

The Challenge

A multinational professional services organization we partner with wanted to adapt their assessment process and provide world-class assessment tools that would drive efficiencies, increase quality and promote better diversity outcomes.

The Solution

Bespoke Wave® Reports

The bespoke Wave reports are aligned to the company's own unique leadership framework and one regular user tells us this is invaluable:

Having a robust tool that is mapped (i.e. a research-based psychometric and then linking to competencies that we use) gives a really clear, reliable picture of how someone might present in terms of leadership. The reporting on leadership enablers is a really useful addition as it is important to highlight where people are not very comfortable at directing and making decisions.



Bespoke Interview Guides

Many recruiters who use Wave choose to make use of our Interview Guides, which suggests questions for each candidate, based on their profile. This helps drive consistency and standardization across recruiters, which lays an essential foundation for better diversity outcomes. We often find that this tool really helps drive efficiencies for recruiters as they save on interview preparation time, without compromising on quality.

We are able to know much more about the candidate when making a decision.

More and more hiring managers want to be part of the interview with the candidate as they get such valuable insights.



Saville Assessment is a proud winner of:

Recruiter Awards

Recruitment Industry Supplier Of The Year 2019

Personnel Today

Supplier Of The Year 2021

Bespoke Expert reports

Some recruiters love our tools so much that they get trained up to use our Expert reports that deep dive into candidates' motivations and provide greater insight on personal style.

Where talent is lower and motive is higher, we often get a really good conversation going around potential development opportunities that then feeds directly into a development/onboarding plan. It's also really interesting to explore where motive is lower than talent – we have found this is a really important indicator of how long they will stay in the position.



Over 15,000 candidates assessed in 2021

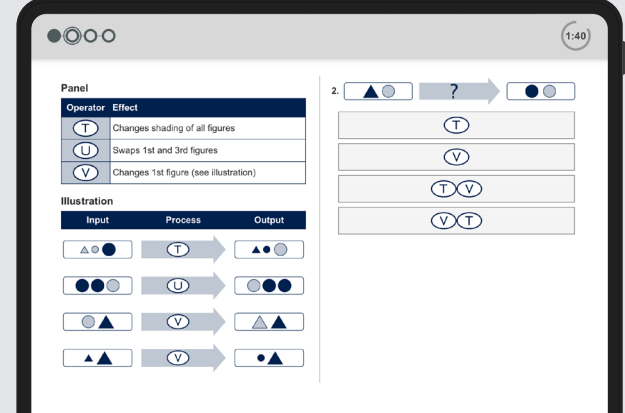


Over 130 in-depth Wave trained users within the organization

Aptitude Assessments

Our market-leading Swift Analysis Aptitude test, measuring verbal reasoning, numerical reasoning and analytical thinking in one short test, provides a highly reliable and predictive test that can be used to efficiently screen out candidates and ensure a high-caliber candidate pipeline.

We have done research with our client's graduates that clearly links our tests to accountancy exam results, meaning that those candidates who do well on our tests tend to go on to do well in their exams, providing better value to the client more quickly. We've run this research three times within this company.



We would always recommend using aptitude assessments in combination with one of our Wave assessments to promote better diversity outcomes. Early-years recruiters can combine aptitude tests with Match 6.5, the shortest but arguably the most powerful of our questionnaires at just 6.5 minutes long.

Benefits to the Organization

COST



With a global service agreement in place, all recruiting teams benefit from a globally-agreed discount.

QUALITY



Most candidates want to be recruited into a role in which they want to stay and so recruiters need to focus on recruiting to retain. By using assessments such as Wave or Swift, which are some of the most powerful tools in terms of predicting performance on the market, recruiters are more likely to recruit people into roles they will be good at, excel in and stay in.

ENGAGEMENT



Candidates expect to be challenged in an interview and the Wave assessments help recruiters do this in a very targeted way. There is also a complimentary candidate feedback report that can be automatically sent to individuals, providing them with information on their strengths, challenge areas and culture/environment fit.

EFFICIENCY



In early-years recruitment our assessments help recruiters manage large candidate numbers efficiently and effectively, either via their ATS integration or through the Oasys platform. Experienced hire recruiters using our Wave tools report efficiencies in terms of getting more data without having to do more themselves, and those using the Interview Guide save on interview preparation time too.

DIVERSITY, EQUITY & INCLUSION



The standardization and structure provided by the use of Wave lays the first pillar in a strong foundation for better diversity outcomes as it minimizes the amount of bias that can creep into a process. The Wave tool itself is remarkably fair and is often used to enhance DE&I outcomes in previously problematic pipelines.

Using Wave helps recruiters provide value to the business ... it gives a better understanding of what they are looking for and then a better foundation for delivering against this. When we understand what is critical, we remember that for next time..

Recruitment Leader