traitwise

For recruitment and executive search firms

The Scientific Shortlist

Show clients who fits the role and why.



Julian Hohlweg

Managing Director, Traitwise

Dr Olaf Ringelband

Psychologist and scientific adviser to Traitwise

Why should a client choose your firm?

01 Competition for new business is fierce.

Recruiters in the UK and Ireland ranked competition from other agencies as the second-biggest obstacle to winning new business.

Bullhorn · GRID 2026, UK and Ireland

02 Every firm promises strong candidates.

Your client awards the brief before seeing your shortlist. What they can judge at the pitch is how you decide whom to recommend.

03 Make quality of hire a reason to choose your firm.

Globally, 89% of recruiting professionals surveyed expect measuring quality of hire to become more important. Show clients how you assess who has what it takes to do the job before they make a hire.

LinkedIn · Future of Recruiting 2025, global

In your next pitch

traitwise

"We use psychometric assessments from our partner Traitwise to help us decide who makes your shortlist. For each person we put forward, we'll show you how they fit your brief and why we recommend them."

How each candidate fits the brief.

Every candidate is assessed against the same requirements. The targets are set before anyone takes the assessment.

One illustrative trait

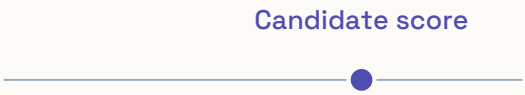
01 Define the role

Traitwise turns the tasks in the client brief into role requirements. For each requirement, it identifies the relevant psychological traits and sets target ranges.



02 Assess the candidate

An online assessment measures reasoning ability, interests and personality in around 30 minutes.



03 Explain the fit

Traitwise compares the candidate's profile with the targets. For each requirement, you see where the profile fits and where it differs.



Assessment methods and evidence

Who meets the targets?

The tasks in the brief determine which traits matter. The same method applies across sectors and functions, from apprenticeships to executive roles. We compare three candidates against the targets for cold calling in B2B sales.

Trait	Role target	Anna	Ben	Clara
Social boldness Percentile rank	60–100	89	92	39
Interest in selling 1st = strongest of six interests	1st or 2nd	1st	4th	1st
Locus of control How they explain results	Own actions	Own actions	External factors	Own actions

Anna and Ben are both likely to feel at ease approaching new people. Selling ranks first among Anna's interests and fourth among Ben's.

Request a sample report

How Cobalt draws on its talent pool for new briefs.

Cobalt

Cobalt recruits for construction and property roles. For new briefs, the team can match existing assessment results from its pool of around 25,000 profiles against the role requirements.

Cobalt runs the entire Traitwise process in its applicant tracking system, Carerix. The team uses it to create role profiles, generate assessment links and review the results.



Richard-Emanuel Goldhahn
Managing Director, Cobalt Deutschland GmbH

"At the pitch stage, we show clients how we arrive at our shortlist."

steinlach.
SOURCE OF TALENTS

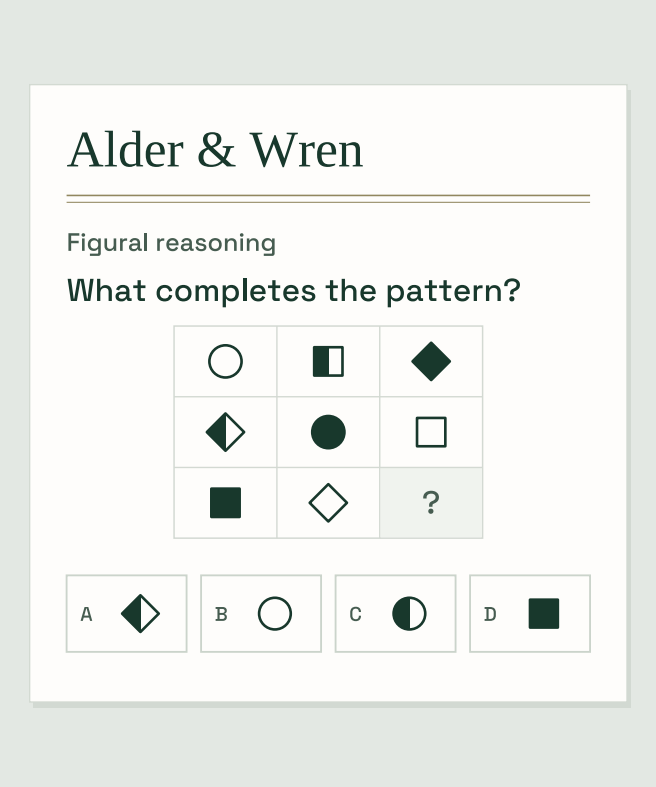
"Traitwise gives our recommendations a scientific basis that our clients can understand."



