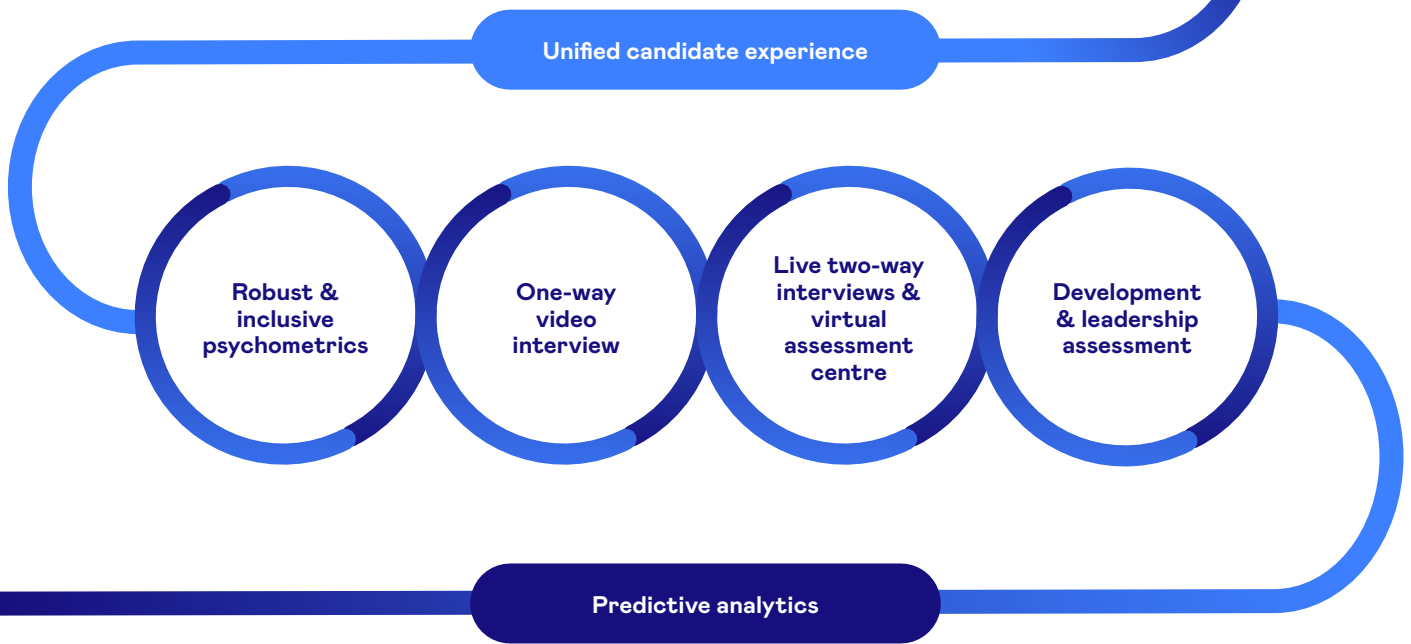




Unified talent assessment platform

We've drawn on the best of science and the best of technology to offer a fully digitalised solution that is fast, affordable, highly configurable and personalised from the very first interaction with candidates. Sova's platform includes flexible features from job preview and assessment, through to video interview, digital assessment centres and onwards into employee development.

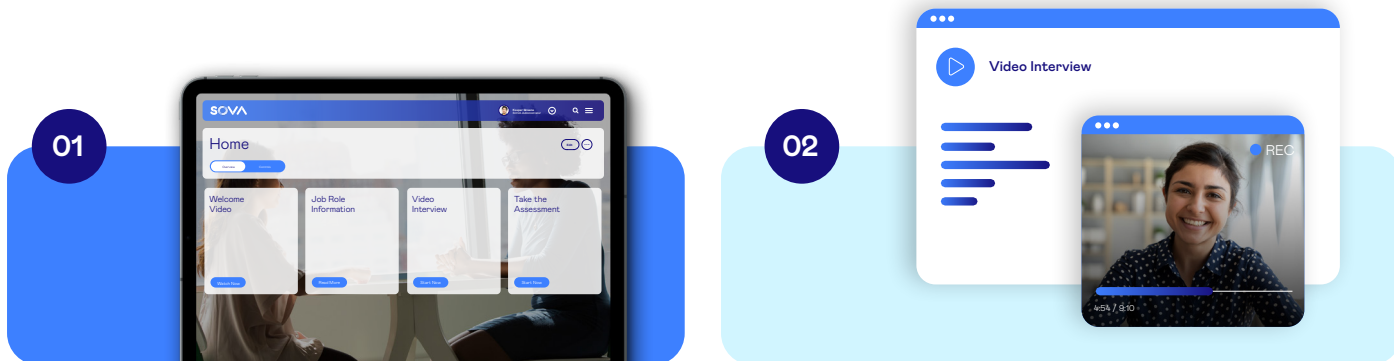


Why use our unified talent assessment platform?

