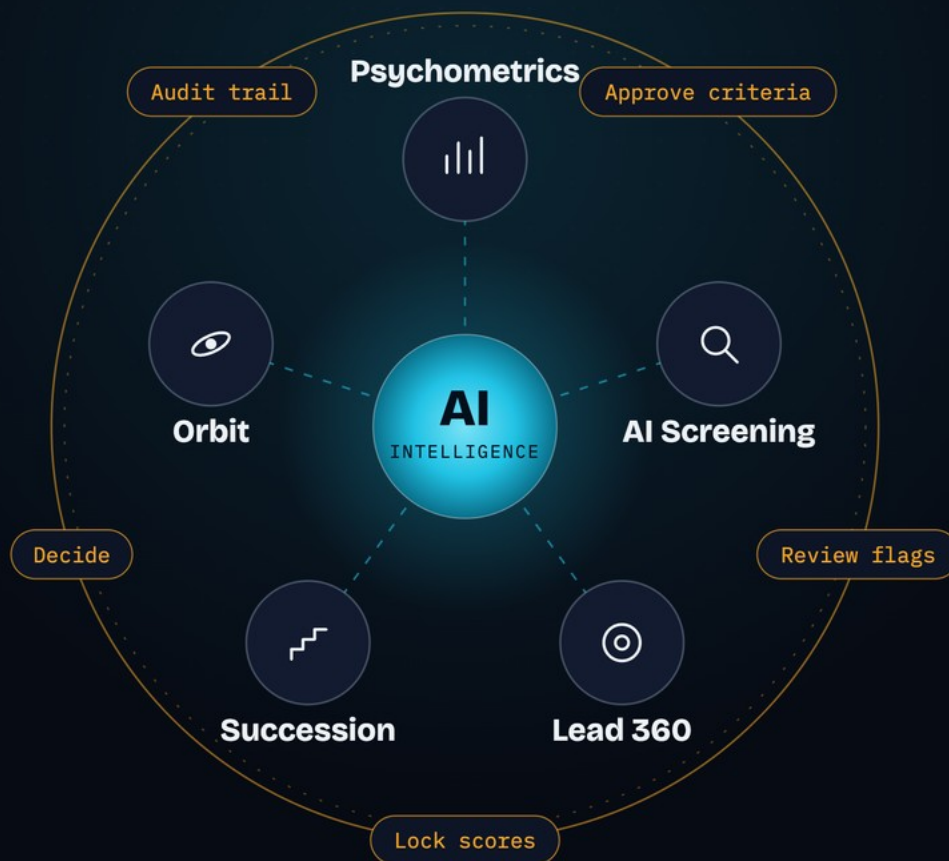


BROCHURE • 2026

AI is the intelligence. People are the judgement.



● AI does the heavy lifting ● People govern every decision

Psychometrics

SEVEN INSTRUMENTS

AI Screening

CV TO VERIFIED EVIDENCE

Feedback

SIMON & ORBIT

Lead 360

OBSERVED IMPACT

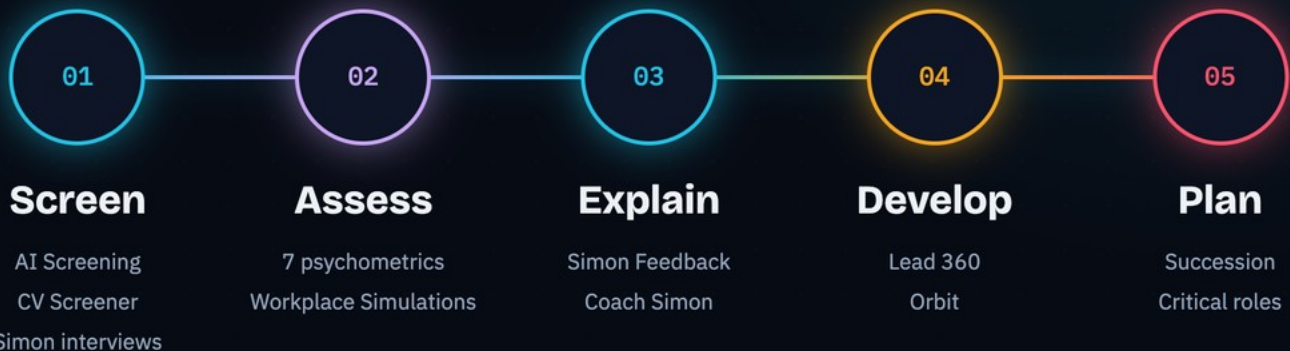
Succession

READINESS & RISK



From the first CV to the succession bench.

