

Supplying



to clients for effective talent screening

The Challenge

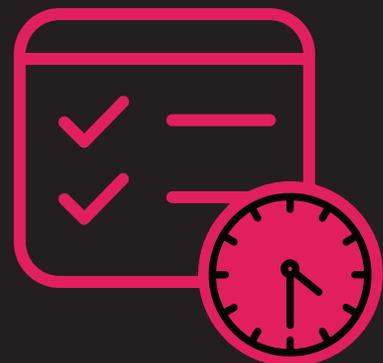
We worked closely with a talent management expert who partner with organizations to deliver effective recruitment solutions.

They needed a psychometric tool that could draw out the specific competencies required for a wide range of roles for clients across different industries.



Unsatisfied with their current provider, they wanted an assessment that was market-leading, user-friendly and an engaging experience for the user.

They were also keen to reduce candidate drop-out rates, so an assessment that provided all the information without taking too long to complete was paramount.



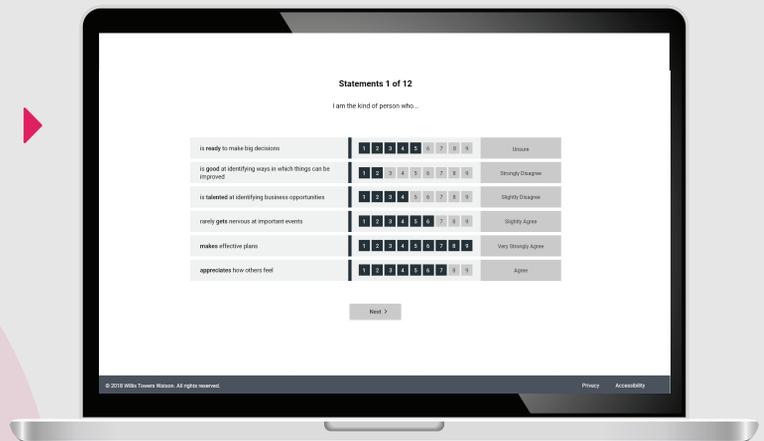
The Solution

The client worked in partnership with Saville Assessment to provide its clients with our **Wave Focus Styles Expert Report**.

Candidates take the 13-minute personality questionnaire as part of the recruitment screening process.

The following report summarizes Jo Wilson's areas of greater and lesser potential based on Saville Assessment's extensive international database linking Focus Styles to work performance.

Competency Description	Potential
Evaluating Problems Examining Information (2); Documenting Facts (5); Interpreting Data (4)	Low higher potential than about 10% of the comparison group
Investigating Issues Developing Expertise (1); Adopting Practical Approaches (7); Providing Insights (3)	Extremely Low higher potential than about 1% of the comparison group
Creating Innovation Generating Ideas (2); Exploring Possibilities (1); Developing Strategies (1)	Extremely Low higher potential than about 1% of the comparison group
Building Relationships Interacting with People (6); Establishing Rapport (6); Impressing People (10)	Very High higher potential than about 95% of the comparison group
Communicating Information Convincing People (9); Articulating Information (9); Challenging Ideas (8)	Extremely High higher potential than about 99% of the comparison group
Providing Leadership Making Decisions (9); Directing People (6); Empowering Individuals (2)	Average higher potential than about 40% of the comparison group
Showing Resilience Conveying Self-Confidence (9); Showing Composure (8); Resolving Conflict (2)	Average higher potential than about 60% of the comparison group
Adjusting to Change Thinking Positively (5); Embracing Change (2); Inviting Feedback (4)	Low higher potential than about 10% of the comparison group
Giving Support Understanding People (1); Team Working (1); Valuing Individuals (1)	Extremely Low higher potential than about 1% of the comparison group
Processing Details Meeting Timelines (4); Checking Things (3); Following Procedures (2)	Low higher potential than about 10% of the comparison group
Structuring Tasks Managing Tasks (4); Upholding Standards (1); Producing Output (6)	Extremely Low higher potential than about 1% of the comparison group
Driving Success Taking Action (9); Seizing Opportunities (9); Pursuing Goals (6)	High higher potential than about 90% of the comparison group



The reports generated from the questionnaire provide detailed insight into whether the individual displays the specific behaviors required for the role being hired for.

This data is then used to intelligently filter large numbers of candidates.

The high validity of the tool means it is highly predictive of whether the candidate is not only the right fit for the role but the culture of the organization too; reducing the risk of clients making poor hiring decisions.

Benefits to the Organization

QUALITY



The assessment is quick and simple for candidates to complete, providing detailed information to the recruiter in an easily digestible format.

ENGAGEMENT



The user-friendly nature of the tool means it provides all the information needed without being too daunting for candidates, leading to lower drop-out rates.

COST



Detailed feedback reports can be provided to candidates upon request, reducing the resources needed to provide feedback via telephone.

EFFICIENCY



The versatility of the tool means a single assessment can be used for a wide range of roles by Guidant Global's many clients.

“Driving a great candidate experience is at the heart of everything we do, and Wave is a big part of that.”