's succession planning process is particularly valuable for:

- Preparing for leadership transitions in key roles;
- Identifying and nurturing high-potential internal candidates;
- Addressing skills or competency gaps within a team;
- Aligning team dynamics and leadership qualities with organisational goals;
- Building readiness for future challenges.

- **Develop Success Profiles:** Use structured scorecards to define the ideal characteristics and competencies required for key roles.

- **Understand Team Needs:** Benchmark the current team to identify gaps in skills or behavioral traits, ensuring alignment with organizational values and future goals.

- **Prepare Personal In-Depth Interviews:** Leverage Personal Profiles to gain deep insights into internal candidates, creating tailored interview guides to uncover their hidden potential.

📖 Additional Resources

- A library of ready-made customizable hiring scorecards
- Using Wisnio Talent Data to Build Effective Success Profiles
- Navigating the leadership succession process in private equity: a comprehensive guide
- How to Speed Up Job Analysis with AI

WISNIO
— by Assessio

2.4 Onboarding

Successful onboarding sets the foundation for long-term employee success, and Wisnio tools make this process more effective, data-driven, and personalised. By providing detailed talent data and insights, managers gain a clear understanding of a new hire's core strengths, potential development areas, and unique working style. These insights help build meaningful connections, set clear expectations, and enable new hires to contribute effectively from day one.

Wisnio's Team Profiles add another layer of support by offering a clear view of team dynamics and key relationships. This empowers new hires to integrate confidently, build strong connections with their colleagues and align seamlessly with their colleagues. The results is a smoother transition, stronger team cohesion, and lasting success.

Tim Bright   Partner, OneWorld Consulting

Wisnio is a fun process of team members learning about themselves, the team, and themselves within a team. People sit with their profile, engage with it, better understand the language, and use it when they talk. It has made a huge positive impact for teams when we engage in dialogue with them.
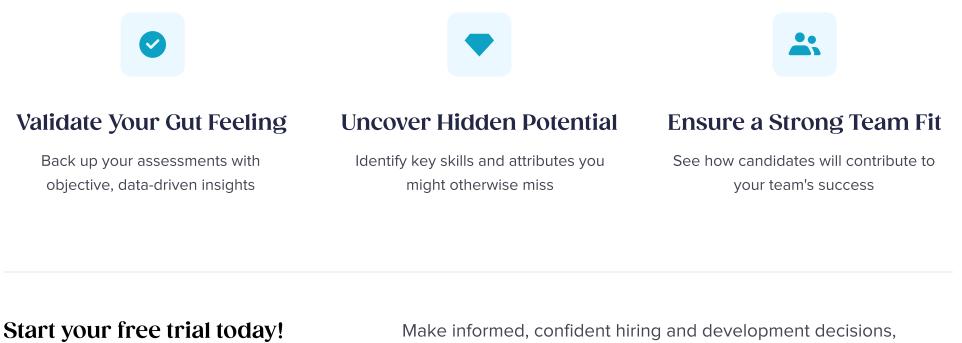
- **Integrate into the Team:** Build strong working relationships with closest colleagues using insights from team dynamics.

- **Align with Key Stakeholders:** Clarify objectives and expectations for the role with personalized, role-specific insights.

- **Focus on Development Areas:** Use Wisnio's data to understand strengths and prioritize key areas for development in the first months.

📖 Additional Resources

- Onboarding Workshop Manual
- How to personalise onboarding with AI
- How OneWorld Consulting builds stronger executive teams with talent analytics (case study)

WISNIO
— by Assessio

wisnio@wisnio.com

Experience the power of data-driven decisions in action and unlock the full potential of your teams and candidates.

Validate Your Gut Feeling

Back up your assessments with objective, data-driven insights

Uncover Hidden Potential

Identify key skills and attributes you might otherwise miss

Ensure a Strong Team Fit

See how candidates will contribute to your team's success

Start your free trial today!

Make informed, confident hiring and development decisions, powered by the Wisnio talent analytics platform.

Start Free Trial

Full platform functionality

No credit card required

H.I.E.C   WilsonHCG   DIVERSIFIED SEARCH GROUP   ZEREN   GR   WARBURG PINCUS   EQT