

Revealing Authentic Talent

Assess the whole person



What Is The Vero Framework?

“Vero” means “true” or “authentic” in Italian, aligning with our mission to create an assessment process that looks at the whole-person and goes beyond the traditional review of qualifications and experience.

The Vero framework includes a candidate’s values, personality, cognitive abilities, soft skills, and role-specific capabilities to provide a complete and objective picture. Divided into five core assessment perspectives, each addressing a key aspect of the ‘whole person’:

- **Align:** Measures alignment with organisational and cultural values.
- **Insight:** Tests situational judgment and decision-making.
- **Skills:** Measures role-specific technical and functional competencies.
- **Aptitude:** Evaluates cognitive abilities such as reasoning and problem-solving.
- **Persona:** Assesses personality traits and soft skills.

Ultimate Flexibility

- Easily manage campaign configuration with unlimited peak candidate volumes.
- Utilise a range of validated assessments under a single annual per candidate cost.
- Compatible with individual tech architecture and integrates with ATS software.
- ISO27001, ISO9001, Cyber Essentials Plus Certified, data encryption and access control.

Enhancing Traditional Assessments

Organisations, technology and candidates have changed; from expectations to the tools used. The importance of an assessment process to effectively evaluate a candidates suitability for a role and organisation has never been more crucial. The Vero framework has been developed to evaluate not only skills or cognitive ability, but also a person’s cultural fit, values alignment and their future potential to enable more strategic hiring decisions.

Built on a foundation of academic research and empirical validation, Vero uses a layered approach of predictive validity (prediction of job performance) and incremental validity (combining assessment tools to increase validity) to assess different dimensions and provide a robust prediction of success. Rather than replacing traditional tools, Vero enriches them by layering structured interviews, situational judgment tests, realistic job previews and values-based assessments on top of cognitive and technical measures to provide a more comprehensive view of the candidate.

With in-depth insights and data, Vero has been designed to be more than just an assessment tool, but a strategic solution that can be used throughout the full employee lifecycle.

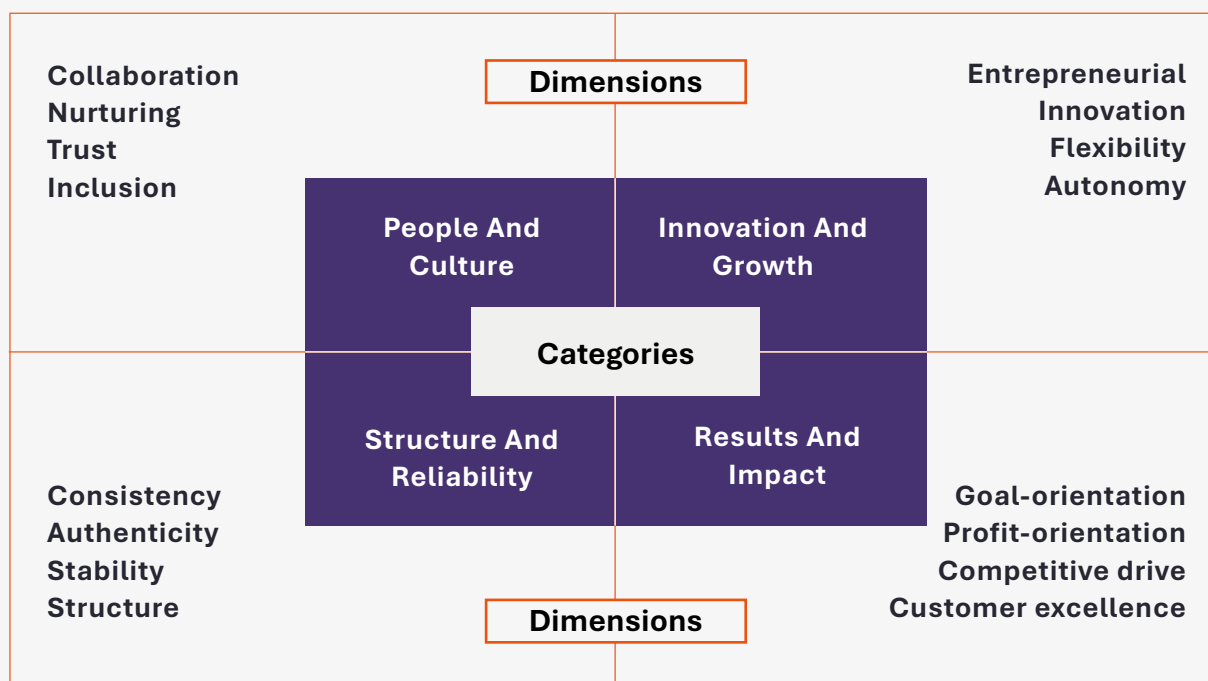
What Makes Up Vero?

