

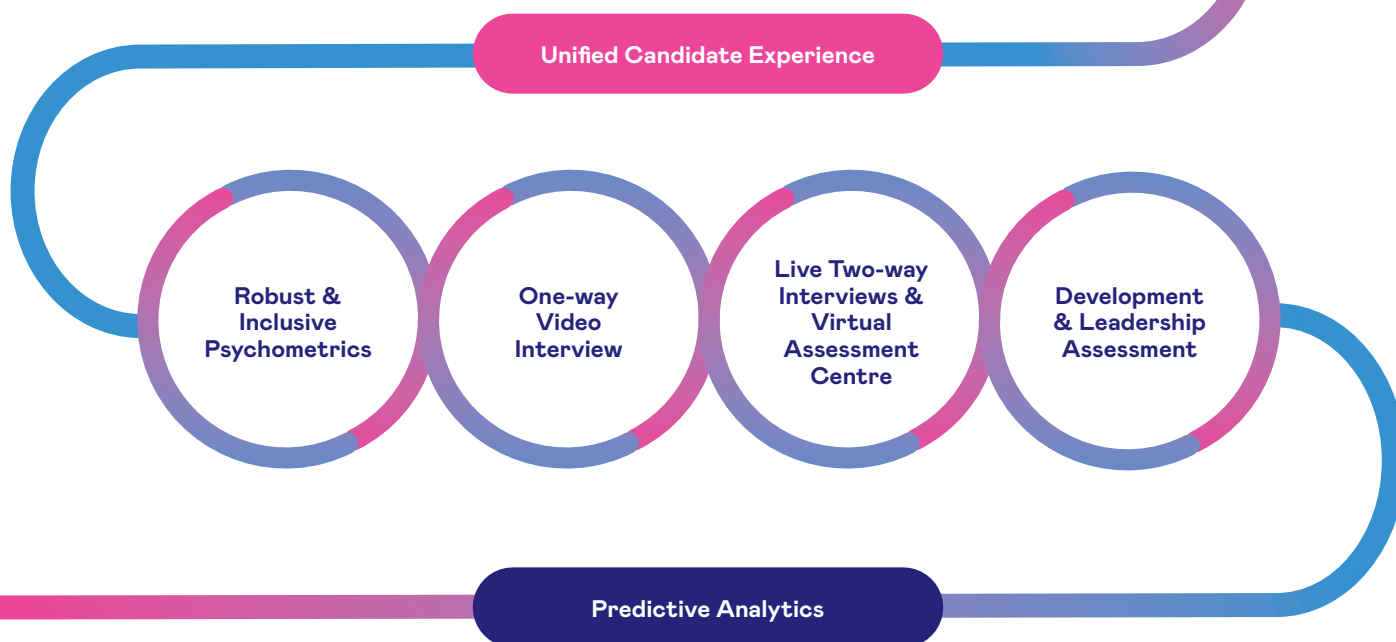
One platform powering your people decisions



# One platform powering your people decisions

Unlike other online assessment platforms that offer static or piecemeal assessments, a Sova solution is built around your organisation's unique needs and roles. Design and build the ultimate candidate experience, all in one place with our complete candidate assessment platform. For every career stage, for every level, we're the perfect personalised talent assessment platform.

**SOVA**



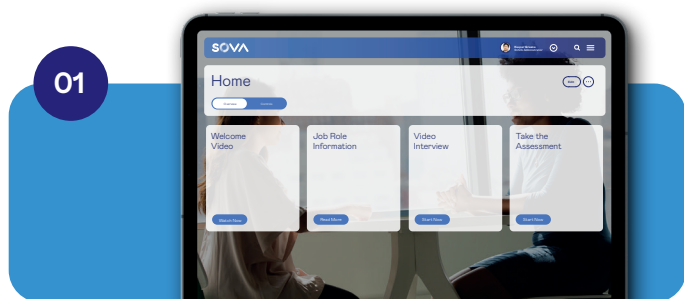
# Fast, engaging and seamless

Creating an engaging and personalised candidate experience is key to attracting top talent. The Sova approach to assessment enables you to hire fairly and accurately – at speed. Our highly configurable assessments are easy to access and quick to complete – all in one connected journey.

