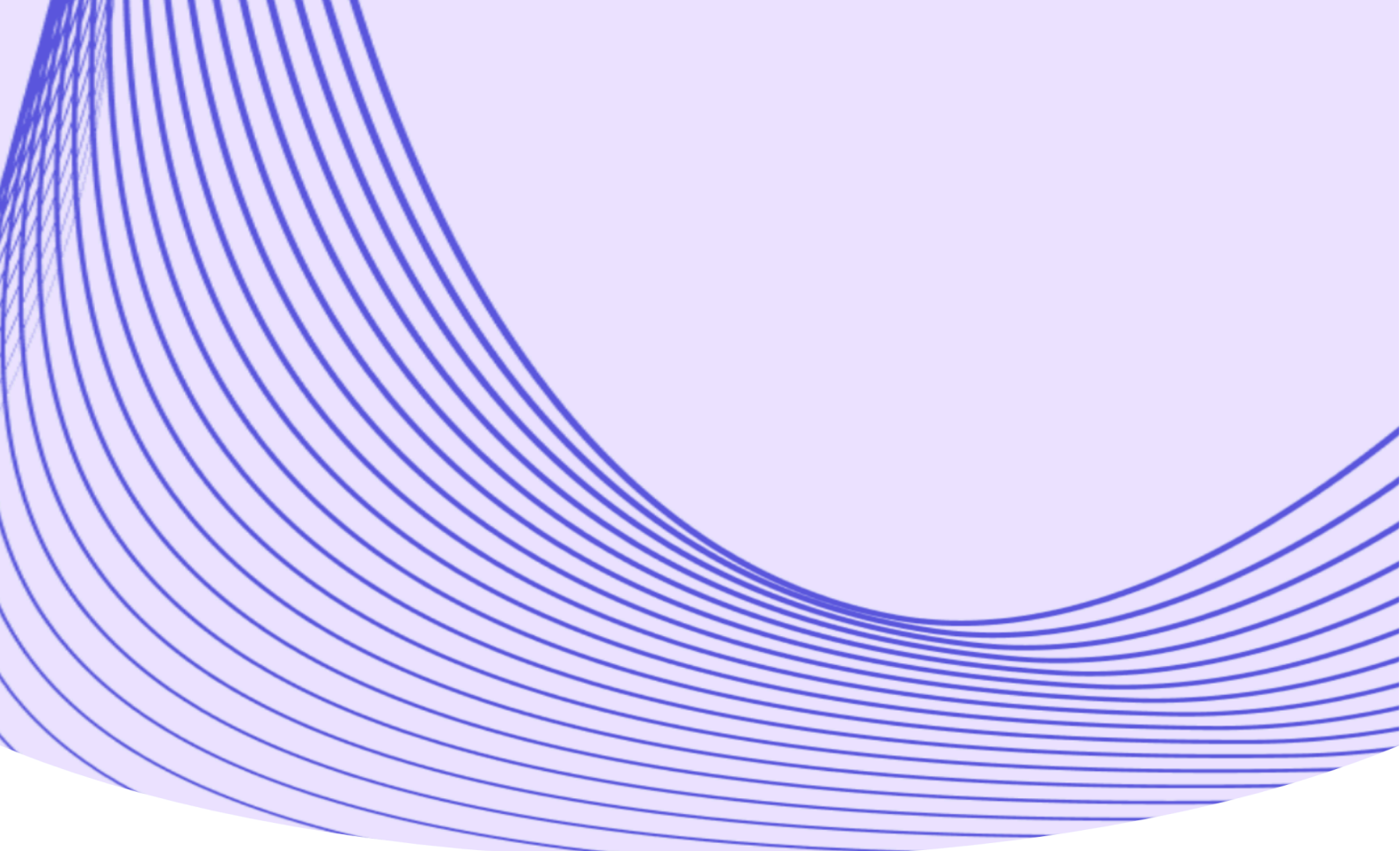




AI Readiness Candidate Report

Anonymous Candidate

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Introduction

The world of work is evolving at an unprecedented pace, driven by changing business needs and rapid technological advancements. As organisations invest heavily in AI infrastructure, many are identifying new challenges. Talent management practices are required to adapt to these changing needs, creating a new checklist of requirements for talent they recruit. Many organisations now need people who:

- Can translate broad business problems into specific, solvable AI tasks.
- Understand the fundamental limitations of AI, including hallucinations and algorithmic bias.
- Critically evaluate AI-generated outputs, rather than accepting them blindly.
- Govern data responsibly, recognising ethical and security risks before deploying AI solutions.