One platform follows a person through the whole talent journey, and every step adds evidence to the same record instead of starting again.



ONE EVIDENCE RECORD

FOLLOWS THE PERSON

WHAT IT IS

A connected suite for selection, development and succession: screening, psychometrics, simulations, feedback, 360 and talent governance.

WHY IT'S DIFFERENT

Each tool keeps its own evidence and its own method. Nothing is blended into one opaque score, so every result can be traced and questioned.

EVERY AI STEP FOLLOWS THE SAME PATTERN

01

AI proposes

Drafts, asks, listens and summarises in minutes.

02

Rules check

Nothing reaches the record without verified evidence.

03

People decide

Every score, release and decision has a human owner.

THE SUITE IN NUMBERS

7

PSYCHOMETRIC
INSTRUMENTS

13

SIMULATION ROLE
FAMILIES

38

COMPETENCIES, ONE
MODEL

3

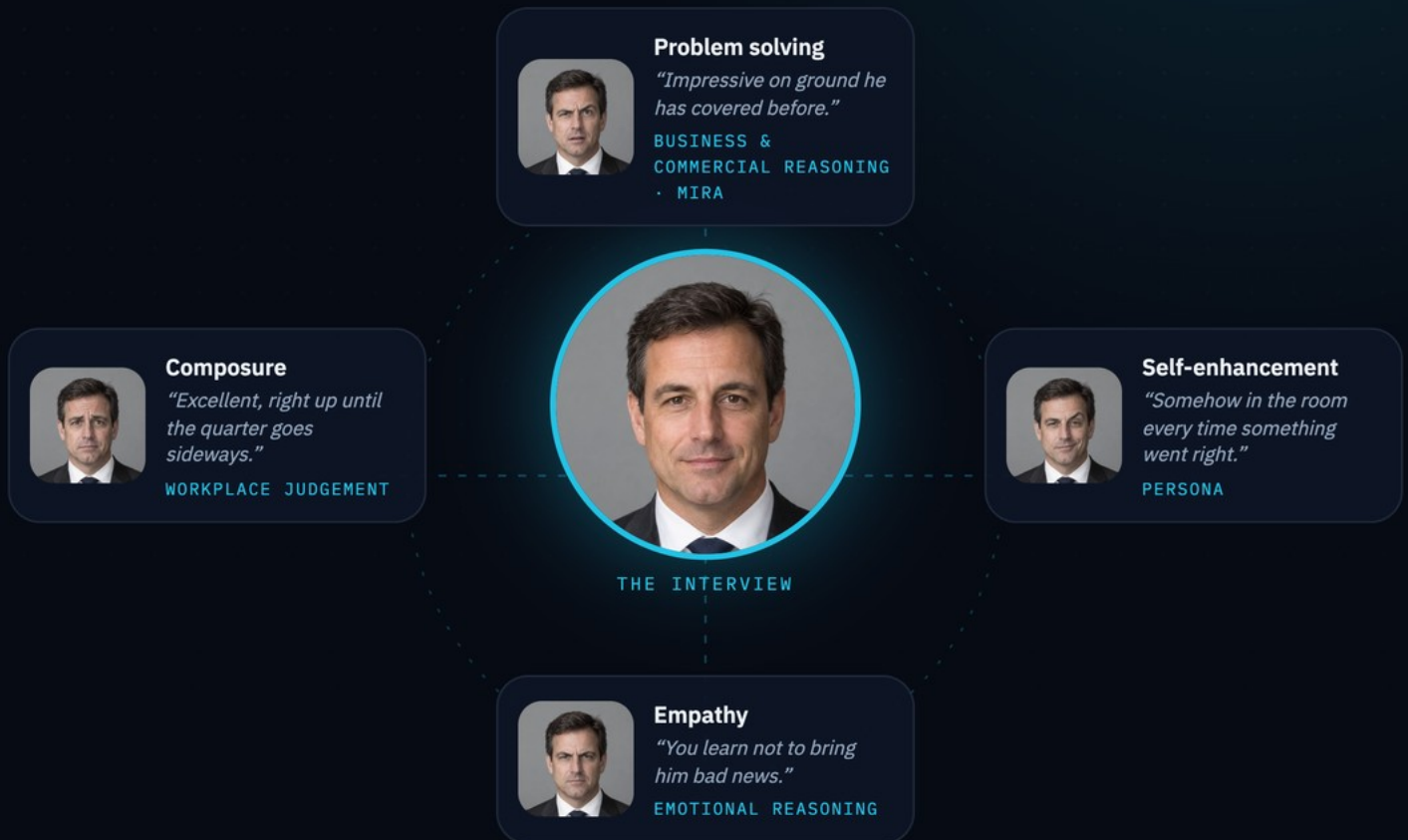