- Because Sova assesses only what’s important for success in a role, you can create a shorter, more engaging journey that yields the right hires in a faster recruitment cycle with fewer dropouts.
- Using Sova’s unified platform delivers much greater accuracy than a non-integrated assessment approach.
- Monitor and optimise the assessment process for fairness in real-time.
- Reduce cost and time to hire. Increase in the number of candidates sifted out during the online assessment process by as much as 70%.

- Configured to assess talent at all levels in the organisation.
- Create online 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.
- Provide immediate, personalised feedback report to candidates where appropriate.

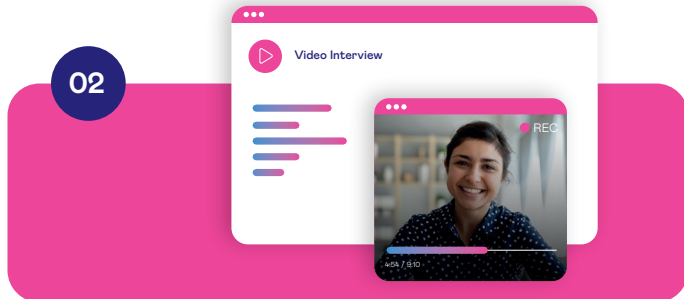
# Craft your candidate experience



01

## Branded Interactive Homepages

Provides a central 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.



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.). Candidate self scheduling streamlines the process, saves time and significantly reduce the administrative load.



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.

# Your organisation is unique, so is our solution

Our assessment platform allows you to build a unique solution around your unique needs and roles. Our highly configurable and validated online assessments help you identify talent in a fair and accurate way, without compromising on anything else.

Select and map from our extensive content library and wide range of question types including:

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

- Motivational drivers
- 1-way Video interview
- 2-way Video interview
- Virtual Assessment Centre
- Gamified
- Client-own content

# Smart automation

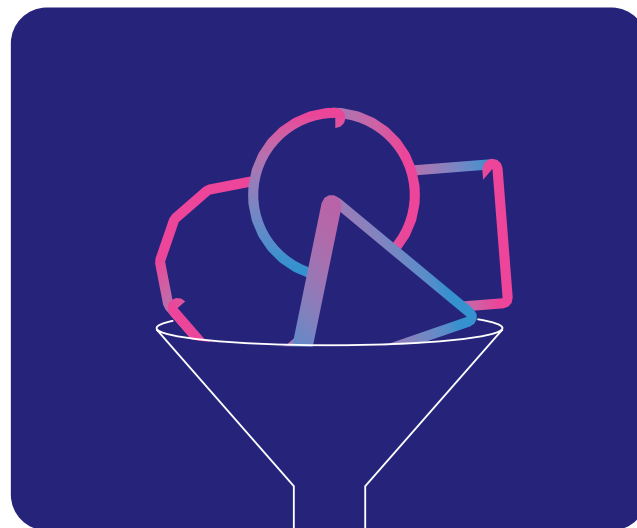
Liberate your team from assessment administration.

Assessment automation streamlines the way you identify and select talent in a seamless, connected journey.

Build milestones and decision points to manage applicant flow and volume.

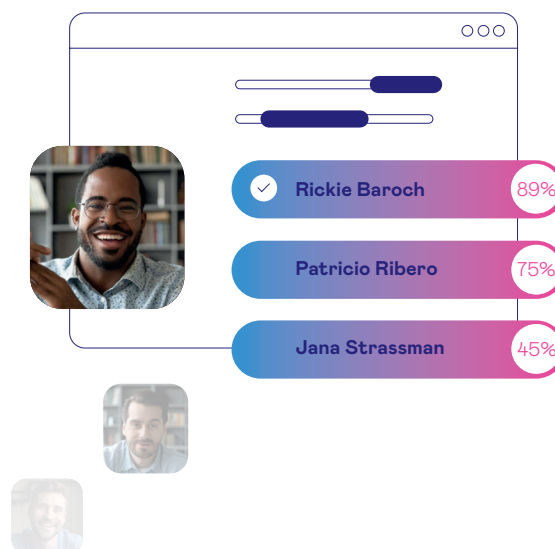
Scheduling tools to save time and significantly reduce the administrative load of booking interviews and timetabling assessment centres.

Automated reports can collate feedback enabling more joined-up decision making.



# 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.



### To find out more

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

[info@sovaassessment.com](mailto:info@sovaassessment.com) · [www.sovaassessment.com](http://www.sovaassessment.com)