Success stories:

Clarity4D partnered with Vizzy to make our personality profiling capabilities available to their product.

Through the use of our web services* (seamless integration), we are able to add depth to an individual's Vizzy profile by incorporating our unique Clarity4D personality type.

*Clarity4D web services can be integrated and licensed to any third-party platforms - let us know if you would like to embed Clarity4D into your products.



Article taken from LinkedIn. Words by Jess Woodward-Jones, Co-Founder at Vizzy | B Corp™

'I got the job I really wanted using Vizzy' - an interview with Marie Schmidt, Systems Engineer at Enerparc AG

70% of people do not believe the CV is a good representation of who they are yet 43% of businesses rely on CV screening alone. When HR pros are under such pressure to hire quickly but equitably, why are we still so dependent on this outdated, limited, and unequal tool? Vizzy is helping people showcase themselves and land dream jobs – like Marie Florentine Schmidt from Germany:

'I'm sorry for spamming you like this, and you don't have to reply, but I'm just really happy and excited because I ended up getting the job I really wanted using Vizzy. If you're ever in Hamburg, I owe you a beer!'

Marie, an engineering student, had applied to ENERPARC AG , one of the leading companies in the development of large-scale solar power projects, using her Vizzy profile, not her CV, for her application. Marie is certain she wouldn't have been seen without it.

A year on and Marie is still at Enerparc AG and loving it. Over the last decade the percentage of women working in engineering roles has slowly been increasing. In 2021, the European Commission announced that 34% of German engineers were women. This year, 2023, saw a record number of women studying STEM subjects in German universities. Numbers are finally picking up the UK too. In 2022, women made up 16.5% of all UK engineers, compared to 10.5% in 2010. While progress is being made, it's important to ensure that young talent is given better opportunities to standout from a very busy crowd.

Here Marie discusses why she used Vizzy during the application process and her career tips for women looking to break into the engineering industry.

1. How did you use Vizzy as part of your application process?
I submitted a cover letter and used the Vizzy PDF creator mode of my profile instead of my classic CV. I love that the PDF version has a QR code linking to my full profile online.

2. Why did you use Vizzy in your application?
I knew I was applying for some extremely competitive positions and wanted my application to stand out. Since my friend was working on something similar I'd heard of Vizzy and decided to create a profile to add some personality to my application. I loved that I was able to highlight soft skills and specific interests just as much as my academic and professional achievements since I did not have a ton of experience yet.

3. Why do you think Vizzy is a better than the CV?
Because it's a lot more versatile and more interesting to look at than a CV. Traditional CVs are often limited to a fixed format and length whereas your Vizzy profile can be customised to showcase a wider range of skills, accomplishments, and interests. You're able to present your professional story in a dynamic and engaging way which beats trying to express yourself on an A4 piece of paper.

4. Did you enjoy making your Vizzy profile?
I really enjoyed making my Vizzy profile and the fact that you can get creative with it. I usually hate updating my CV and sending out applications but creating a Vizzy felt like I was making a vision board or working on a scrapbook. It's beautifully designed so you can really showcase your personality as well as academic and professional achievements.

5. Do you think your Vizzy profile helped you get an interview and why?
I know for a fact it got me an interview. It was something different and more creative, which made my application stand out instead of being tossed in the first round. I also feel like the psychometrics helped as it's so important to mix different personality types in order to get a great team dynamic.

6. What do you enjoy most about your job?
I'm really passionate about fighting climate change and believe that the renewable energy transition is a top priority right now. Working at one of the leading companies in the development of large-scale solar power projects, it feels like we can actually make an impact and change the way our world is powered. I also love the fast-paced environment, global perspective and working with a great international team.

7. What advice would you give to women looking to work in the engineering industry?
Connect with other women! For the most part engineering is still a male dominated industry, and it can be hard when you're the only woman on a team. It helped me so much to talk to others and have female role models to look up to when I first started working. While I do absolutely like and appreciate my male co-workers, I feel like we could always use more girl power.