INTERVIEW MODES
Text, audio or video

• WHY IT MATTERS

Decisions you can explain to a candidate, a board or a tribunal.



An interview only ever meets one of Dave.



WHAT IT IS

Seven psychometric instruments that each look at the person from a different angle: behaviour, reasoning, learning, emotional judgement, integrity and observed performance.

WHY IT'S DIFFERENT

Different evidence about the same person, reported side by side. The disagreements are where the insight is, so nothing is averaged away.

THE EVIDENCE IT PRODUCES

7

INSTRUMENTS

One evidence architecture

38

PERSONA COMPETENCIES

5 Domains, 10 Strands

160

BUSINESS & COMMERCIAL CASES

Pitched by role level

450

EMOTIONAL REASONING OPTIONS

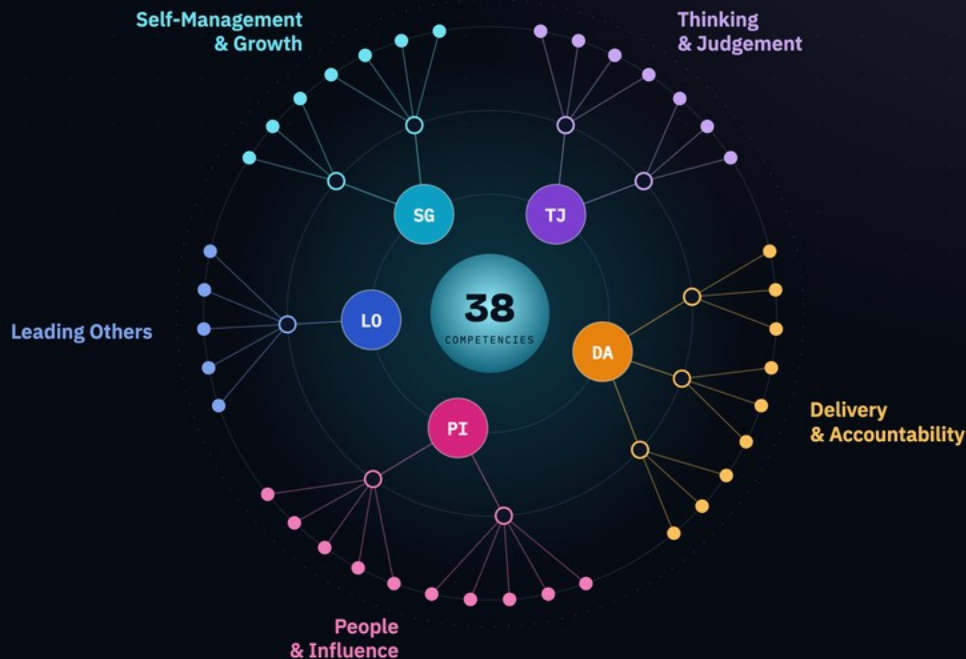
10 scenarios, 90 items

● WHY IT MATTERS

Hire the person, not the interview.



What they've practised. What gives them energy.



