Changing Assessment for Good

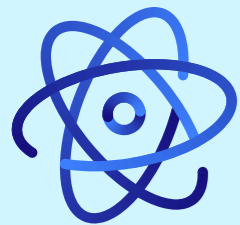SOVA

SOVA

Your organisation is unique, so is our solution.

Sova is a scientifically-strong and digitally delivered assessment platform. Our foundations in psychology power our assessments to deliver fair, equitable outcomes without compromising on anything else.

Pinpoint Accuracy

We tailor validated content within our talent assessment platform to your specific needs.

Science-based

Digitally delivered, scientifically strong online recruitment software.

Fair

Our platform identifies high performers and is balanced for diversity.

Contents

Why Sova?

One platform that powers your people decisions

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

Identify better-fit candidates

Every candidate deserves a fair shot. Traditional assessments and interviewing is a lengthy and expensive exercise that still doesn't deliver the outcomes required.

Our configurable and validated assessments help you to identify talent quickly and in a fair and accurate way. We start by understanding the success factors for the job, then choose only the right questions from our scientifically validated library, blended together to form a highly-condensed, personalised assessment.

Choose from our extensive range of question types including personality, cognitive ability, situational judgement, motivation, interview builder, video interview, virtual assessment.

Can be configured to assess talent at all levels in the organisation.

Our assessment platform allows you to build a unique solution around your unique needs.

Fast, engaging and seamless

Creating an engaging and personalised candidate experience is key to attracting top talent. Our highly configurable assessments are easy to access and quick to complete — all in one connected candidate journey.

The interactive candidate homepage is a central hub containing everything the candidate needs to know to help them perform at their best.

Create personalised communications at every stage of the assessment process.

Embed video along the way to enhance communication, provide insight into the role and share a picture of life at your organisation.

Powering the potential of your people

We apply Artificial Intelligence [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.

Our Technology

Unlike other platforms offering static assessments, a Sova solution is built around your organisation's unique needs and roles. With a flexible range of expert assessment content and formats, you can design and build a seamless multi-stage process, all in one place. For every career stage, for every level, we're the perfect personalised talent assessment platform.

1 — The Role

Who do you want to assess? From frontline to senior leaders, Sova's platform can be configured to your unique role.

2 — Personalised Assessment

Configured around your role, a personalised assessment process to make effective and fair decisions to match the right candidate.

3 — Craft the Journey

Define the key milestones and decision points to manage the whole process from screening to assessment centre. Personalised to the role and your organisation.

4 — Activate a Seamless Process

Integrated with your ATS or as a standalone solution with smart automation

5 — Data Driven Decisions

Real-time data dashboards, optimised for fairness with automated reporting for candidates and hiring managers.

Smart Automation

Liberate your team from assessment administration. Whether it's scheduling assessments and interviews, automating personalised communications and feedback, or briefing tools and resources for assessors - it can all be housed securely in one place.

Streamline the process by building milestones and decision points along the way to manage applicant flow efficiently and accurately throughout the journey, freeing you up to focus on higher value activities.

Seamlessly integrate into ATS/HRIS workflows to reduce complexity in the technology stack.

