



H2R

NEWSLETTER



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Can AI Beat Humans in Psychometric Assessments? How to Safeguard Against Cheating



AI Use In Psych Testing

Over the past six months, H2R's Talent Development team has been testing whether artificial intelligence can "game" psychometric assessments. With AI tools now widely accessible, the question front of mind for many employers is can candidates cheat their way to higher scores?

Our findings may reassure you. When it comes to personality assessments, using AI does not provide an advantage. In fact, our research (and global studies) show that candidates who rely on AI often perform worse, producing inconsistent or inauthentic responses that reduce their credibility.

The story is different, however, for some multiple-choice ability tests. When candidates used AI to answer questions from untimed critical thinking, verbal, or numerical reasoning tests, they were successful about 50% of the time. These types of assessments are more vulnerable because they provide visible questions and fixed answer options. By contrast, time-bound or interactive assessments, where candidates must work within the system itself rather than just select from choices, are far more secure.

Protecting the Integrity of Your Recruitment Process

The good news is that there are effective ways to mitigate these risks. Many assessment platforms now include built-in security features such as:

- **Tab Switching Prevention** alerts or blocks if candidates navigate away from the test screen.
- **Copy-Paste Blocking** prevents capturing or importing test content.
- **Deep Question Pools with Adaptive Logic** - each candidate sees different, dynamically tailored questions.
- **Honesty Declarations** - candidates must acknowledge monitoring before they begin.
- **System Monitoring** backend checks for anomalies in response speed and accuracy.

For extra assurance, advanced options like video proctoring can supervise candidates remotely via webcam, detecting second devices or additional people in the room. While effective, video monitoring isn't universally adopted due to candidate experience concerns. A simpler, lower-impact approach is to invite candidates to complete assessments at your office immediately before or after their interview.

Striking the Right Balance

AI is evolving fast, but the risk of cheating in psychometric testing remains relatively low, especially when assessments are well designed and supported by the right safeguards. At H2R, our focus is on helping you maintain both the integrity of your recruitment process and a positive candidate experience.



If you'd like to explore how we can strengthen your assessment process, our consultants would be delighted to talk with you.

Talent Market Update

We've seen a strong lift in recruitment activity across the motu this past quarter, spanning permanent, fixed-term, contract, and temporary roles. Key areas of demand include HR and ER, Change and Transformation, Organisational Design, Administration, Executive Support, Customer Service, Payroll, Finance and Accounting, Policy, Communications, Health and Safety, and Executive-level appointments.



What's Driving Demand?

Several factors are at play:

- **Public Sector:** New financial year plans and resumed transformation initiatives are creating new opportunities.
- **Private Sector:** Continued investment in digital projects and change management is fuelling hiring.
- **Post-Change Stabilisation:** Organisations emerging from restructuring are rebuilding capability.

Technology Hiring

The tech market is showing early signs of recovery, particularly with the Amazon Web Services announcement last week, and paused digital projects restarting in the government sector. Salaries are edging higher despite a drop in job listings, reflecting a tight candidate market. Employers face challenges balancing:

- Budget constraints
- Skills shortages (especially experienced talent)
- Hybrid vs onsite work expectations

Although unemployment has risen slightly to 5.2% and participation rates have dipped, demand for seasoned tech professionals remains strong.

Hiring Trends

- **Flexibility First:** Many employers favour short-term contracts and temp engagements to maintain agility.
- **Part-Time on the Rise:** Particularly in Wellington, where we're seeing more part-time roles than in previous years.
- **Leadership Roles Growing:** Senior appointments, Human Resources, Employment Relations, Change, and Health & Safety roles are driving competition, with top candidates often holding multiple offers.



Compensation & Rates

- **Salaries:** Largely steady, with most moves on par with current packages.
- **Contract Rates:** Stabilised after 2024 declines.
- **National Picture:** Average salaries hit record highs in Q2 2025, even as job listings reached near-record lows, creating a competitive but constrained hiring environment.