TWO LENSES ON EVERY COMPETENCY

EXPERIENCE = HOW OFTEN · INSPIRATION = HOW ENERGISING

Natural strength

Done often and enjoyed

Learned capability

Done more than enjoyed; may cost energy

Untapped interest

Enjoyed more than done; needs opportunity

Consistent

Experience and Inspiration agree

WHAT IT IS

A behavioural profile across 38 competencies, from 5 Domains down to specific everyday behaviours.

WHY IT'S DIFFERENT

It separates what someone has practised from what energises them, and ranking trade-offs stop people simply agreeing with every desirable statement.

THE EVIDENCE IT PRODUCES

38

COMPETENCIES

One model with Lead 360

5

DOMAINS

Thinking to self-management

10

STRANDS

Domains to behaviours

5-7

ROLE-CRITICAL

Set by the role benchmark

• WHY IT MATTERS

See which strengths will last, and which were only learned for the last role.



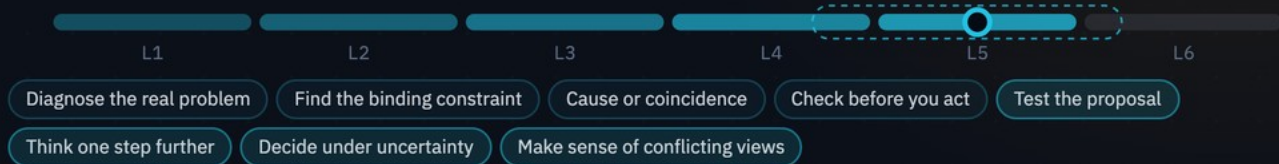
Business problems. Commercial decisions.

ONE MANAGER'S RESULT

ILLUSTRATIVE · LEVEL AND 90% BAND PER SCALE

Business Reasoning

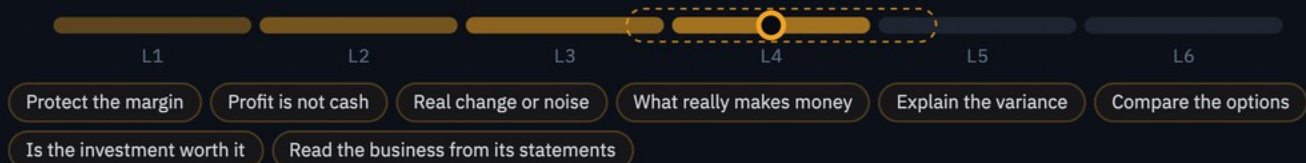
L5 / 6



Strong on tactical problems; strategic trade-offs still developing

Commercial Reasoning

L4 / 6



Sound on margin and cash; investment appraisal the next step

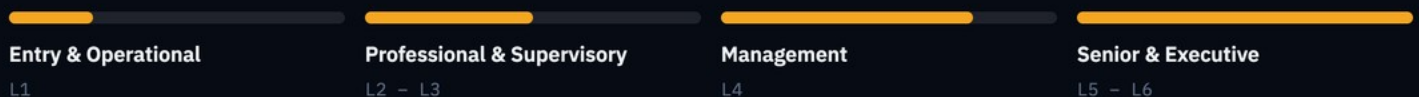
WHAT IT IS

Two scales in one assessment: Business Reasoning (finding the real cause, testing claims, choosing a course of action) and Commercial Reasoning (margin, cash, budgets, investment cases and financial statements).

WHY IT'S DIFFERENT

Every question is a real business decision, pitched at the role's level. Each wrong answer maps to a known reasoning error, so the report shows what to develop, not just a score.

COMPARED WITHIN FOUR ROLE BANDS



THE EVIDENCE IT PRODUCES

24

QUESTIONS

12 per scale, ~40 min

2

SCALES

Business and Commercial

6

PROFICIENCY LEVELS

Compared in 4 role bands

160

BUSINESS CASES

16 reasoning moves

WHY IT MATTERS

Business and commercial judgement, read at the role's level.

