ALUMOT 232

HUMAN ORCHESTRATION
IN AN AI WORLD

Hiring people who move things forward.



Simulation challenges that reveal a person's genuine human contribution in an AI world, and deliver deep, practical, decision-focused insights.

People › Insights › Better decisions › Real value for the organization

Deeper understanding

Beyond CVs, traditional interviews and outdated test assignments.

A more efficient process

Faster, more focused hiring decisions.

Higher precision

A better fit to the role and the team.

Organizational growth

People who create value over time.

4

WHAT CREATES VALUE IN AN AI WORLD

The Capabilities

Four core behavioral capabilities

Alumot 232 focuses on four behavioral capabilities that let people create unique value alongside artificial intelligence, and build environments for thinking, acting and performing.



Tolerance for Clarity

RESILIENCE IN UNCERTAINTY

The ability to keep thinking, deciding and acting when the information is still incomplete.



Agility

DECISIVE TIMING

The ability to change one's way of thinking as the situation changes, and to recognize where it is right to intervene.



Multi-Vision

MULTI-DIMENSIONAL VIEW

The ability to see the same problem from several layers, and to question whether the presented problem matches the root one.



Spotting Point

THE LEVERAGE POINT

The ability to identify the precise point of leverage and turn insight into a clear next executed step.

Each capability is observed in action, inside a realistic work simulation, **not self-reported in an interview.**

DELTA

THE VALUE BEYOND EXECUTION

The Delta extends the view beyond the final output. It reveals the unique value a candidate brings to work in an environment where people and artificial intelligence work together.

Unique contribution

Seeing what makes the person the value.

Beyond the output

Not only what they deliver, but what more they bring.

A wider view

Richer insight for better decision-making.

Hiring right for today and for tomorrow.

We identify and evaluate the human contributions that matter for today's work challenges, and on which to double down in the short and long term future.

> *"We're looking for a candidate with experience in the future. Until then, we'll settle for someone who knows how to create it."*

