

# Our Application Template offer for Springload

*Recruitment processes are considered to be too daunting for graduates and should be more inclusive and engaging whilst still hiring appropriately which this new template does.*

## Icebreaker Questions

Eliminate tense starts to interviews

*Allow participants to release any tensions/stress/nervousness*



## Visualisations of personality/character

Give participants the chance to express themselves in more engaging ways



## Your Improving points

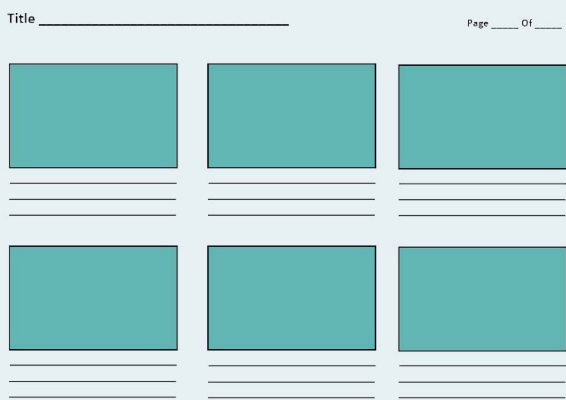
Displaying open-minded consideration instead of calling out participants on minor faults that cost them the opportunity



## Storyboard Job Experience

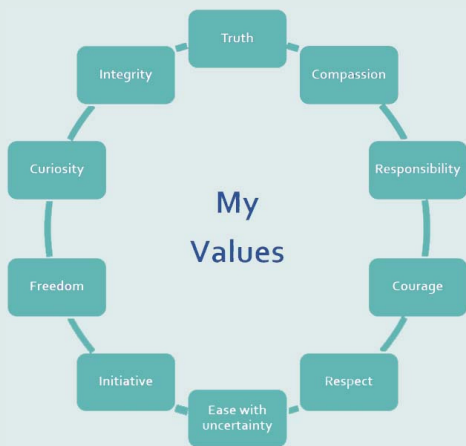
Building the capabilities of participants and bringing more attention to a diverse area of the application

*Job experiences are looked at visually rather than figuratively*



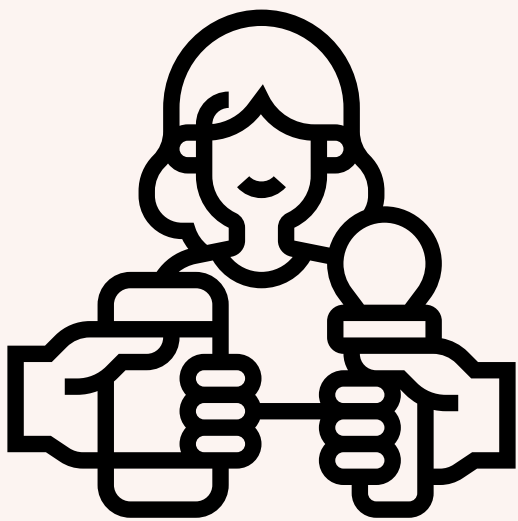
## List personal values

Prioritising recognition for what a participant can bring to workplace value wise rather than academically



## Choice of more visual, verbal, or written interview

Eliminating a potential unethical barrier through accepting participants' different communicative abilities and increasing confidence and trust for participants to answer questions authentically.



## Backgrounds (not academically)

Understanding and acknowledging different privileges and bringing inclusivity and cultural diversity more regularly – tailoring to their narratives



# General User Flow Intended

Sees job advert



Reads job description



Clicks "Apply Now"

Old effect on participants



Hands in CV/portfolio



Answers usual  
interview questions



Feels like he/she  
wasn't the perfect fit



Doesn't feel like doing  
it again



New effect on participants



Sees CV Template



Fills in each section



Feels more motivated  
about the opportunity



Recommends to friends  
and community

