









Ability Tests

Cognitive ability is an important success factor in many roles, and ability tests provide one of the strongest standalone predictors of performance at work. Sovo's ability assessments use the best of science and the best of technology to provide refined ability assessments that offer efficiency and fairness, as well as a positive candidate experience. Our ability assessments can be used as standalone tests, or they can be integrated into whole-person assessments.

Why use Sova ability tests?

-  **Precision** – our ability tests are scientifically strong and organisations can accurately predict job performance by 80%.
-  **Adaptive branching** – Sova’s dynamic format adjusts the difficulty level of questions in response to candidate performance, enabling a more efficient test experience, homing in on the candidate’s true level of ability more quickly
-  **Personalised** – questions can be adapted to reflect the context of your business, industry sector, or the target role to ensure they feel right to the candidate. We can also add branded videos, such as welcome or thank you videos, to the candidate journey.
-  **Candidate experience** – our ability and gamified assessments are quick to complete
-  **Language availability** – our assessments and reports are available in a range of languages.
-  **Secure** – adaptive test design means there are thousands of permutations of the test, securing the test content and ensuring a longer shelf life.
-  **Fair** – removing the candidate time limit reduces test-taker anxiety and promotes candidate diversity.
-  **Hassle-free integration** – for a truly seamless assessment process, our ability tests can be fully integrated into your existing ATS technology.

How does it work?

Sova’s ability assessments can be used in isolation, or more commonly as part of a whole-person assessment that measures only what you need for the role, embedded into your specific hiring workflow. Sova’s range of validated, proven ability tests includes:

Verbal Reasoning

This test assesses how quickly and accurately the candidate can understand, analyse, and interpret written information and use it to draw the correct conclusions. This type of reasoning ability is involved in tasks that require making sense of large amounts of written information, such as interpreting written reports or documents.

Statement 1

Many organisations find it beneficial to employ students over the summer. Permanent staff often wish to take their own holidays over this period. Furthermore, it is not uncommon for companies to experience peak workloads in the summer and so require extra staff. Summer employment also attracts students who may return as well-qualified recruits to an organisation when they have completed their education. ...ing that the students learn as much as possible ...he organisation encourages interest in working on a part-time basis. Organisations pay students on a fixed rate ...t the usual entitlement to paid holidays or schemes.

True

False

Cannot Say

Next

Your Cognitive Skills Save & Close

Executive	€29,200	14	14	19,516	27%
Large	€21,300	24	15	21,290	23%
Medium	€16,600	22	17	11,774	21%
Small	€13,300	26	18	15,181	11%

Annual tax payment = (New price x CO2 band x employee tax rate) - (employee financial contribution x employee tax rate)

Please select the correct answer from the options shown.

€ 106,200

€ 102,400

€ 98,500

€ 96,200

Next

Numerical Reasoning

This test assesses how quickly and accurately the candidate can process numerical information and calculate the answer to a series of questions. This type of reasoning ability is involved in tasks that require analysis and interpretation of numerical data, such as working with graphs or budgets, or carrying out various calculations.

Logical Reasoning

Logical reasoning tests assess how quickly and accurately the candidate can identify and interpret the relationship between a collection of shapes and patterns. This type of reasoning ability is used in tasks that involve abstract information or data, such as in technology or engineering and give prospective employers an indication of a candidate’s critical thinking and problem-solving skills.

Look at the sequence below:

Which of the options below follows next in the sequence shown opposite?

●	○	○
○	●	○
○	○	○

○	○	○
○	○	○
○	○	○

○	○	○
○	○	○
○	○	○

○	○	○
○	○	○
○	○	○

○	○	○
○	○	○
○	○	○

○	○	○
○	○	○
○	○	○

Next

 Current Level
1/2

 Elapsed Time
00:00:19

1 5 8
10 ?
12 13
11 14

Careful consideration has gone into the development of Challenges. Full 'gameplay' assessments can be distracting and inadvertently lead to a poor candidate experience or introduce bias with the use of excessive colour, sound and movement. At Sova, we have looked to introduce interactive elements in a way that enhances candidate experience whilst still ensuring fairness at all times.

Gamified assessments:

Using 'games' as part of an application process provides an engaging candidate experience. Gamified assessment enhances the employer brand and modernises the assessment process; reducing candidate drop-out and increasing engagement.

Challenges from Sova measures two well-researched cognitive constructs which consistently predict job performance:

- **Number Challenge:** Gamified measure of numerical reasoning. Candidates are presented with a number sequence and required to work out the missing number
- **Pattern Challenge:** Gamified measure of logical reasoning. Candidates are presented with a sequence of patterned tiles and required to work out the next tile in the sequence

Reporting

Both standard and personalised reports are available for hiring managers and candidates.



Taking into account the number of questions answered correctly, and the time taken for each correct answer, the candidate scored lower than average on this reasoning test. This suggests they may require more time or practice when working with written data.

Demo Dashboard Controls

 Results



Analytics

The Sova Platform presents all data and scores in one dashboard which is easy to interpret with customised views including candidate progress tracking, access to diversity and fairness analytics, as well as full assessment scores for decision-making purposes.

Timing and adverse impact

Research shows that responses to stress and therefore the presence of a countdown timer within traditional ability tests are different for males and females. At Sova, we believe this 'time limited' approach directly contributes to the levels of adverse impact often seen in ability tests. When taking Sova ability assessments, candidates are informed that the test will not be time limited and there is no timer displayed on the screen. A combination of accuracy and time taken to respond is then used to calculate the results.

Time is running out...



To find out more

about how we can help your organisation benefit from Ability Tests, please get in touch.

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