Effortless, automated reporting & analytics

With one assessment platform comes a powerful analytics engine, providing you with real-time insight about your data. User-friendly dashboards compare the performance of candidates for every stage of the hiring process, supporting fast and effective decision-making, with automated feedback for every candidate. Ethically applied AI technology monitors and optimises the assessment process for fairness in real-time as well as supporting the evaluation of video interviews.
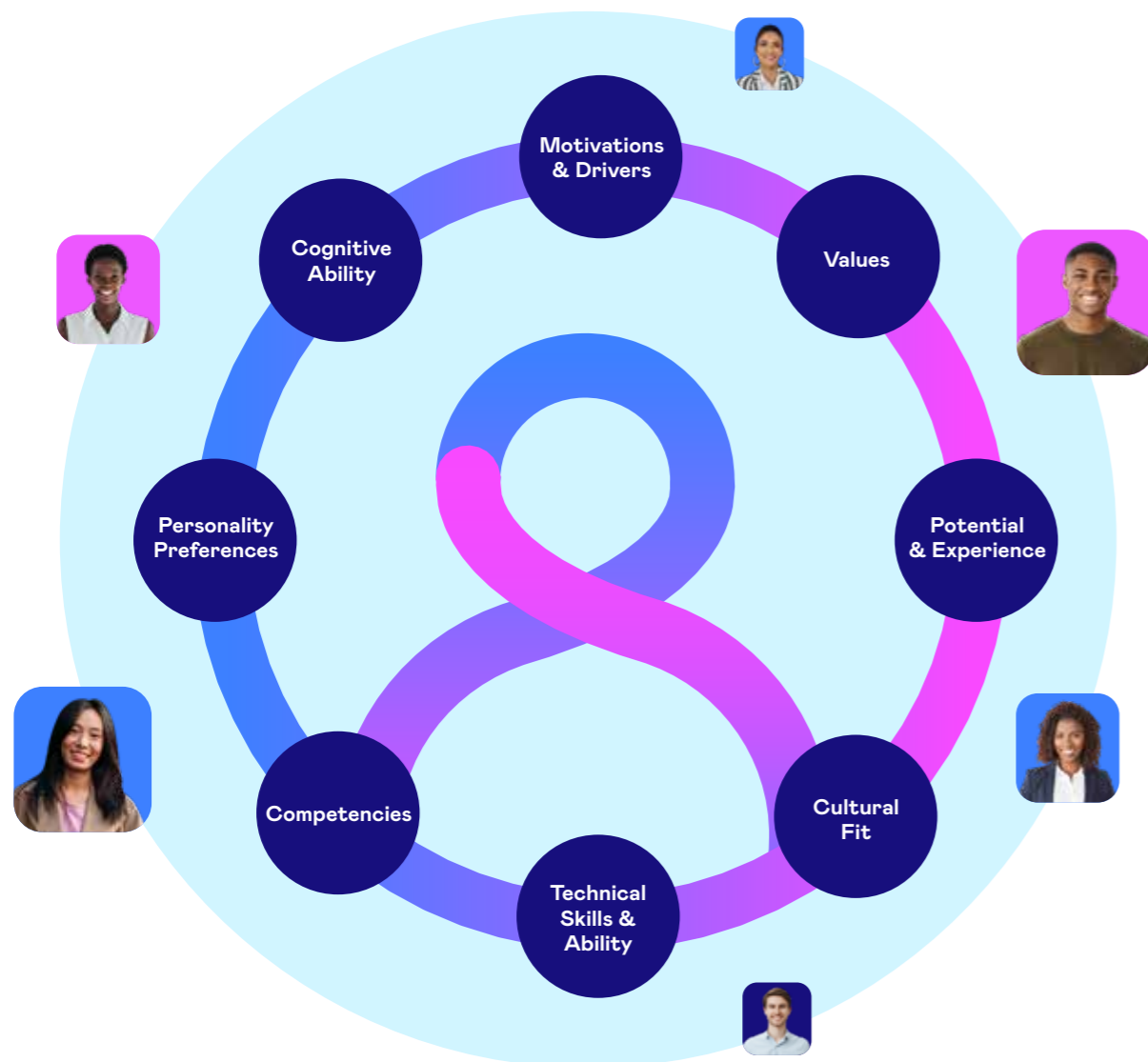
Real-time assessment results, all in one place, from every stage of the assessment process. Removing the frustration caused by poor integrations and fragmented candidate data.
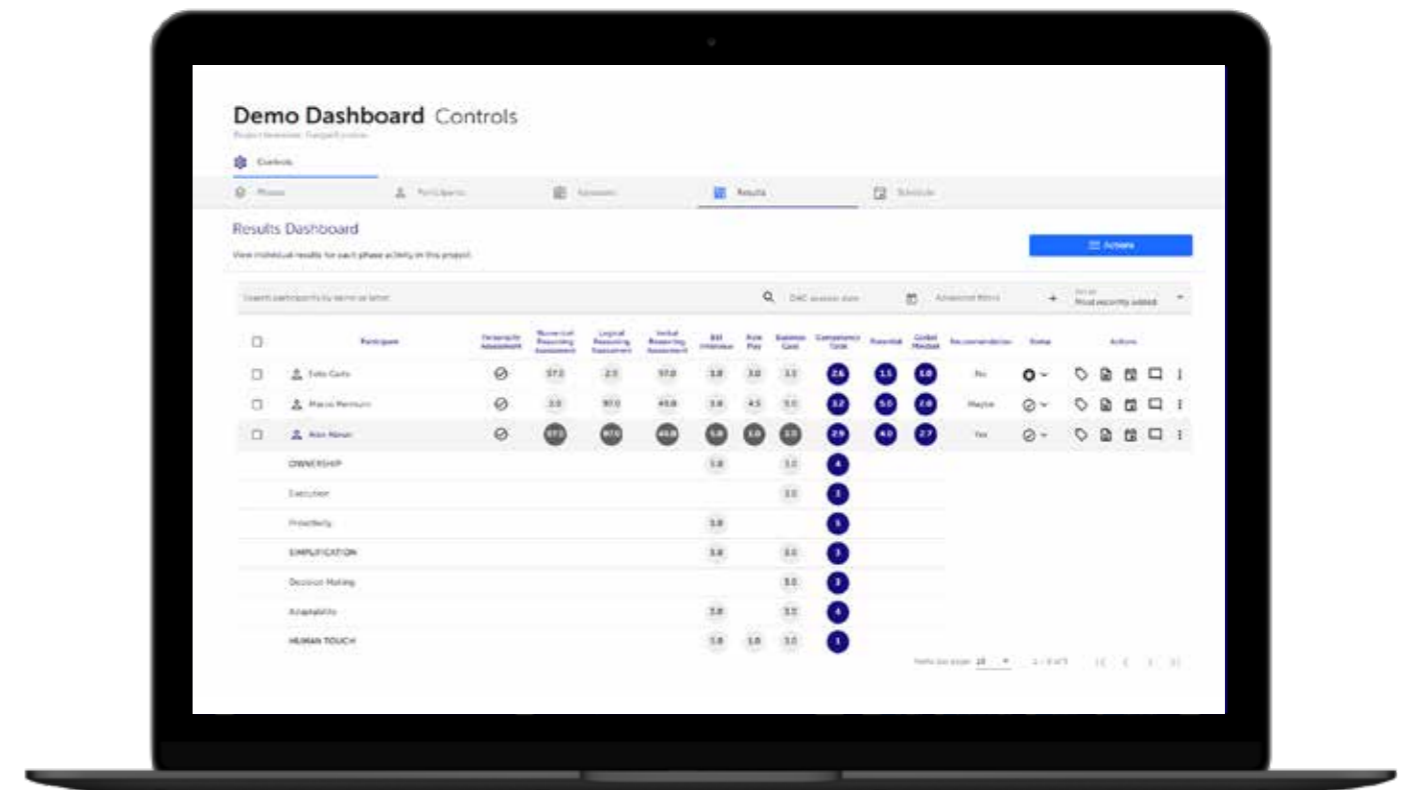
Our Solutions

