

Expr3ss!

Just when you thought you had mastered the perfect killer resume, someone has gone and changed the rules. This is not necessarily a bad thing, just different rules, different criteria. Think about it - you write the resume and if you're smart, you up-sell yourself. Then they have to figure out fact from fiction, or like a lot of resumes, bland statements as opposed to quality "prove it" statements.

The Expr3ss! System benchmarks skills, attributes and personality traits, uses tailored screening questions plus a 168 item personal inventory, and then uses an intelligent expert system to analyse and rank your response. All of this provides the company with a ranked list of the best matches.

"A growing number of high-growth Australian businesses are using an innovative new software service to profile job candidates, from graduates to senior managers, even before they look at their resumes.

The software, developed by Sydney-based Expr3ss!, works by benchmarking job applicants against the attributes and attitudes of successful high-performing employees using customised screening questions and an expert system that scores "willdo" attitudes and the "fit to" the personality characteristics best for the role with a specific employer.

Big companies like Google have used analytics to accurately select the best talent for a number of years over the random approach of reading resumes and conducting interviews.

Expr3ss! staff selection software is at the forefront of the trend to use sophisticated analytics to match employers and employees.

The software offers a highly time and cost effective solution for companies of all sizes to screen candidates against set personalised company criteria. Employers can use Expr3ss! to screen candidates based on their values and attitudes, not just skills, experience and qualifications. It also brings forward talented people who would be overlooked by reading resumes."

So what's actually happening here? They are short circuiting the interview process. Instead of the old way of reading 100's of resumes, then narrowing it down to say 10, re-read those again, telephone say six to select five for first round interviews. Then go to second round interviews with the final two. Expr3ss! allows them to indentify the top four, telephone them, narrow it down to two, interview them and select the best candidate in just two days.

Is this good or bad? It doesn't matter, it's here and being used, so you need to approach Expr3ss! as though you are doing your resume, telephone interview and first interview, all in one hit. You need to think about the PD/role advertisement, what are they looking for, how can I add value and am I a "can do" type person. Then read the questions carefully and answer appropriately. But remember, if you lie, you will eventually be caught out and good systems are pre programmed to spot trends or mismatches. It's all good, go for it.

For more information go to – www.expr3ss.com

Good luck in your next interview, James E Lynch