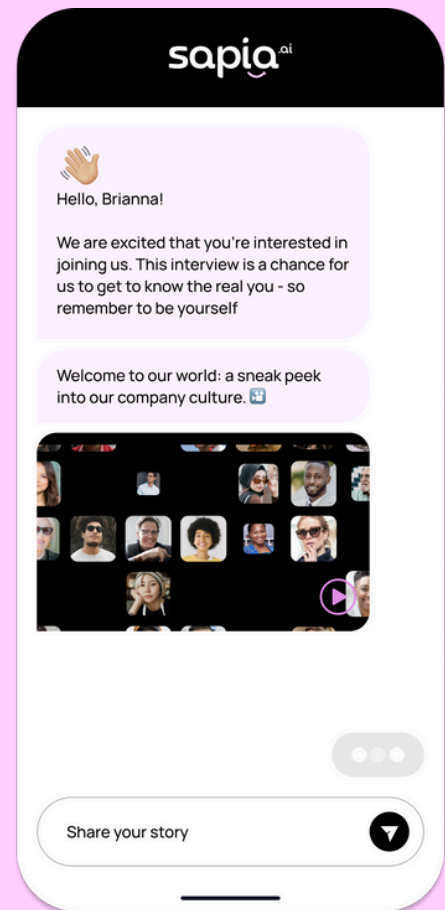


# Chat Interview

Find the right candidates, fast and give everyone a fair go with a structured interview for every candidate.



Once we determine the traits you're looking for, we construct a structured interview with our AI Smart Interviewer, with the five questions needed to get the talent you're after.

Candidates answer these questions over text, in a mobile-first experience.

Our AI Smart Interviewer then analyses the responses, ranks the right people for you, and gives you complete insight into the person, so you never need to look at another CV again.

Chat Classic is our original Chat Interview, designed for high-volume, frontline roles. Built for scale, it uses machine learning models to uncover role fit, based on pre-defined role requirements.

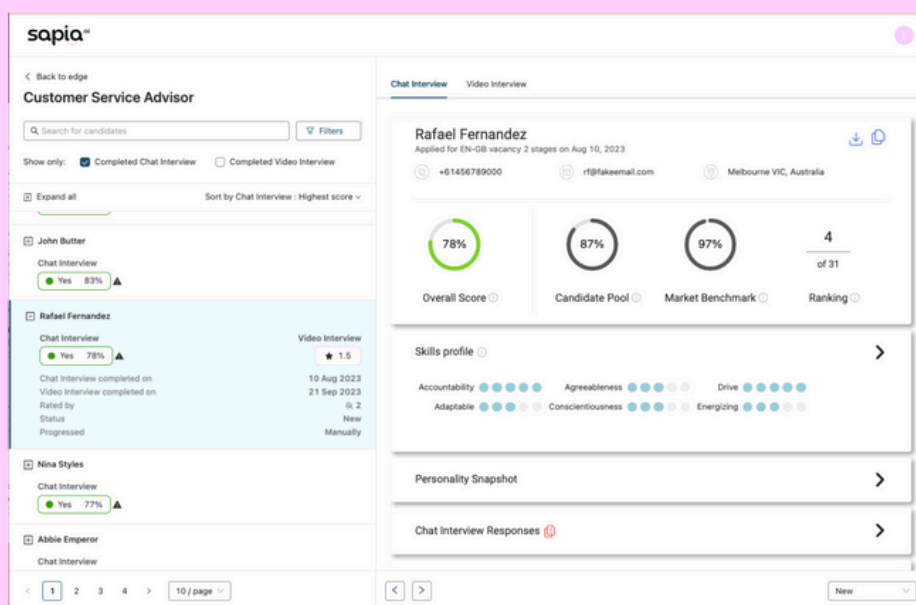
Chat Pro is designed for professional, skilled roles and uses Gen AI to analyse role fit, based on a competency framework of 25 competencies.

# Fast, efficient hiring

Upon completing the Chat Interview, hiring teams receive a ranked shortlist of the best applicants to consider in real time. A score and recommendation are available in the ATS or in Sapia.ai's Talent Hub, making it easy for recruiters to shortlist.

A Talent Insights profile gives hiring teams insight into the candidates' traits and personalities based on their Chat Interview responses. Chat Classic provides high-level numerical trait & competency scoring, while Chat Pro offers numerical trait scoring + deep reasoning with in-depth analysis of candidates' scores & responses.

**Save hours of screening time & widen your talent pool by interviewing everyone.**

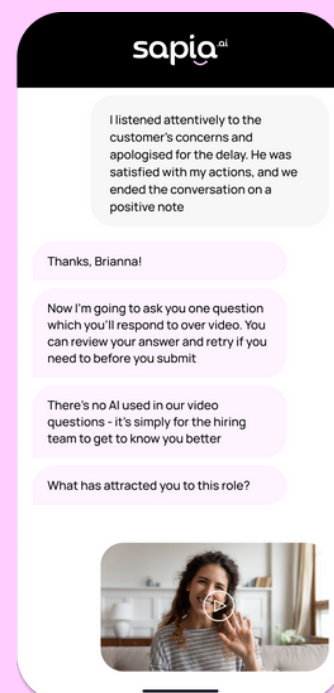


## Include a Video Response

Add a question to a Chat Interview experience asking the candidate to respond via video to get a quick, simple response and gain better insight into the candidate and their communication style.

These video responses can then be viewed in Talent Insights for the candidate to enable easy screening.


**Reduce candidate leakage between stages by 'meeting' the candidate in their chat interview.**



# A world-class experience

Texting is second nature to us. As the first step in your screening process, you're inviting candidates to share who they are, in a format they're comfortable with. The chat format invites candidates to relax and be themselves, so they can shine. And, every candidate gets personalised insights from our Smart Interviewer to help them grow.

**Find the potential in every candidate with an experience they relax into.**



9.1/10

Average Candidate  
Happiness Score

# Use science to find the best

Our published, peer-reviewed research shows that language enables us to uncover who people truly are. Skills like teamwork, drive, and communication are uncovered by our Smart Interviewer using Natural Language Processing and deep learning methods.

With >6m interviews completed across 77 countries, our Smart Interviewer is built on the largest proprietary data set of interview text responses globally.

**Find candidates who'll align with your values and culture, and outperform.**

# Interrupt bias at the start

Chat Interview is completely blind, using only candidate responses to analyse role-fit. Our AI models are rigorously tested for bias pre- and post-deployment to ensure that every candidate gets a fair go. Using only objective data to make hiring decisions ensures that your hiring process is fair and inclusive, so you can achieve your diversity objectives faster.

**Give every candidate a fair go with an inclusive hiring process.**