

The interview shows you
how they talk.

MENTRAI shows you
how they perform.

Interviews measure how well someone talks.
Not how well they actually perform.

You reach the role-play at interview 3.
They can't handle a basic objection.
Their time wasted. Yours too.

You start the process again.
Same result. Same cost.
Same frustration.

No structured way to compare candidates
beyond gut feeling and interview polish.

A great interview $\neq$ A great hire.

You post a job. You get 80 CVs.
You run 3 rounds of interviews.
You reach the role-play. They freeze.

3 weeks of your time. Gone.

€274,500

Average annual loss per Spanish SME
from bad hires and avoidable turnover.

Source: Personio Workforce Pulse, 2025

The problem has two sides.

For the company

67%

of HR leaders in Spain now prioritise skills over degrees.

But most have no structured way to measure those skills before the first interview.

Personio, 2025

For the candidate

75%

of candidates research a company's reputation before applying.

Most go through multiple rounds and receive zero feedback. That shapes what they say about you.

InfoJobs, 2024

Not an ATS.
Not a filter.
A window into how someone
actually performs.

An evaluation layer for every customer-facing role.
Your talent team builds the simulation. Candidates perform.
You receive the report before the first interview.

Sales Development
Representatives

Account Managers

Account Executives

Support Specialists

Customer Success
Managers

Sales Managers

If the role touches a customer, MentrAI evaluates it.

How it works

01

You create the challenge

Your talent team builds the simulation inside MentrAI. Define the role, the scenario, the buyer persona. Full control. No technical setup.

02

Candidates perform

They receive the challenge and complete it at their own pace. The AI plays a realistic buyer. The candidate has to perform — for real.

03

You receive the reports

A structured performance report for every candidate lands in your dashboard. Before the first interview is even scheduled.

04

You continue your hiring process

Only with top-qualified candidates. No noise. No guesswork. Just validated performance.

What MENTRAI is

Not an ATS.

Not a filter.

**A window into how someone
actually performs.**

A pre-hire evaluation layer for every customer-facing role.
Your talent team builds the simulation. Candidates perform.
You receive the report before the first interview.

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Representatives

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Account Executives

Support Specialists

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If the role touches a customer, MENTRAI evaluates it.

The market is ready.

39%

of open positions in Spain went unfilled in 2025.

Empatíf Recruiting, 2025

59%

of HR leaders say hiring is harder than 5 years ago.

Personio, 2025

80%

of global business leaders are implementing skills-based hiring.

Randstad, 2025

36%

of Spanish workers plan to change jobs in the next 12 months.

Personio, 2025

Companies hire more often. Make the same mistakes more often. Pay for them more often.

What changes for your team.

Efficiency

- Shortlist only candidates who already performed
- Reduce interview rounds
- Spend less time screening. More time deciding.
- Async — no scheduling coordination needed

Quality

- Filter on performance, not impression
- Fewer false positives before final rounds
- Comparable data across all candidates
- See who fits before you hire = Less churn after.

Risk Reduction

- Standardized evaluation for every candidate
- Reduced bias exposure in early-stage hiring
- No candidate advances without your approval.

Built for the roles that drive revenue.

HIGH-VOLUME · FAST CYCLE

Sales BDR / SDR

SIMULATION SCENARIOS

- Cold call objection handling
- Discovery question quality
- Urgency and persistence under pressure

Reduce time-to-productive-rep by 30%

COMPLEX DEAL · LONG CYCLE

Account Executive

SIMULATION SCENARIOS

- Multi-stakeholder scenario navigation
- Pricing pressure negotiation
- Competitive displacement handling

Higher win rates in first 90 days on role

RETENTION · EXPANSION

Customer Success

SIMULATION SCENARIOS

- At-risk customer call simulation
- Escalation and complaint handling
- Upsell conversation quality

Lower churn from CS mis-hires in first 6 months

The numbers that justify the decision.

If you avoid 1 bad hire per year

on a 50-person scale up team:

Avg. cost of bad hire **€18,000**

Recruiter hours saved **17% of manager time lost to poor performers**

Faster ramp-up **6–9 months avg. onboarding**

Mentrai annual cost **< 1 bad hire**



Faster ramp-up to first quota attainment

86% up to 86% faster time-to-hire

Built around your process — and your people.



GDPR Compliant

Data processed in compliant EU infrastructure. Candidate data encrypted at rest and in transit.



Customizable Scenarios

Role templates fully editable. Add your products, your objections, your buyer personas. Full control, no technical setup.



Human Override at Every Step

Recruiters can intervene, review, or override any AI output. MentrAI augments — never replaces — human judgment.



Full Audit Trail

Every simulation logged, scored, and exportable. Full documentation for internal compliance reviews.



Candidate Experience Included

Every candidate receives structured feedback after their simulation. Regardless of outcome.

1

Your talent team
creates the challenge.

2

Candidates complete
the simulation.

3

You see the reports.
Then you decide.

Free for your first process.

Up to 10 candidates. No technical setup. No commitment.

In exchange: one signed case study. Two warm introductions.

See how they perform. Before you hire them.

Thank you!
