

# How can I use the Wave Expert Report to help me hire and build talent?

By Hannah Mullaney

## Using Wave to recruit talent

A recent report by data analytics firm Zegami claimed that more than 50% of workers were either bored of, not challenged by, or simply did not like their role, with one in seven intending to leave their jobs by July this year.

Our own candidate survey data identified that what candidates really want is a job they want to stay in. So clearly, something is going wrong.

The unrivalled validity of the Wave Expert Report reduces the risk of poor selection decisions and increases the likelihood of you recruiting to retain.

### Our top tips for using the Wave Expert report in recruitment:

- Use the Wave card deck to identify the drivers for success and assess against these
- Explore motives (what an individual enjoys doing), talents (what they are good at doing) and culture fit (where they will thrive) to make informed hiring decisions
- Use the data to drive insightful interview questions, tailored to the candidate in front of you
- Ensure you provide candidates with feedback (remember you can send the Personal Report to candidates free of charge when you use the Expert Report)

## Want to learn more or need a refresher?

Read about how a leading Executive Search firm are using the Expert Report to help them deliver excellence to their client base.

[View Case Study](#)

Watch our recent webinar *Recruit to Retain – Leveraging Wave for Better Hiring*.

[Watch Now](#)

## Using Wave to develop talent

In a recent whitepaper released by the World Economic Forum on the role of HR in the fourth industrial revolution, Leena Nair, Chief HR Officer at Unilever states:

“The digital revolution is a human revolution... As HR Leaders, we play a pivotal role in helping to lead our organizations to a new future of work – one that has the potential to be more inclusive, more purposeful and one which can deliver more positive impact to our people and our consumers.”

Organizations will need tools to help them to build their talent for the future, when jobs will be different, and the skills and behaviours required for success will constantly be evolving. HR would be wise to invest in those in high-risk or business-critical roles, along with high-potential talent as these individuals in particular will be the ones driving that future workforce.

The Wave Expert report provides a vehicle for robust conversations with these groups that build key strengths; start to address important challenge areas and explore nuances of personality specific to that individual, fundamentally helping them to better understand themselves. When people better understand themselves, they better understand what it is they need to do to stay ahead and adapt to a new future of work.

### Our top tips for using the Wave Expert report in development:

- Ask what matters within the context of the individual’s role and organization and frame development conversations around these things
- Avoid a strengths-only approach; not addressing potential challenge areas is high risk and does nobody any favours
- Explore how someone might leverage strengths to help support challenge areas
- Discuss motive and talent splits (where an individual’s motivation for something appears to differ from their self-perceived talent)
  - Where motive is higher than talent, the individual may be interested in developing further in this area
  - Where talent is higher than motive, what is driving this?
- Ensure you finish with a “So what?” What is this individual taking away from the discussion and what will they be doing differently moving forward?

## Want to learn more or need a refresher?

Read about how BNP Paribas used the Expert Report to help their future leaders better understand themselves and the impact they have on others.

[View Case Study](#)

We are also running a webinar at **10am on 23rd June** - *Talent Analytics – Leveraging Group Data for Improved Talent Audits*.

[Register Now](#)

Join our webinar at **10am on 18th August** - *Don't Stop me Now – Leveraging Wave for Meaningful Development*.

[Register Now](#)

## Need more Wave trained users?

Get your colleagues qualified in award-winning assessments on either a public or an in-house course run by our highly experienced trainers. Given the current climate, we are in the process of making our training courses available virtually too.

We understand that time is valuable; our innovative course design maximizes time and sets up delegates to confidence deliver unrivalled talent assessment in the workplace.

[Find out more](#)



"It's popular with candidates from all backgrounds. Psychometrics are appreciated by our candidates especially at senior level and are an expected part of the process at more junior levels. I like the evidence Saville has that it works across borders and transcends gender."



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