

MAYO Human Capital

Lasso AI Video Interview



From past recruiting experience, you may feel...

Filling a vacancy needs to screen over **250** CVs

Takes **42** days



Bad efficiency on 1st round interview

Because of time pressure, it's not easy to precisely evaluate candidates' person-job fit.



Interview arrangement b/w candidates & interviewer

Interviewer time is not easy to arrange. Outstanding talents always have many opportunities. It's easy to lose them if the process too long.



Lack of objective evaluation

Cognitive bias happens frequently and make line manager jump into bad quality of conclusions.

Lasso Improves Quality of Talent Acquisition

From corporate perspective, over 75% of corporate HR is willing to apply remote interview.

Based on research of LinkedIn, more than 67% of candidates appreciate AI remote interview to enhance efficiency and remove bias from interviewer.



Increase Screening Efficiency

Easily to send interview invitation and collect feedbacks.



Enhance Willingness to Join Interview

Without time and place restriction, candidates are much easier to join interview.



Understand Candidates More

Seeing candidates directly and doing observation increase understandings to candidates.



Evaluate Objectively

Constructive questions, AI indicators, and talent matrix help evaluate candidates comparably and objectively.

**Compete for talent the way
companies compete for
customers.**

- Mark W. Schaefer

01

Design



Diverse Type of Questions



Multi-Language

02

Interview



Fast Interview Invitation



APP video interview

03

Evaluation



AI Indicators



Talent Matrix

04

Talent Pool



Flexible Role Design



“Visible” Talent Pool

Lasso functions

Let's Do Interview before Screening with Lasso!

01

Design

In the design stage, Lasso provides diversified and flexible question types for HR, so that HR can use Lasso AI to interview and test professional knowledge, job willingness, etc.

Lasso provides the most considerate interview design experience, and can show your employer brand!



Multi-Job Opening Diverse Types of Questions









Lasso offers in-system competency-based questions. Four types of questions are available including video interview, flash video interview, choice questions, survey questions as well.



Multi-Language

Chinese, English, Vietnamese languages are available.

The progress of talent recruitment at a glance



Vacancy Management

Manager | Interviewer | **HR**

Recruiting(38) | Draft(18) | Archived

Code/Title Search | Job Group Filter

+ New

Job Code	Job Title	Established Date	Target to hire	Interviews Completed/Invited	Qualified	Unrated	Unapproved
D100	Expired 行銷主管 A Company - Sales & MKT	2021/05/18 ⌚ 8 d	3	1 / 4	👤 0		...
RD002	軟體研發工程師 For CESBG Test Only	2021/03/26 ⌚ 61 d	2	2 / 2	👤 0		...
RD001	大數據平台開發工程師 For CESBG Test Only	2021/03/26 ⌚ 61 d	2	1 / 1	👤 0		...
MA	儲備幹部 event demo	2021/03/17 ⌚ 70 d	20	5 / 12	👤 0		...
PM001	Expired 行銷主管 For CESBG Test Only	2021/03/12 ⌚ 75 d	5	1 / 1	👤 1		...
AAAAA	工讀生 A Company - Sales & MKT	2021/02/22 ⌚ 93 d	1	0 / 1	👤 0		...
b04	Expired MES工程師 A Company - R&D	2021/02/19 ⌚ 96 d	10	0 / 2	👤 0		...
014	Expired [康舒科技 Acbel] E5S0-通訊產品... A Company - Sales & MKT	2021/01/27 ⌚ 119 d	10	0 / 0	👤 0		...

Create New Job and Start to Collect Video Interview

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Multi-Question Design, Customized Preparation and Answer Time, and Support Multi-Language Recognition

Video Interview, Flash Video Interview

New Lightning Round [X]

Question 2 [Voice recognition (speech to text)]

Speed-To-Text Language: English

2-1 [Set up preparation time to make feedback more reliable] [Preparation Time: 3 | 5 | 10 sec(s)] [Answering Time: 3 | 5 | 10 sec(s)]

2-2 [輸入問題] [Preparation Time: 3 | 5 | 10 sec(s)] [Answering Time: 3 | 5 | 10 sec(s)] [Type questions] [New Sub-question]

[Cancel] [New]

Multiple Choice & Survey Questions

New Multiple Choice [X]

Question 3 [Random Order]

Please choose the answer you consider correct.

