Saville
assessment

10 Ways

Wave Transforms Talent Acquisition

wave™

The goal for **talent acquisition** is to continually raise the bar in finding great people for their organization.

Wave® provides a **scientific** and **seamless framework** for talent acquisition teams to structure their processes and get the best out of their hiring managers and candidates.

Here are **10 ways** Wave transforms talent acquisition.

Reducing Risk
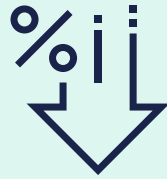
As the **most powerful predictor** of workplace **performance** and **potential**, the Wave questionnaires offer the **highest validity** of any personality questionnaire on the market. Why does this matter so much? Put simply, it **reduces the risk** of a bad hire from **1 in 5** to **1 in 50** (risks include financial cost, productivity disruption and reputation damage).

Diving Deeper

Wave gives you more insight. It is the only tool to identify the relationship between workplace **motive**, **talent** and **culture**. This increases the odds of a **successful hire** and **better fit**, showing you what a candidate **enjoys doing**, what they are **good at doing** and the work environment in which they are **most likely to thrive**.

02

Assessing with Algorithms

Underpinned by unparalleled **data sets**, the Wave model provides a framework for **matching drivers for success** in a given role and also **identifying future potential**. Roles can be profiled using interactive card sort exercises or the Role Fit app which uses **smart algorithms**.

03

Screening Candidates

The remarkable validity of Wave can also be applied to candidate screening decisions. **Match 6.5**, powered by Wave, is the fastest way to match the **right talent** to the **right role** with a completion time of just **six and a half minutes**. Specific role-fit scores are generated, enabling **fast** and **accurate** screening decisions.
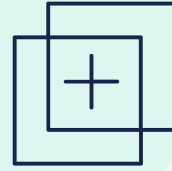
Increasing Efficiency

The breadth and depth of **insight** gathered from **Wave** would be impossible to glean from traditional hiring methods. This **scientific insight** helps talent acquisition partners and hiring managers **focus** on what is most important.
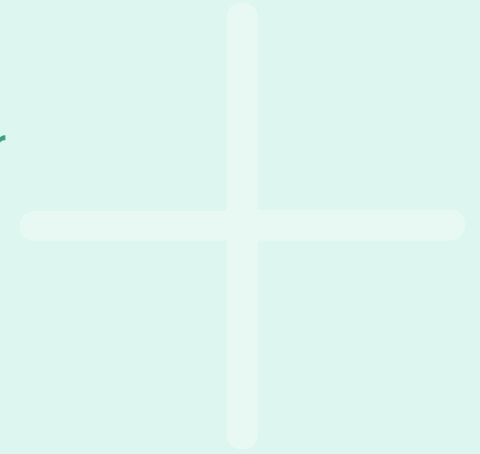
05

Benchmarking Talent

Interactive **talent analytics** can be generated for groups of 3 or more candidates. These **dynamic data** sets give you **scientific data** to benchmark candidates against and help you continually **raise the bar** for who you recruit.

06

10 WAYS WAVE TRANSFORMS TALENT ACQUISITION

Distinguishing Talent

The Wave questionnaires use a unique **'rate and rank'** format to really tease apart candidate **strengths** and **challenge** areas. This gives a **deeper level of insight** than any other questionnaire. Organizations can start to **understand** what really makes a candidate tick and whether they are the **right person** for you.

Spotting Fakes

The Wave questionnaires have **in-built checks** and **balances** to test for **consistency**. Report outputs illustrate how a candidate has interacted with the questionnaire and mitigates for **overly positive** or **overly negative** profiles. These mechanisms ensure the profile presented has **unparalleled accuracy**.