Dimensions

A dimension is made up of values, traits and strengths. Vero uses these to assess candidates on a more holistic level. A total of 16 dimensions are organised into 4 defined categories, focused on key attributes.

The 4 Fit Dimension Categories

Category	People and Culture	Innovation and Growth
Dimensions	Collaboration Nurturing Trust Inclusion	Entrepreneurial Innovation Flexibility Autonomy
Characteristics	Thrive in supportive, team-oriented environments that value trust, empathy, and inclusion. Motivated by shared goals, they help build a positive culture focused on wellbeing, open communication, and personal growth.	Thrive in innovative, fast-paced environments that value creativity, curiosity, and initiative. Energised by change, they embrace new ideas and align with organisations that foster agility, entrepreneurial thinking, and continuous learning.
Category	Results and Impact	Structure and Reliability
Dimensions	Goal-orientation Profit orientation Competitive drive Customer excellence	Consistency Authenticity Stability Structure
Characteristics	Excel in fast-paced, results-driven environments, motivated by goals and measurable success. With ambition, energy, and a strong customer focus, they bring a competitive edge and a drive to make an impact.	Thrive in structured, stable environments that value clarity, consistency, and process. Known for their discipline and reliability, they contribute steady performance and thoughtful planning, aligning well with organisations focused on operational excellence and long-term dependability.




Perspectives

The 5 elements of Vero. Combining these 5 perspectives provides you with a ‘whole person’ view.

The choice of dimensions informs the assessments used within each perspective, giving you a unique view of the person in line with the organisation’s culture, values and specific role requirements.





Perspective	Align	Insight	Skills	Aptitude	Persona
What it assesses	Values	Strengths	Capabilities	Aptitude	Behaviours
What feeds into the assessment criteria?	Drivers: these motivate you to display personal values	Soft skills or competencies	Hard skills	Assessment of general mental and cognitive ability	Traits: the individual tendencies that lead you to behave in a certain way
Example	Integrity	Communication	Ability to use excel or code	Verbal or numerical aptitude	Personality assessment

Tailored To The Level You Need

Vero can be used for any level of role. 4 specific levels are tailored to ensure a comprehensive and engaging assessment process:

Level 1: Junior

Level 2: Graduate

Level 3: Manager or Skilled Worker

Level 4: Director

How It Works

Your dedicated Customer Success Manager will work with you to create your Vero campaign so that your candidates will experience a seamless and engaging experience, incorporating innovative ways to showcase your EVP.

Individual Assess (5 Vero Perspectives)

Depending on the process you specify, your candidates will be assessed using up to 5 Vero perspectives.

Assessment Centre

Based on performance in the perspectives assessments, best-fit candidates will be invited to the assessment centre stage.

Final Individual Interview

Based on the dimensions selected in Phase 1, Vero will provide you with standardised interview questions to evaluate candidates against each dimension.

The end-to-end build is made up of 6 simple phases

Phase 1: Define Your Vero Campaign

1. Select the appropriate role level from 1 – 4.
2. Categorise the 16 dimensions as either essential, desirable or irrelevant.
3. Rank your essential and desirable dimensions. This will inform the Values, Persona and Insight assessments in your process.
4. Select the skills required from our comprehensive list of skills (guidance will be provided).
5. Select the relevant Aptitude tests from our suite of assessments (guidance will be provided).
6. The 4 highest ranked dimensions from step 3 will inform the group exercise selection for the assessment centre stage and automatically populate question options for final interview stage.