Time Limit: 5 sec(s)

Random Order: [checked]

Multiple Answer: [unchecked]

3-1 [Put pictures in question]

How many ducks do you see in the picture?

[Font Size: 12] [A] [9] [9] [9]

[Image of a large group of white ducks]

[Cancel] [New]

Let's Conduct Constructive Interview with 39 In-System Competencies!

Based on vacancy requirement, select appropriate competencies.

The screenshot shows a web application interface for selecting competencies. The main window is titled 'Question Bank - Competency' and includes a language dropdown set to 'English'. Below the title, there is a list of 39 competencies organized into five categories: Work Attitudes, Interpersonal Skills, Ability to Work, and Strategic Thinking. Each competency is represented by a checkbox. At the bottom of the window, there are 'Clear All' and 'Confirm' buttons. The background shows a sidebar with navigation icons and a header with the text '職缺管理 / 建立職缺' and '建立職缺 - 資訊服務處 - Java 開發工程師'.

Question Bank - Competency

Please choose competency items, system will provide construction interview questions automatically. Language: English

Work Attitudes

- ☐ Collaboration
- ☐ Self-confidence
- ☐ Stability
- ☐ Bear Hardships
- ☐ Enthusiasm
- ☐ Pressure
- ☐ Initiative
- ☐ Responsibility
- ☐ Learn from rival
- ☐ Adaptability
- ☐ Passion to learn
- ☐ Ethic and Integrity

Interpersonal Skills

- ☐ Communicate and coordinate
- ☐ Negotiation
- ☐ Affinity
- ☐ Listening and Watching
- ☐ Team Work
- ☐ Conflict Management
- ☐ Complain Solving
- ☐ Emotional management
- ☐ Interpersonal relationships
- ☐ Social ability
- ☐ Sense of Human

Ability to Work

- ☐ Innovation and improvement
- ☐ Quality Management
- ☐ Project Planning
- ☐ Management by objectives
- ☐ Performance Management
- ☐ Execution
- ☐ Logical Thinking
- ☐ Careful and accurate

Strategic Thinking

- ☐ Leadership
- ☐ Problem Solving
- ☐ Consciousness of the cost
- ☐ Delegation
- ☐ Decision Making
- ☐ Market Sensitivity
- ☐ Time Management
- ☐ Crisis Management

Clear All Confirm

Free to use in-system questions for constructive interview.

The screenshot shows a 'Question Bank - Preview' window with a list of seven interview questions. Each question is numbered and includes a category label. At the bottom of the window, there are 'Back' and 'Confirm' buttons.

Question Bank - Preview

- Which part of your work do you think is harder to do as a team?
- Collaboration
- Can you accept traveling often for business and going abroad twice a month for five days at a time?
- Collaboration
- How do you promote unity and harmony within your department?
- Team Work
- Do you like doing community activities? What jobs do you think you do competently and enjoy at the same time?
- Team Work
- Could you talk about your least favorite colleague from your working experience and his/her work style?
- Team Work
- Could you talk about the most difficult matter you have met as a team member? How did you solve the problem with your teammates? What role are you good at playing in the team?
- Team Work
- How do you handle a disagreement in a team?
- Team Work

Back Confirm

02

Interview

There is no time and place limit for interviewers and job applicants. Reaching the greatest potential talents, and the interview can be completed by using the APP.

Lasso creates convenient interview scenarios for both HR and job seekers.



One-Click Import & Invite

Interview invitations will be sent via Email & SMS at the time candidates' data is imported.



APP Video Interview

Can be widely distributed to candidates in different regions/different countries.