Forward-thinking organisations are focusing on hiring people for their underlying AI readiness and critical thinking skillsets. This allows them to adapt to changing technological needs while ensuring that AI integration leads to return on investment, rather than unmanaged corporate risk.

At Sova, we have developed **AI Readiness** to help drive this change. AI Readiness comprises six knowledge areas, based on the genAssess model, which provides a framework for assessing the knowledge required to succeed in a work environment where AI literacy is critical for success.



About the report

This report is based on your responses to the assessment you completed recently. It covers all six knowledge areas of the genAssess model, giving you a complete picture of your AI readiness profile.

The six areas assessed are:

- **AI Foundations:** understanding how AI systems work and their fundamental limitations
- **Application & Use Cases:** identifying suitable use cases and deploying AI responsibly
- **Output Interpretation & Evaluation:** critically scrutinising AI-generated outputs
- **Data Quality & Governance:** managing data responsibly to support reliable AI outputs
- **Human Oversight & Collaboration:** knowing when and how to intervene in AI-assisted processes
- **Bias, Ethics & Risk:** recognising and mitigating the ethical, legal and organisational risks of AI

Summary

The sections below describe what your results suggest about your knowledge across each of the six areas. Scores are reported relative to the comparison group; areas where your knowledge is comparatively lower are not necessarily a sign of poor performance overall, but indicate where developing your AI knowledge further could make your profile more well-rounded.

AI Foundations

Your results suggest that you have strong knowledge of AI Foundations. You appear comfortable with foundational concepts such as how generative AI differs from predictive AI, what hallucinations are, and why AI systems can give different answers to the same question. Strong knowledge in this area should help you set realistic expectations of what AI can and cannot do, and avoid both over-reliance and under-utilisation.

Application & Use Cases

Your results suggest that you have strong knowledge of Application & Use Cases. You appear able to identify suitable use cases for AI and understand the criteria for deploying it responsibly, including ROI and prioritisation. You are likely to identify suitable opportunities to use AI technology in your work. You can leverage this strength by identifying practical use cases for AI, helping others to recognise where AI can improve efficiency and effectiveness.

Bias, Ethics & Risk

Your results suggest that you have strong knowledge of Bias, Ethics & Risk in AI. You appear able to recognise risks that organisations may be exposed to when using AI. You understand how risks, including bias and hallucinations, may affect the quality of an AI system's output. You can leverage this strength in the workplace by promoting responsible AI use, helping others to identify risks and apply appropriate safeguards.

Data Quality & Governance

Your results suggest that you have strong knowledge of Data Quality & Governance in the context of AI. You appear to recognise the importance of maintaining data integrity, privacy, and compliance when using AI systems, and are aware of the controls used to ensure data is used responsibly. You understand how poor data quality can impact AI outputs and the steps required to mitigate these risks. You can leverage this strength by encouraging good data practices and championing compliance with governance requirements.

Human Oversight & Collaboration

Your results suggest that you have strong knowledge of Human Oversight & Collaboration. You appear to understand how to use prompts effectively and recognise when it is appropriate to intervene and apply your judgement. You understand the limitations of AI systems and are likely to actively monitor outputs to maintain quality. You can leverage this strength in the workplace by modelling effective human oversight, demonstrating to others how to balance efficiency with quality control when using AI.

Output Interpretation & Evaluation

Your results suggest that you have strong knowledge of Output Interpretation & Evaluation. You appear to recognise the importance of critically assessing AI outputs and verifying them to ensure they are accurate and relevant. You understand the risks of accepting outputs at face value and take appropriate steps to mitigate these. Strong knowledge in this area should help you catch errors, biases, and hallucinations before they propagate.