Phase 2: Review and Amend

- We work with you to review your chosen elements to ensure the process feels right for you and your organisation.

Phase 3: Layer Your Employee Value Proposition

- We will provide you with key opportunities to layer in your branding and employee value proposition throughout the candidate's assessment and selection journey.

Phase 4: Build

- Your dedicated Customer Success Manager will set up your Vero campaign to your exact specifications.

Phase 5: You Review The Process

- Before go live, you will review the end-to-end process and confirm that you are happy to launch. At this stage, we will book in any training required for your internal team.

Phase 6: Launch

- Your Vero process is live! You can start inviting candidates and reviewing the results in your reporting dashboard.



Why Vero?

Do more than assessments. Evaluate candidates objectively across multiple dimensions, ensuring that the right person is matched to the right role.

Streamline High Volume Hiring

- Assess a high volume of candidates with a consistent and reliable methodology.

By standardising your assessment approach, you can improve efficiency through automation of time consuming tasks and reduced review time and also generate consistent, comparable data. This supports more objective decision-making and helps identify the best-fit candidates based on the role, company values and future potential.

A Range Of Validated Assessments

- Our range of Vero assessments are validated so you can be confident using the results to make informed decisions.

Not only are Vero assessments validated, but our pricing model enables candidates to complete every perspective stage and all assessments using only a single candidate credit per year. So, you can not only streamline your process, but your costs too.

Improve ED&I

- Reduce bias and promote a fair and transparent candidate experience.

By evaluating candidates based on the same standardised criteria and structure in every stage of the assessment journey, Vero limits the influence of unconscious bias and inconsistent evaluator judgement. Designed to be compliant with WCAG 2.2 as well as offering accessibility tools (e.g. ReciteMe), Vero strives to give all candidates the same opportunity for success.

Dedicated Scoring For Best Fit

- Get more from reporting than just assessment results. Vero calculates a best fit indication based on your specific requirements.

Based on the dimensions selected in Phase 1 of set-up, the Vero reporting tool will automatically calculate results from the perspectives assessments used to give each candidate a fit score based on a percentage. You can then deep dive into individual perspective scores for a breakdown of these results.

In-Depth Reporting

The simple dashboard gives you a view of overall results, displayed under each of the 5 perspectives. The perspective score is made up of the selected dimensions within that perspective which are averaged together to give a fit score. You can deep dive into individual performance on each perspective and change data views using weightings.

Identify candidates with critical fit components for the role being assessed.

Enable better talent pooling and candidate redirection using weightings to filter data in multiple ways and find best fit candidates for different roles.

Download individual candidate reports to gain a more holistic view and inform the next stage of the process.

Future proof hiring with insights from each assessment stage to make data led decisions.

The screenshot displays the 'Campaign Dashboard' for a 'Chief Marketing Officer' role. It features a sidebar with navigation links (Dashboard, Admin, Assessments, Candidates, Campaigns, Events, Scheduling) and a main content area. The main area includes a summary section with 'Invited' (13), 'Complete' (5, 38%), and 'Incomplete' (2, 15%) counts. Below this is a table of candidates with columns for Name, Status, Fit Score, and various assessment dimensions (Align, Aptitude, Persona, Insight, Skills). Each dimension is represented by a bar chart showing the candidate's score relative to the total possible score. The table lists five candidates: Hev Edwards, Tim Smith, Kane Davies, Clara Reynolds, and Amy Goodfellow. The bottom of the dashboard shows pagination (Showing 1-5 of 7) and a 'Log Out' button.

Name	Status	Fit Score	Align	Aptitude	Persona	Insight	Skills	Actions
Hev Edwards	Completed	73.38%	██████████	██████████	██████████	██████████	██████████	Download
Tim Smith	Completed	47.8%	██████████	██████████	██████████	██████████	██████████	Download
Kane Davies	Completed	64.26%	██████████	██████████	██████████	██████████	██████████	Download
Clara Reynolds	Completed	70.6%	██████████	██████████	██████████	██████████	██████████	Download
Amy Goodfellow	Created	0%	██████████	██████████	██████████	██████████	██████████	Download



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