Import Candidates' Data & Dynamic CV Field via Excel

1→Verification

2→Auto-Loaded Vacancies

3→Dynamic CV Fields

4→上傳前自動資料驗證檢查

狀態	職缺	應徵者姓名	Email	手機	學歷	經歷	推薦人
登錄系統	(JobCode1) 業務職缺1	王先生	wang@gmail.com	+886933123456	台灣大學經濟所	Asus市場分析師	王經理
載入職缺	(JobCode1) 業務職缺1	李小姐	lee@gmail.com	+886934551435	政治大學統計系		Wang@asus.com
上傳資料	(JobCode1) 業務職缺1				交通大學資訊管理系		田教授
清除資料	(JobCode2) 業務職缺2						T301345@mail.nctu.edu.tw
	(JobCode3) 業務職缺3						
	(JobCode4) 業務職缺4						
	(JobCode5) 業務職缺5						
	(JobCode6) 業務職缺6						
	(JobCode7) 業務職缺7						
	(JobCode8) 業務職缺8						

履歷

HUI WEN CHENG

daisy_chengdaisy_cheng@hotmail.com.tw

0911222555

就業狀態

無工作中

具備交通工具

普通重型機車

最高學歷

國立雲林科技大學(台灣)

數位媒體設計系(藝術商業設計)四技

2008/09~2012/06(畢業)

