Improved Accuracy and Fairness

- Sova supported a full change management and communications stream involving 600 global HR stakeholders and 1000s of hiring managers.
  (Company: Vodafone, Industry: Telecommunications)

- Sova's blended assessment identified twice as many high potential candidates compared to a generic conventional assessment solution for one of Australian Top 4 Bank's.
  (Company: Anonymous, Industry: Banking and Insurance)

- Nationwide's assessment process was 89% accurate at identifying exceptional performers.
  (Company: Nationwide, Industry: Banking and Insurance)

- On average, RSA's assessments were 76% accurate at identifying high performers.
  (Company: RSA, Industry: Banking and Insurance)

- A global financial services company demonstrated that high scorers were 5x more likely to have outstanding performance, 7x more likely to achieve productivity targets and 3.5 more likely to be promoted..
  (Company: Anonymous, Industry: Financial services)

- A British multinational consumer goods company found a selection assessment to be 74% accurate at correctly identifying exceptional performers in the role and 5x more accurate than a traditional interview.
  (Company: Anonymous, Industry: Retail)

- A management consulting company is now pinpointing high-performing individuals with 80% accuracy using Sova.
  (Company: Anonymous, Industry: Professional Services)

- A professional service consultancy found that higher scorers were awarded a 25% higher performance related bonus than lower scorers.
  (Company: Anonymous, Industry: Professional Services)

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- Randstad reduced their attrition from 30% in 2021 to 24% in 2022, suggesting that the new skills-based approach using Sova is getting more of the right people into the right roles.

  (Company: Randstad, Industry: Professional services)

- The blended and dynamic assessments allowed an Australian software company to identify high potential, best-candidates, as indicated by trainees' 'time to proficiency'. Once selected, candidates completed their onboarding in half the usual time.

  (Company: Anonymous, Industry: Software and Computer Services)

- Since using the Sova platform, an Australian software company's trainees completed their rotations in just two-thirds of the time of previous cohorts, suggesting improved accuracy in identifying high-potential candidates.

  (Company: Anonymous, Industry: Software and Computer Services)

- Using Sova's AI, Vodafone reduced differences in scoring between males and females (by 44%) and between under 25s and over 25s (by 58%), compared to human assessors.

  (Company: Vodafone, Industry: Telecommunications)

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