08
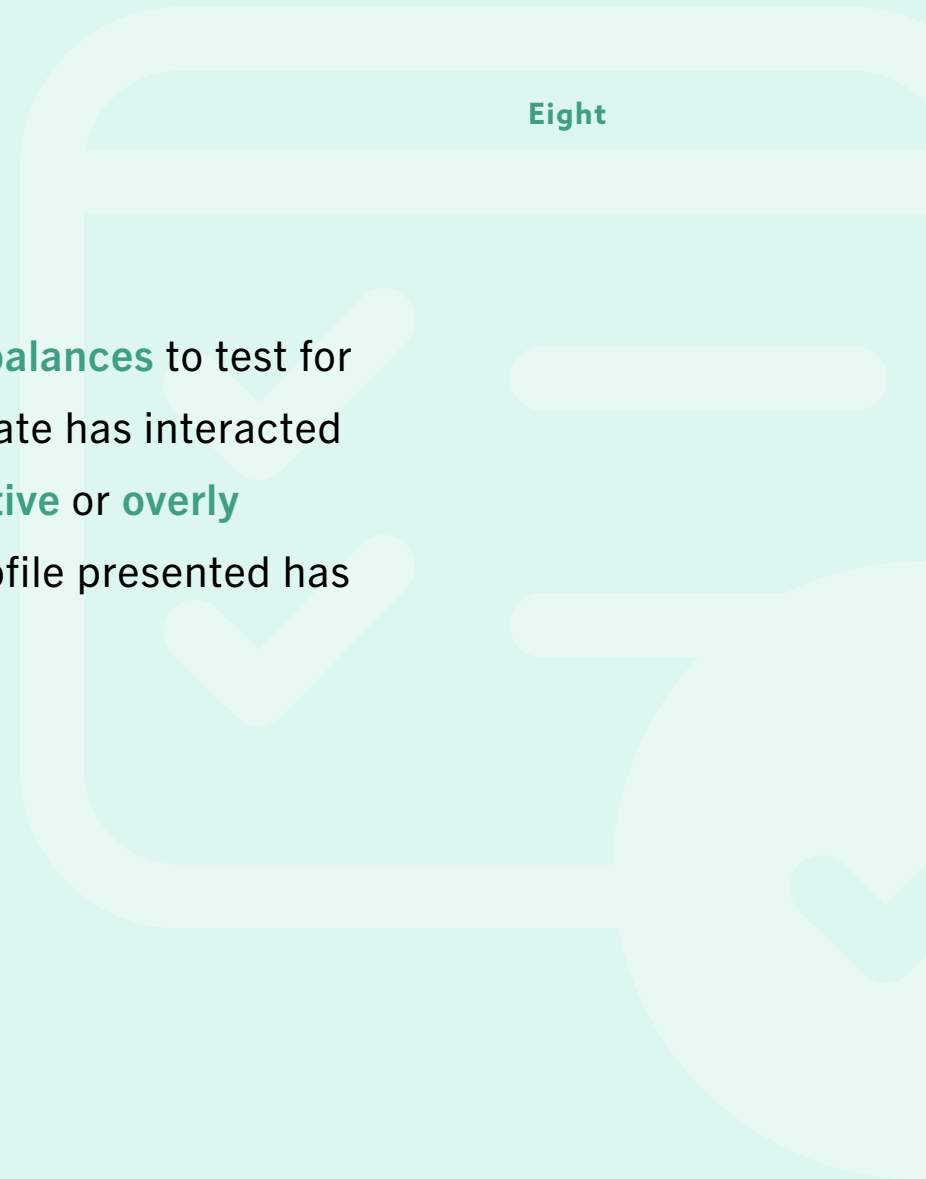
Balancing Bias

Powered by **strong evidence-based research**, Wave can 'walk the walk' as well as 'talk the talk'. Technical handbooks are available illustrating **fairness**, **reliability** and **validity** figures. This all helps to reduce the opportunity for **conscious** and **unconscious bias**, enabling **objective** and **defensible decision making** at each stage of the hiring process.
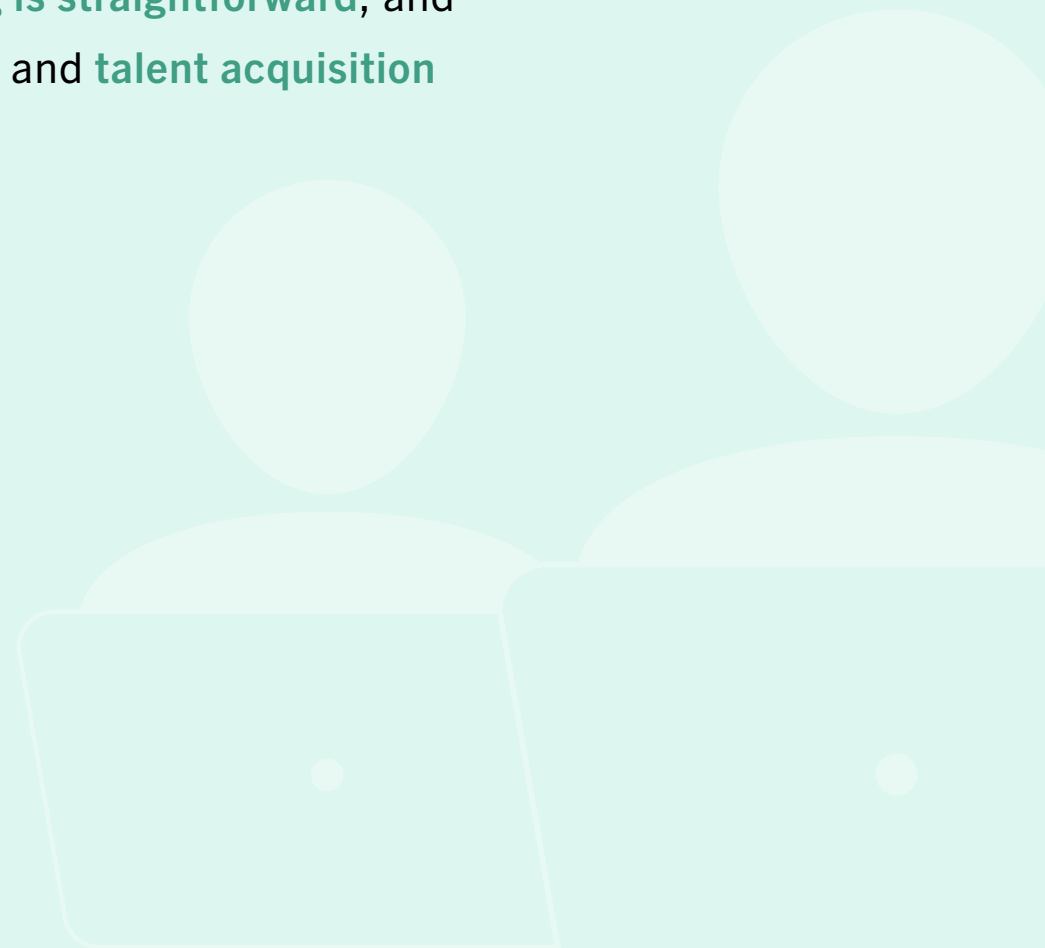
Interacting with Users
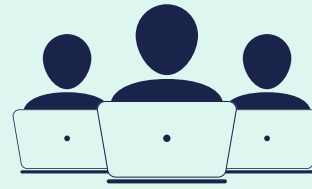
The questionnaire **intuitively responds** and **interacts** with users, presenting candidates with a more **Positive User Experience**. The questions are **work relevant** and the **reporting is straightforward**, and business-like for **candidates**, **hiring managers** and **talent acquisition partners**.

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