Christian Ludwig
Managing Director, Steinlach Personalberatung GmbH

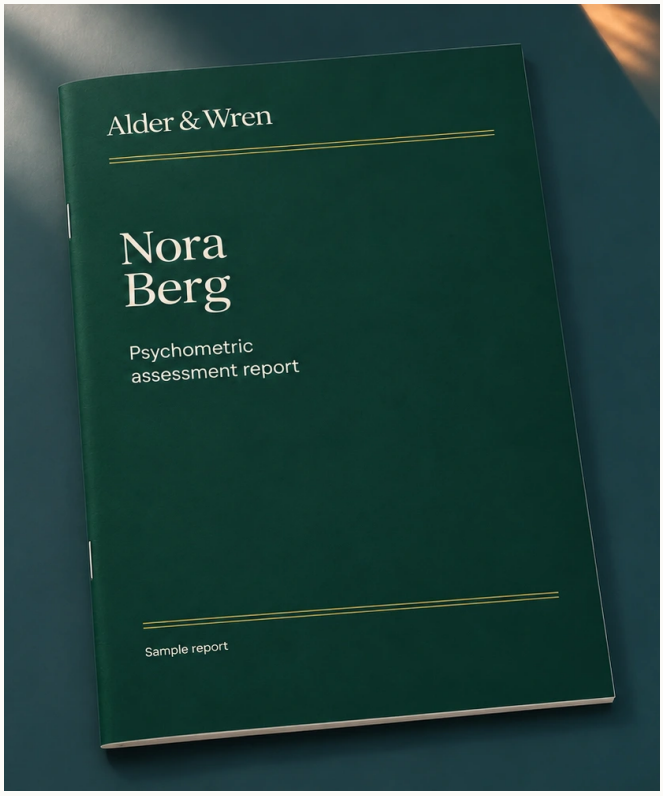
On request, we can share further references and case studies from search firms of a similar size and specialism to yours.

Your brand on the assessment and report.



Candidate assessment

Online in English and German



Client report

How the profile fits the brief

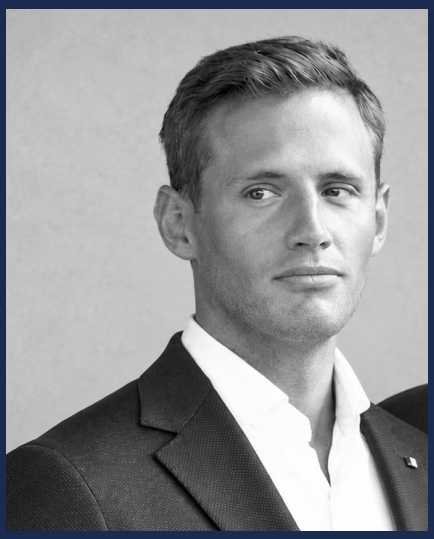
Integration with your ATS

Using a different ATS? If you're our first client on that system, we'll build the integration free of charge.

Already integrated

carerix Personio Ashby

Which role are you working on?



Bring a live brief. We'll discuss what the role requires and use a sample report to show how each candidate's profile compares with those requirements.

Julian Hohlweg

Managing Director, Traitwise

Free · up to 30 minutes

Discuss a live brief →

Or get in touch: contact@trait-wise.com · +49 151 2701 3360