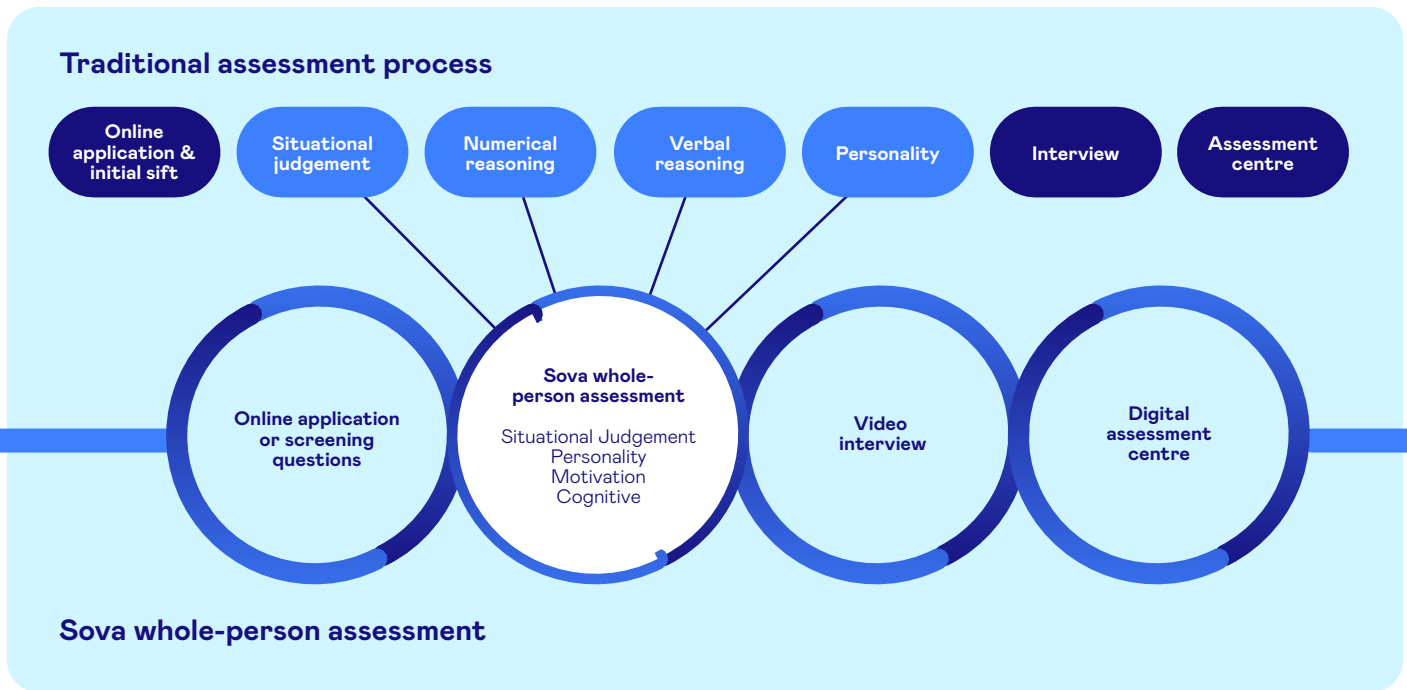




Whole-person assessment

At Sova we ask less, but learn more by blending personality, ability, motivation, and situational judgment questions into one highly condensed and personalised assessment. Built around your specific needs, we measure what matters in your organisation and enable you to get a rounded view of every candidate. Whole-person assessment is a fairer way to assess candidates, built on potential and predictors of success, rather than past performance.



Why use Sova's whole-person assessment?

At Sova we developed whole-person assessment so companies can measure all the factors that matter at once, through one assessment, fairly and objectively. This approach offers:

- A better candidate experience with a faster, more efficient assessment process.
- A more effective and precise way to measure what matters in your organisation.
- Streamlining of the hiring funnel with fewer steps and more efficient screening.
- Personalised, automated feedback for every candidate.
- A fairer approach that delivers on diversity outcomes.
- A communications channel between organisation and candidate that includes videos, information, and resources throughout the assessment process.