Sova enables you to create a seamless end-to-end assessment journey using our easily configurable platform to define the workflow and decision points in the candidate process to make the journey more efficient and effective for everyone involved:

- Take away the hassle and inefficiencies HR teams and line managers face when hiring by removing assessment administration and automate things like assessment scheduling, emails, feedback reports, assessor briefing tools and candidate progress decision.
- A comprehensive, data-driven talent assessment platform streamlining all your assessment needs and retaining data in one place.
- Our configurable platform delivers unique flexibility and personalised automation, putting you in full control.
- Create an engaging and immersive candidate experience to ensure top talent want to accept your job offer.
- Provide immediate, personalised feedback reports to all candidates which can help to retain rejected candidates, facilitating continued brand loyalty.
- Engage in AI data analytics to continually monitor and improve the effectiveness and fairness of your assessment solution, in real-time.
- Gain 'in-the-moment' feedback from candidates on their assessment journey and full end-to-end experience so that any enhancements can be made promptly.

How does it work?



01

Candidate homepage

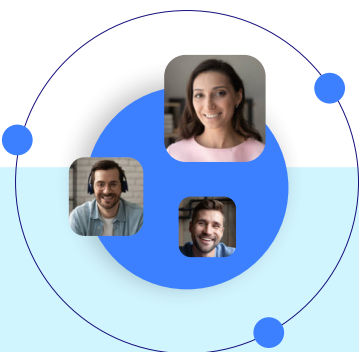
Interactive multimedia homepage providing briefing instruction & guidance.

02

Whole-person assessment & one way video interview

One assessment measuring all the factors that drive success - personality, verbal, numerical, checking & situational judgement. Fast efficient and accurate screening.

03



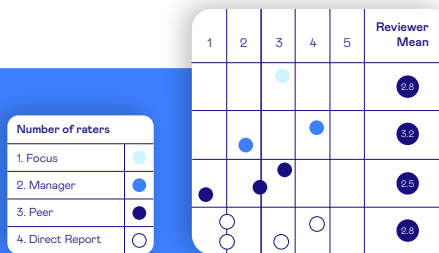
Virtual / in person final stage

Live two way interviews & full AC content (Role Plays, Group Exercise etc.)

04

Automated scoring & feedback

Reports for recruiters and candidates are fully automated, saving time and improving decisions. The dashboard presents all candidates' scores in one place - from all stages in the process.



Choosing assessments

We can provide guidance to create the right assessment process for each role, based on your organisation's needs. A combination of question types can be incorporated which can include our standard or personalised assessments:

- Realistic Job Preview (RJP)
- Technical questions
- Situational judgement
- Personality
- Ability

- Motivational drivers
- 1-way video interview
- 2-way video interview
- Virtual assessment centre

Business benefits

- **Increase in the number of candidates sifted out during the online assessment process.** By adopting a process that combines assessment content which is targeted to measure the behaviours and skills required for a role, reduce the number of unsuitable candidates being invited to final stage interviews by as much as 70%, whilst maintaining validity and robustness of the process.
- **Introduce efficiencies through smart automation.** Using a pre-defined, automatic benchmark or pass mark through the process, only high calibre candidates are progressed through the candidate journey. Automated yet personal emails and candidate feedback reports can be configured at each stage of the process. In one client engagement, costs were reduced by 30-40% by reducing human administration.
- **Improve the candidate experience.** Candidates will feel engaged and valued throughout the process. This means that regardless of outcome, candidates have a positive experience and will have a positive impression of your organisation and its brand. In one client engagement, 92% of candidates found the Sova process engaging.
- **Reduction in time to hire.** Sova clients have implemented assessment processes which reduce the time to hire from an average of eleven days to less than two days.
- **Diversity and inclusion.** Optimising the whole process and individual assessments to ensure equity across candidates from different backgrounds. On demand dashboarding of fairness metrics allows real-time monitoring and ongoing adjustments.

To find out more

about how our unified assessment platform can help your organisation, please get in touch.

info@sovaassessment.com · www.sovaassessment.com

Join the Sova Community for more resources and discussions:

www.sovaassessment.com/community