

FULLY MANAGED ASSESSMENTS OUTPERFORM DIY TOOLS

Most DIY platforms give you data. Source2 provides better hires, less manager time, and measurable impact.

1. Setup & Implementation

	DIY ASSESSMENT TOOLS	SOURCE2 FULLY MANAGED ASSESSMENTS
Initial Setup	Internal setup, configuration, validation, job mapping	Fully implemented, configured, validated, and optimized by Source2
ATS Integration	Often requires IT support or additional licensing	Completed by Source2 (Workday, UKG, SuccessFactors, etc.)
Manager Burden	Hiring managers must interpret results	Source2 sends decision-ready candidate shortlists
Time to Value	Weeks to months	Immediate; value proven within 30–60 days

2. Ongoing Management

	DIY TOOLS	SOURCE2 ASSESSMENTS
Optimization	Internal teams must analyze data and update profiles	Source2 continuously monitors, adjusts, and optimizes
Troubleshooting	Internal IT + vendor tickets	Source2 handles all platform/vendor management
Interpretation	Data must be translated into hiring actions	Recruiters act on insights with standardized criteria

3. Candidate Experience

	DIY TOOLS	SOURCE2 ASSESSMENTS
Completion Rate	Varies; often low without recruiter engagement	High — 54% completed outside business hours, when convenient for candidates
Consistency	Often inconsistent regions/locations evaluations	100% standardized evaluation across all roles/locations
Speed	Slow process if not managed well	20% faster time-to-fill via automated screening

4. Hiring Manager Experience

	DIY TOOLS	SOURCE2 ASSESSMENTS
Interview Load	No reduction; often increases	35% reduction in interview hours
Candidate Quality	Mixed; depends on internal interpretation	Pre-qualified, high-fit candidates only
Confidence	Limited; difficult to validate ROI	High; I/O psychologist validated, proven retention lift

5. Pricing & ROI

	DIY TOOLS	SOURCE2 ASSESSMENTS
Pricing Model	Per-assessment fees or subscription	Retention-based pricing aligned to outcomes
Internal Burden	Significant time from HR, IT, managers	Zero internal burden
ROI	Hard to prove	\$1M+ annual savings / 19K hours reclaimed / 17% retention improvement

6. Strategic Value

	DIY TOOLS	SOURCE2 ASSESSMENTS
Vendor Scope	One tool in your stack	One partner for assessments → marketing → full recruiting support
Scalability	Limited	Expand seamlessly into Adaptive Recruiting Solutions
Strategic Partnership	None	High-touch partnership that grows with your needs

Let's Build a Funnel That Performs

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