Blended approach

We recommend a combination of question types blended together in one single test. This has been found to greatly mitigate adverse impact compared to traditional tests, whilst giving sharp and focused predictions about the key qualities and characteristics that will lead to successful job performance.

We have numerous client examples where we implemented blended online solutions and found zero adverse impact effect as a direct result.

No test timers

We have no 'test timer' in the cognitive ability to overcome the gender differences that often exist. Research shows that men's and women's responses differ to stress and therefore the presence of a countdown timer within traditional ability tests are different.

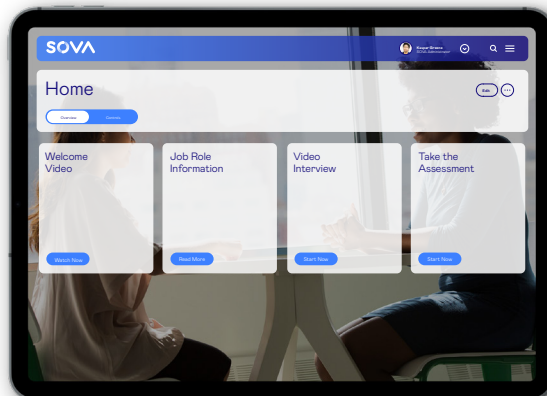
We believe this 'time limited' approach directly contributes to the levels of adverse impact often seen in ability tests.

How does it work?

We work with you to define how to measure what matters most for the role and for your organisation. You can then use Sova's platform to choose from an extensive library of flexible, scientifically robust assessment content.

Interactive homepage

Interactive homepages are the hub for candidates and assessors. This is where candidates can access different activities such as watching a welcome video, taking an assessment, and accessing feedback. It's where assessors meet candidates, score and leave feedback. One central hub for all communications provides a better, more coherent candidate experience.



Choose your assessments

Almost any type of assessment can be blended into a whole-person assessment. We can include items from Sova's extensive library of assessment content or work with you to create scenario-based content specific to a role and organisation. Examples of assessment types that can be added to a Sova blended assessment are:

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

Business benefits

- **Improved accuracy.** Our whole-person assessments are 89% accurate at correctly identifying exceptional performers and seven times more accurate than a traditional unstructured interview.
- **Better qualified candidates** are kept in the process resulting in a 76% pass rate at assessment centres.
- **Improved diversity.** We helped one client achieve their target balance of 57% white / 43% ethnically diverse hires and 56% male / 44% female hires.
- **Time savings.** Whole person assessment saved one client 867 people hours by using an automated end to end recruitment process.
- **Cost savings.** One client estimates that the business has saved £250,000 over three years as a result of switching to the Sova platform.
- **Better candidate experience.** 97% of candidates say they find our whole-person assessments an engaging experience.

About Sova

Assessment can be messy and complicated. We founded Sova to break the status quo and disrupt the world of hire assessment. Our scientifically strong, digitally delivered solution provides a fully customisable platform which enables you to make accurate and fair data-driven decisions and create immersive digital candidate experiences.

We apply AI ethically and intelligently so that decisions are based on science and powered by technology. Sova merges the flexibility of a top-level SaaS platform with the expertise and accuracy of a leading assessment provider. Our platform provides an unrivalled experience allowing you to find the right person for every position.

Organisational agility is crucial, and we'll help you find and nurture the people you really need by enabling you to analyse assessment outcomes across cycles, timeframes, and teams. We provide a future-focused view of people and potential, for recruitment and development, for every role, at every career stage, at every level.

To find out more

about how we can help your organisation benefit from Whole-person assessment, please get in touch.

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Join the Sova Community for more resources and discussions:

www.sovaassessment.com/community