經歷1

多媒體設計師/歐弟科技股份有限公司 2014/08~2018/01

針對公司品牌設計與製作產品網站、活動行銷專案、簡介影片產出等。

針對公司內部後台需求設計UI介面與切版製作。

參與品牌線上線下行銷相關發想與執行。

希望職務名稱

網頁設計師 UI Designer

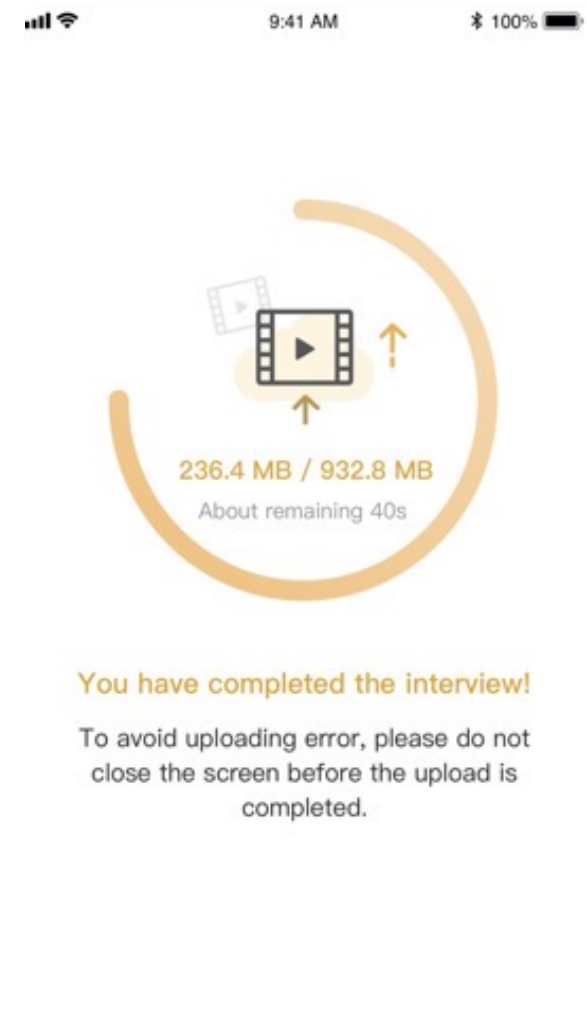
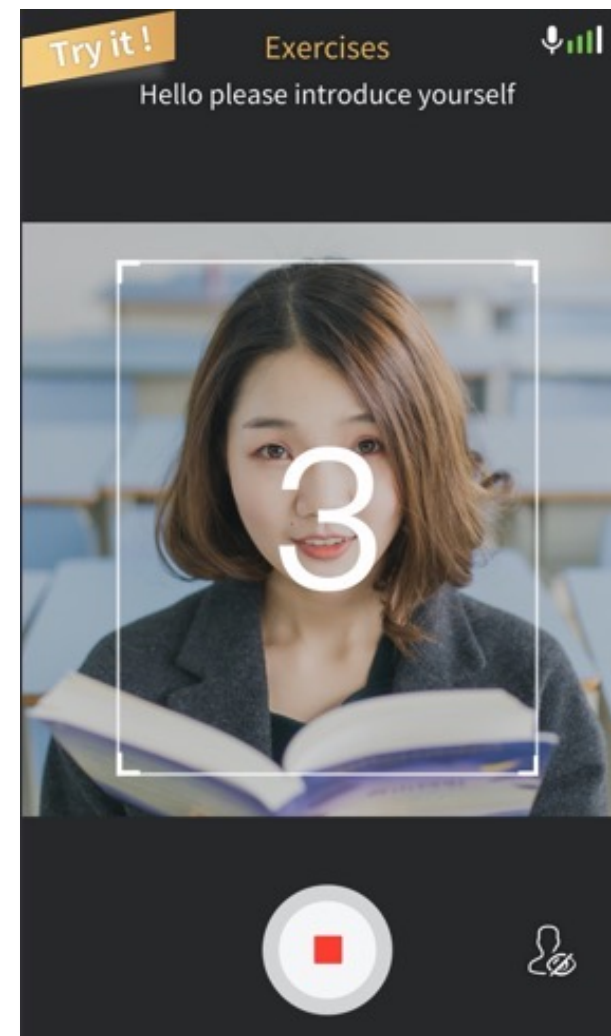
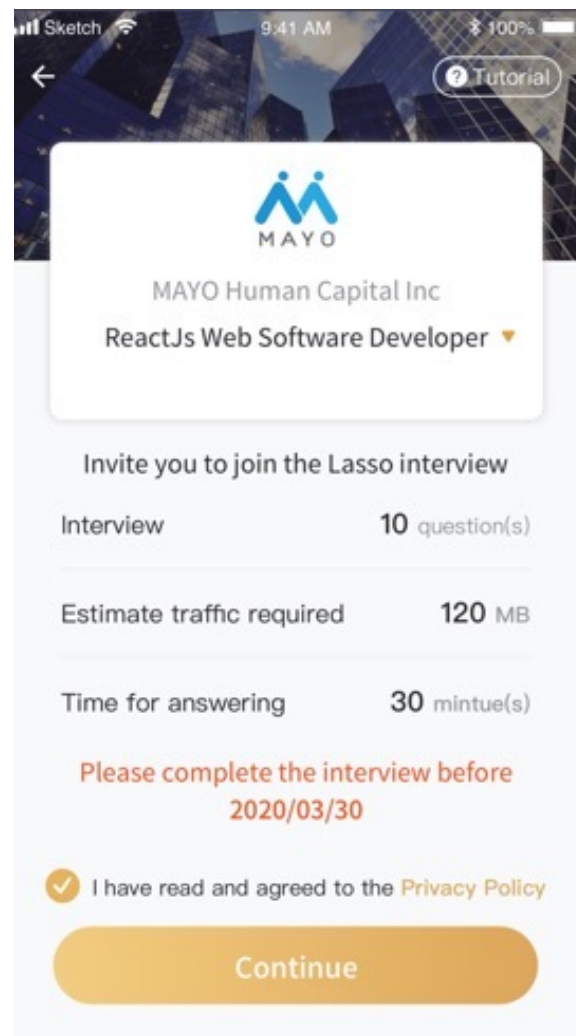
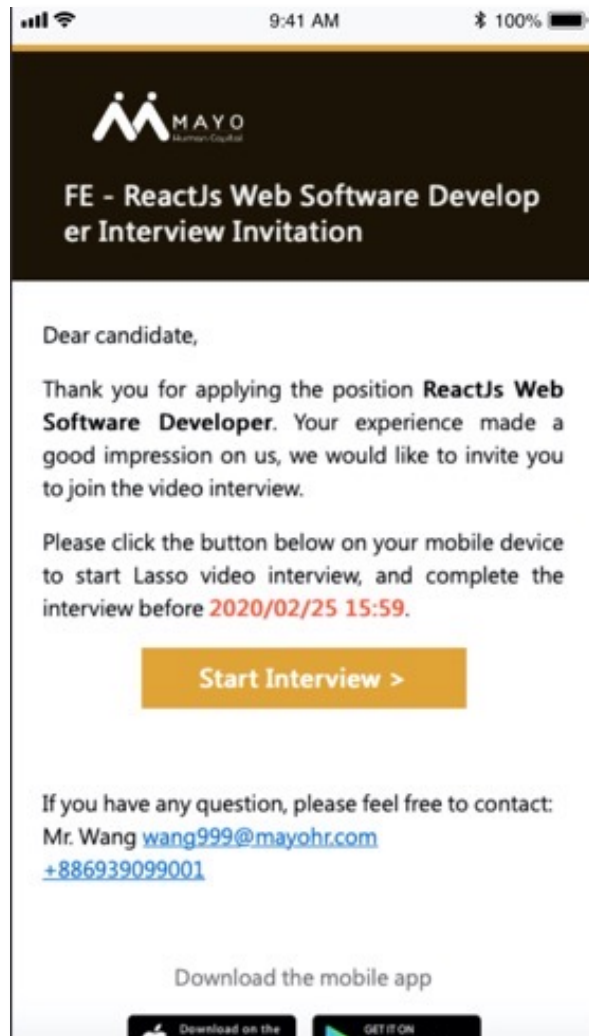
職務內容描述