A personalised and seamless hiring journey for every candidate

Through our fully configurable assessment platform, we enable organisations to make data-driven decisions that are fair, robust and explainable at every stage of the employee journey. 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 build on potential and predictors of success, rather than past performance.

Motivations & Drivers
Values
Cognitive Ability
Personality Preferences
Competencies
Technical Skills & Ability
Cultural Fit
Potential & Experience

Diversity and Fairness

At Sova, we've long championed fairness and equality in recruitment and career progression. As psychologists, one of our main goals in designing assessment is to provide a truly objective view of a candidate.

Our Sova methodology focuses on fairness of every stage in assessment design including job analysis, content creation, piloting and use with our clients. We've taken some extra steps to align our solutions with fair outcomes:
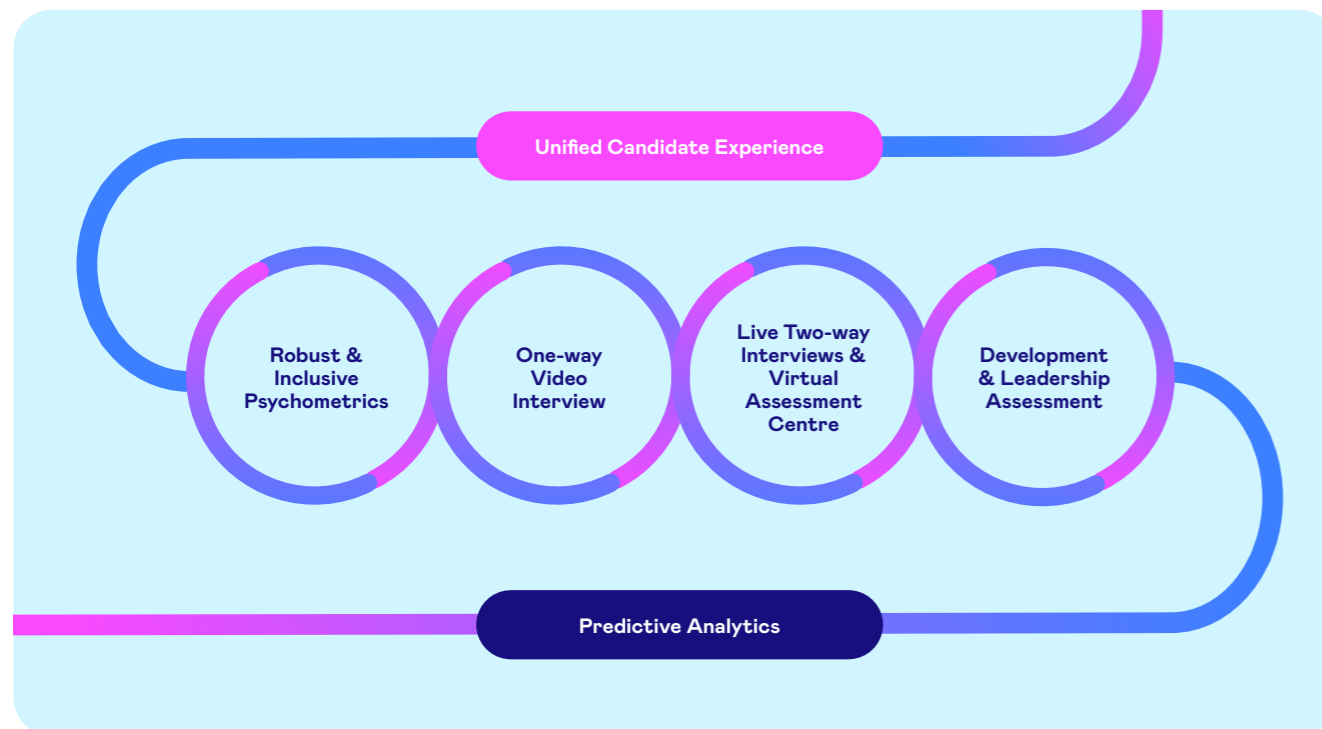
· We've removed the timer on ability assessments

· We don't use facial analysis in AI scoring of video interviews

· We provide clients with a Diversity Dashboard to check fairness of their assessment process in real-time

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 individuals. 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.

The Complete Assessment Toolkit

Choose from an extensive library of flexible, scientifically robust assessment content, to measure what matters most for the role and your organisation.

Situational Judgement

Assessing how candidates respond to specific scenarios that they are likely to encounter in their role is one of the most effective ways of predicting fit in a role. Scenarios can be brought to life using imagery, video, or animation. In response to each scenario, candidates choose a 'most effective' and 'least effective' response. The scenario evolves depending on how the candidates respond, reflecting a real-life situation where actions have consequences.