Hybrid Working & Onsite Expectations

Hybrid remains the norm, but expectations are shifting:

- Wellington: 3–4 days in-office, with senior roles often requiring 4–5.
- Auckland: Moving toward a 4-day onsite standard, which is more in office days than before.

Recruitment Processes Evolving

More organisations are integrating AI-driven and bot-assisted interviews, even for senior roles, to speed up early-stage screening.

Quiz Night 2025 A Night to Connect, Compete, and Give Back



Our Wellington team recently hosted their annual quiz night with over 160 clients. It was a fantastic evening to connect and thank everyone for their support over the past year.

Competition was fierce, with prizes from The Good Registry and the coveted 1st place trophy up for grabs.

A big congratulations to BRANZ who claimed first place, followed by Te Papa in second and Asia New Zealand Foundation in third. Best team name went to Chubb Life New Zealand with 'Fight Chubb'. Thank you to everyone who joined us and made the night such a success.

Cooking Up Care at Ronald McDonald House

Members of our Wellington team across H2R Consulting & H2R Technology had a couple of nights cooking for families staying at Ronald McDonald House. It was a friendly cook off over the two nights for the team – who made the best meal? You'll have to ask Paul as he was cooking on both nights...



As many of you know Ronald McDonald House provides free accommodation and support for families with children receiving medical treatment at hospitals. What you may not know is in 2024 RMHC Aotearoa provided 4,420 families with accommodation and support free of charge. It was the busiest year since the first NZ opening 33 years ago. RMHC offers incredible support to families in need in so many different ways and volunteering is an excellent way to come together as a team and give back to such a worthy cause.

Daffodil Day

We're so proud of our H2R Consulting team in both Auckland and Wellington for heading out on Daffodil Day to collect for the Cancer Society.

It was a great reminder of the power of coming together as a team for something bigger than ourselves. Every conversation, every smile, and every donation added up to make a real impact.

With more than 25,000 New Zealanders diagnosed with cancer each year, the support raised through Daffodil Day goes directly into funding life-saving research, education programmes, and vital support services for patients and their whānau.

A huge thank you to our incredible team for giving their time, and to all the generous people who donated. Every dollar truly makes a difference.



Kaimahi Update

We're delighted to share some exciting updates from across the H2R whānau.



Kaimahi Update

Welcome To the Team!

We're excited to welcome Priscila Arias to our Business Support team in our Auckland office. With experience across recruitment, business coordination, and volunteer management, Priscila brings a people-first approach and a passion for connecting great people with great opportunities. She looks forward to building lasting connections and successful outcomes with clients and candidates.



Priscila Arias, Recruitment Consultant

We're also pleased to welcome Rebecca Dunn, who joined our Wellington office in August 2025. Rebecca recently completed a Master's degree in Psychology from the University of Otago and brings valuable experience from customer service and leadership roles in retail. At H2R, she supports both our Talent Development and Recruitment teams, setting up psychometric testing, assisting with reporting, and providing key recruitment support.



Rebecca Dunn, Recruitment & Testing Coordinator

Congratulations!

Wonderful news from Lucy McLernon, our Auckland Regional Manager, who has welcomed a beautiful baby girl. Mia arrived safely on 7 August, and both mum and baby are doing well. Lucy is currently on parental leave until March, and we are looking forward to lots of cuddles when Mia comes in to meet the team.

Please reach out to Jane Walker or Hayley Wright in our Auckland office while Lucy is on parental leave, and they will love to connect with you.

Celebrating 10 years

Finally, a big congratulations to Nikki Grebby, who is celebrating 10 years with H2R this month. Nikki specialises in HR, Recruitment, L&D/OD, Communications, Engagement, and Marketing roles, and her expertise and commitment have made a significant impact on our clients and the wider team. We are truly grateful to have Nikki as part of H2R and look forward to the next 10 years of success together.