網站設計與切版(包含RWD規劃)

WEB網站、行動裝置App之UI操作畫面設計與流程規劃

亦可參與品牌行銷活動企劃發想

No Limitation on Time & Place, Candidates Can Do Interview Anywhere, Anytime.



03

Evaluation

Lasso uses three dimensions of AI indicators to calculate the Lasso Score for the reference of the employer. It also supports the joint evaluation of multiple interviewers

Lasso uses AI and flexible multi-person cross-scoring to achieve the most objective and accurate evaluation.



Insights from AI

Lasso Score is calculated automatically based on 3 dimension of AI indicators.



Talent Matrix

All candidates will show on talent matrix for HR to easily do cross-comparison.

Lasso Score from 3 Dimensions of AI Indicators

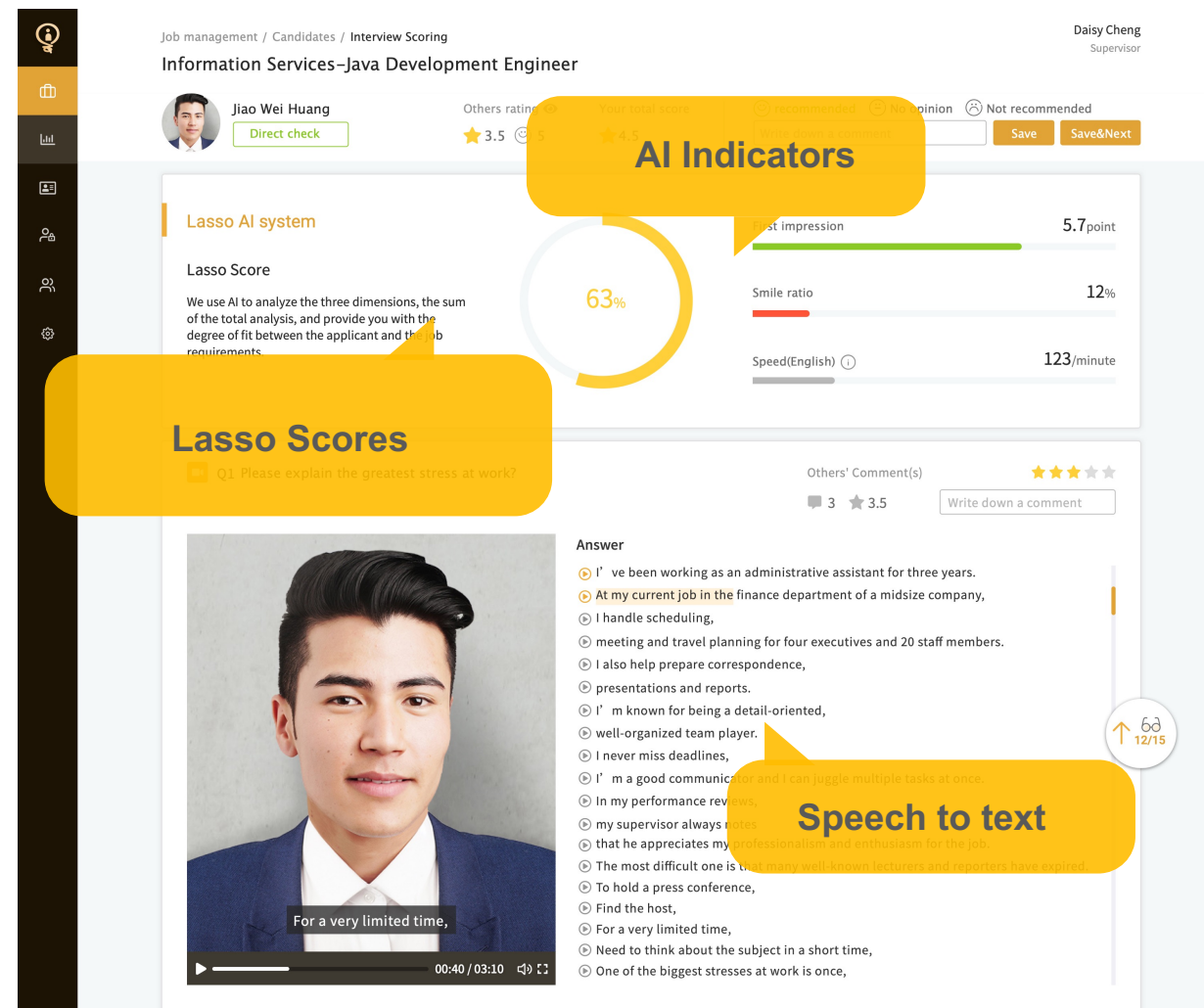
Affinity

Smile

expression

Customized Weight

Lasso
Score



Interviewer Can Review Candidates Online At Their Convenience

Job management / Candidates / Interview Scoring

Daisy Cheng
Supervisor

Information Services-Java Development Engineer

Jiao Wei Huang

Direct check

Others rating

★ 3.5

☹ 5

Your total score

★ 4.5

recommended

No opinion

Not recommended

Write down a comment

Save

Save&Next

Lasso AI system

Lasso Score

We use AI to analyze the three dimensions, the sum of the total analysis, and provide you with the degree of fit between the applicant and the job requirements.

63%

亲和力 impression 5.7point

笑容比例 ratio 12%

Speed(English)

123minute

Rating

Q1 Please explain the greatest stress at work?

Others' Comment(s)

★ ★ ★ ★ ★

3 ★ 3.5

Write down a comment

For a very limited time,

Answer

I' ve been working as an administrative assistant for three years.

At my current job in the finance department of a midsize company,

I handle scheduling,

meeting and travel planning for four executives and 20 staff members.

I also help prepare correspondence,

presentations and reports.

I' m known for being a detail-oriented,

well-organized team player.

I never miss deadlines,

I' m a good communicator and I can juggle multiple tasks at once.

In my performance reviews,

my supervisor always notes

that he appreciates my professionalism and enthusiasm for the job.

The most difficult one is that many well-known lecturers and reporters have expired.

To hold a press conference,

Find the host,

For a very limited time,

Need to think about the subject in a very limited time.

One of the biggest stresses at work is

63

12/15

Quickly Review by Speech to Text

Q2. Next up are technical questions

Accuracy: 29/30 95%

Others' Comment(s): 3 3.5

Write down a comment

Question 1

16

06

68

88

98

What is the parking space for this car?

89

87 ✓

93

97

Question 2

= 28

= 17

= 9

= ?

What is the last number ?