Personality

Objectively assessing a candidate's personality helps you to go beyond the CV and understand their preferences at work. Based on the HEXACO model, get to know a person in terms of how they interact with others, how they organise themselves and approach problems as well as how they manage their emotions at work. Our range of focused, user-friendly reports for candidates, hiring managers and internal talent, can be mapped against your talent framework to provide powerful insight to inform your decision-making.

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 experience.

Blended Assessment

We work with you to define what's right. We then use a blend of measures including situational judgement, personality, and ability through a series of questions and tasks, using scientifically validated questions designed by our expert team of psychologists. We ask less and learn more by applying whole-person assessment that is faster and simpler than traditional assessment.

Cognitive ability

Cognitive ability tests measure a candidate's ability to quickly and accurately process information and use it to draw the correct conclusions.

Verbal reasoning – 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

Numerical reasoning – Involved in tasks that require analysis and interpretation of numerical data, such as working with graphs or budgets, or carrying out calculations

Logical reasoning – This type of reasoning ability is involved in tasks that involve more abstract information or data, such as in programming or sciences.

Motivations

Understanding what drives individuals in the workplace is key to understanding how engaged they will feel by a role or working context, helping you to retain talent and create the conditions for individuals to thrive. For managers, understanding what motivates team members will support leadership that optimises individual engagement. Insights into personal motivators provide an important perspective in career development and planning.

Further, understanding the alignment of a candidate's motivators with role demands can add value as one part of a recruitment context. Motivations can be measured alongside other content from our assessment library to create a blended assessment specific to a role or organisation, or as a standalone 'off-the-shelf' assessment tool.

Video Interview

Video interviewing offers more than convenience for both candidates and recruiters. A one-way video interview is a great opportunity to engage with your candidates early in the hiring process and to demonstrate that your organisation cares about providing a positive and engaging experience.

Sova's video interviewing technology provides a consistent interview experience for every candidate, removing geographical barriers from the screening process and significantly reducing the cost of hiring. Optional machine learning tools can help you prioritise and reduce the time required for reviewing video interview responses.

Digital Assessment Centre

Our digital assessment centre technology ensures a clear, simple and consistent journey for both candidates and assessors. Our solution combines all aspects of scheduling, virtual assessment, online results capture and reporting in one cohesive solution. Analysis shows significant time savings of up to 30% on administration and significantly more efficient use of assessor time through automated scheduling. The technology can be deployed in face to face assessment centres, or in conjunction with video conferencing technology for a fully virtual assessment experience.

How we use Artificial Intelligence

Our commitment to intelligent, ethically applied artifical intelligence [AI] helps you to consistently make fair decisions that support more diverse hiring and progression. Measuring the success of AI tools as being 'better than CV screening' is not good enough. We believe that AI in assessment needs to far surpass the alternatives, not just equal them.

☑ AI you can count on

We only use proven AI in which we're fully confident. We use nothing experimental. The tools we use are thoroughly tested and proven to be more predictive, fairer and more accurate than the alternatives.

☑ No compromise on fairness

We only apply AI to parts of our platform where we can do so in line with our core principles and where we know it adds value for clients and candidates. We commit to innovation without compromise on fairness or prediction.

☑ Client-led

We apply AI ethically to make fairer decisions and to alleviate the inefficiencies of the assessment process, ensuring that we stay client and candidate focused above anything else.

Best practice, not just industry standards.

☑ Transparent

Confidence in our models means we offer transparency to our clients about how decisions are made. We want to educate the buyers of our platform so that our clients can easily explain processes to candidates - with trust and confidence.

☑ Constant feedback loop

Selection becomes more accurate when the process is constantly optimised. AI offers the best opportunity to continuously monitor and improve the effectiveness and fairness of our assessment solutions even at scale.

Integrations and Security

Sova works actively with your existing technology stack to ensure successful integration with your ATS or HRIS/ERP system. Our technology team is experienced in integrating cloud technology and third-party platforms. They'll work closely with your IT team to create the best solution.

Below is a list of the existing integrations we have in place, but we're regularly adding new ones to our platform.
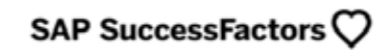
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