Expr3ss! psychometric algorithm brings forward the job candidates that recruiters are overlooking

Glyn Brokensha says his algorithmic approach to psychometric testing gives employers a head start on sifting through resumes.

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Psychometric tests during the job application process are determining whether an employer will even look at your CV, as companies turn to software to help them sift through applicants.

Australian technology and software business Expr3ss!, which seeks to replace recruitment consultants with software tools, has a growing portfolio of large clients. They include Nick Scali, Kennards Hire, Harris Farm, Krispy Kreme and Beaumont Tiles.

The company was founded in 2005 by doctor and psychotherapist Glyn Brokensha and former merchant banker Carolyne Burns. Revenue leapt by 80 per cent in the past financial year alone, says Brokensha.

He claims companies who spend the minimum $599 a month to use his software typically achieve an immediate return on their investment of 400 per cent or more.

"Employers spend an inordinate amount of time reading resumes often written by people other than the applicants," Brokensha says. "Ten per cent of resumes are fraudulent, 30 per cent of them are misleading. Nobody ever puts a pertinent negative in a resume."

By screening candidates on their values and attitudes, not just their experience and qualifications, employers can save vast amounts of time sifting through resumes and increase the quality of their candidates, Brokensha says.

The approach understandably attracts concerns that employers are rejecting capable candidates because they don't fit in with a computer algorithm, and Brokensha acknowledges psychometric tests can be gamed.

"I don't really believe there is any type of instrument which is capable of not being gamed," Brokensha says. "If you give a good actor a psychometric evaluation they will turn out any kind of person you want."

But the process is miles ahead of hiring practices that don't use analytics, he says. Companies such as Google have used people analytics to achieve a far more accurate selection of the right talent than the haphazard approach of reading resumes and conducting interviews, he says.

Using his company's test at the beginning of a hiring process could bring forward people that would otherwise be overlooked, he says.

"Ours is very brief, it takes six minutes to complete, it's very non-threatening and looks like a Cleo quiz," Brokensha says. "[At the moment] people hire on skills but fire on the attitude. This means you can … bring unlikely looking people forward."