9 ✓

10

15 ✗

34

One-Click Share, Encouraging Cross-Vacancy Talent Reference

Vacancy Management / Candidate Management


Elvis HR


【學生實習計劃-109年7月開始實習】E公司 實習生招募專區 2020-05-29


Candidate 3 Interviewer 4

Name/Email Search Status Filter

☐ Candidate

☐ 張敏敏  laura_chang@mayohr.com

☐ 周珮珮  carol_chou@mayohr.com

☐ 陳琮從  becjd@hotmail.com

Batch Import New

Star Rating

2.7 1

0 0

0 0

Share

Whom to Share

Share To

Carol Chou X

Expiry Date

2020-11-30

Comment

Please check if this candidate is qualified to take your team's duty

Share

English

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About Lasso

Talent Matrix to Filter Star Candidates from All



Vacancy Management / Candidate Management

ReactJs Web Software Developer 2020-02-27

Candidate 32 | Interviewer 1

Name/Email Search | Status Filter | Talent Weight

<input type="checkbox"/> Candidate	Status	Hours Remaining	Talent Grade	Lasso Score	Star Rating
<input type="checkbox"/> Wei Wei Huang Wei Huang@mayohr.com	Read 2019/03/03 12:15	24	A	87%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> Hui Wen Cheng Wei Huang@mayohr.com	Waiting 2019/03/03 12:15	18	A	85%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> ChenKue Chang Wei Huang@mayohr.com	Rating 2019/03/03 12:15	32	B+	79%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> Wen-Hsun Hsu Wei Huang@mayohr.com	Rating 2019/03/03 12:15	28	B-	92%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> MingHsien Wei Wei Huang@mayohr.com	Rating 2019/03/03 12:15	28	C	70%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> Wen-Bin Tung Wei Huang@mayohr.com	Rating 2019/03/03 12:15	24			★★★★★ 4.8 ☺ 2
<input type="checkbox"/> Wei Wei Huang Wei Huang@mayohr.com	Rating 2019/03/03 12:15	18	D+	67%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> Shih Ping Jian Wei Huang@mayohr.com	Rating 2019/03/03 12:15	17	D-	56%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> Ji Ting Hunag Wei Huang@mayohr.com	Rating 2019/03/03 12:15	16	E	34%	★★★★★ 4.8 ☺ 2
<input type="checkbox"/> Hsin Hsin Chang Wei Huang@mayohr.com	Rating 2019/03/03 12:15	16	E	23%	★★★★★ 4.8 ☺ 2

04

Talent Pool

Companies can use Lasso to establish an exclusive audio-visual talent pool for recruitment, internal transfer, and expatriation.

Lasso maximizes the convenience of HR management operations.



Multiple Role Design

Via role design, users on Lasso could be assigned to manage specific actions, and even specific vacancy management.



"Visible" Talent Pool

Time to start group-wide talent pool accumulation with video, voice, and resume.

05

Further Application

The application of internal organization talent management can be conducted through Lasso.



**Internal
Promotion**



Expatriate



Job Rotation

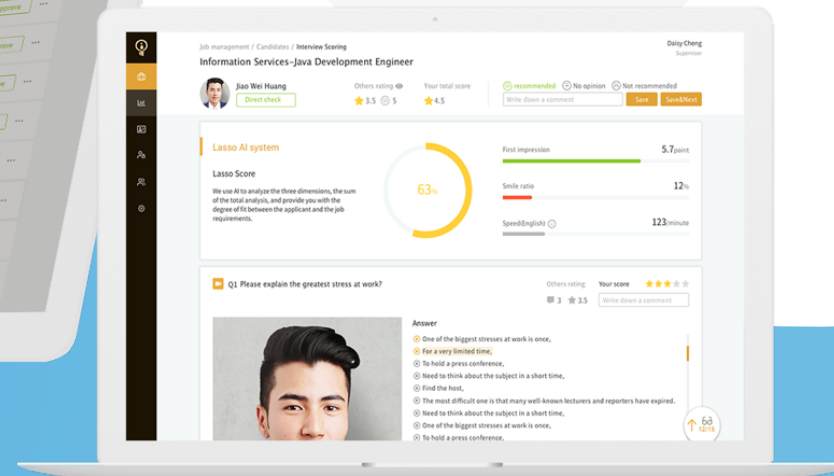
Lasso Boosts and Enhances Strategic Talent Acquisition



**Make Recruiting
Faster & Precise**



**Easily to Conduct
Interview and Collect
Feedback**



**Constructive Interview
& AI Indicators Helps to
Evaluate Objectively**



A Leading HR SaaS in Asia

Thank You.