



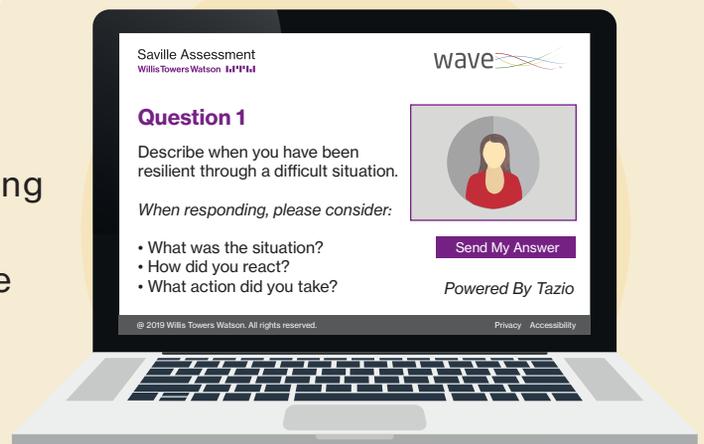
The Challenge

When recruiting new members of our client-facing team, we wanted a fresh innovative approach to filtering candidates and selecting those to progress to the more resource-intensive face-to-face assessment.



Whilst telephone interviews are a useful screening tool widely used in assessment, they can be **costly** to organize and administer.

Video interviews are an effective way to reduce the administrative burden but usually mean sacrificing the ability to tailor questions to individual candidates - we believe this needn't be the case.



We wanted to introduce a video interview which adapted the line of questioning depending on the candidate.



At the start of the process, we identified two objectives:

1

Increasing the quality of candidates.

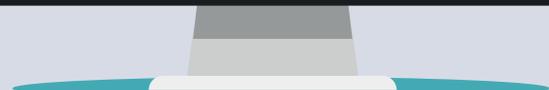
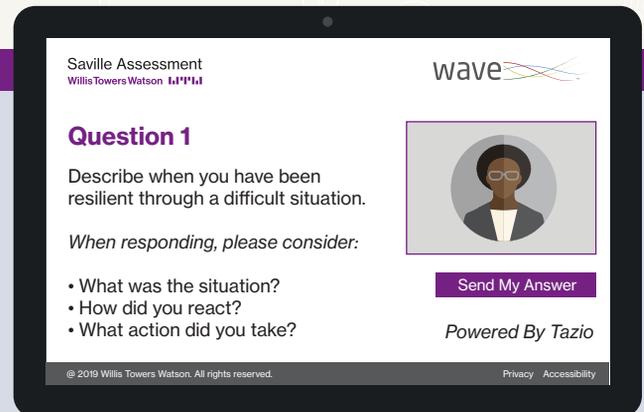
2

Making the process **more efficient** – ie. requiring less internal resource.

The Solution

We partnered with Tazio to create a video interview powered by the Wave Personality Questionnaire.

This replaced the telephone interview from our existing process.



The new process:

STAGE 1

Applicants complete our Swift Aptitude assessment and the Wave Personality Questionnaire, analyzing their fit with the key behavioral role requirements.



STAGE 2

The platform then uses this information to automatically progress suitable candidates to the next stage.

A scoring algorithm is used to present a video interview tailored to the candidate and their individual strengths and development areas related to the role.



STAGE 3

In-house assessment centers are then used to select the strongest candidate.



Benefits to the Organization

QUALITY



The number of candidates who completed the full process, and were deemed to meet the role requirements, more than doubled.

ENGAGEMENT



There was a 25% increase in the number of candidates completing the video interview compared with the telephone interview stage used in the previous process.

EFFICIENCY



Thanks to the fluid transition between the first two stages and removing the need to schedule telephone interviews or deal with no-shows, we reduced administrative requirements by 75%.

DIVERSITY & INCLUSION



As the video interviews were standardized, we ensured there would be no additional opportunity for bias introduced by the interviewer as could be the case with a telephone interview.

To find out more about our innovative video interviewing platform and our award-winning assessment solutions, visit www.savilleassessment.com or email info@savilleassessment.com