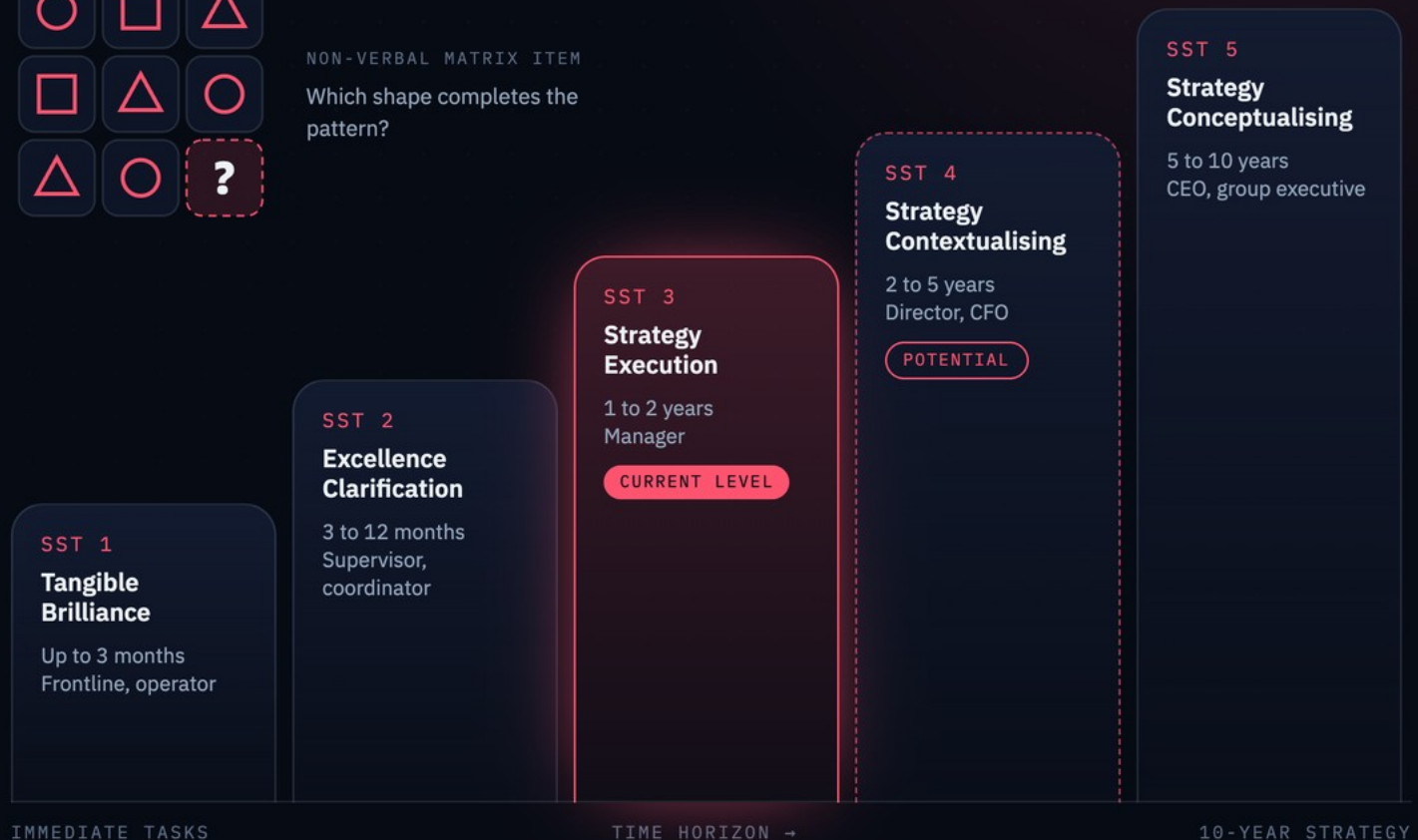


How far ahead can they think?



NON-VERBAL MATRIX ITEM

Which shape completes the pattern?



WHAT IT IS

A timed, non-verbal pattern test that places someone on one of five levels of work complexity, from immediate tasks to 10-year strategy.

WHY IT'S DIFFERENT

No language, numeracy or industry knowledge gets in the way, and the result reads as a time horizon and typical roles, with a potential level one step above.

THE EVIDENCE IT PRODUCES

24

MATRIX ITEMS

Two timed sections

24

MINUTES

Online, timed

5

COMPLEXITY LEVELS

SST 1 to SST 5

0

WORDS OR NUMBERS

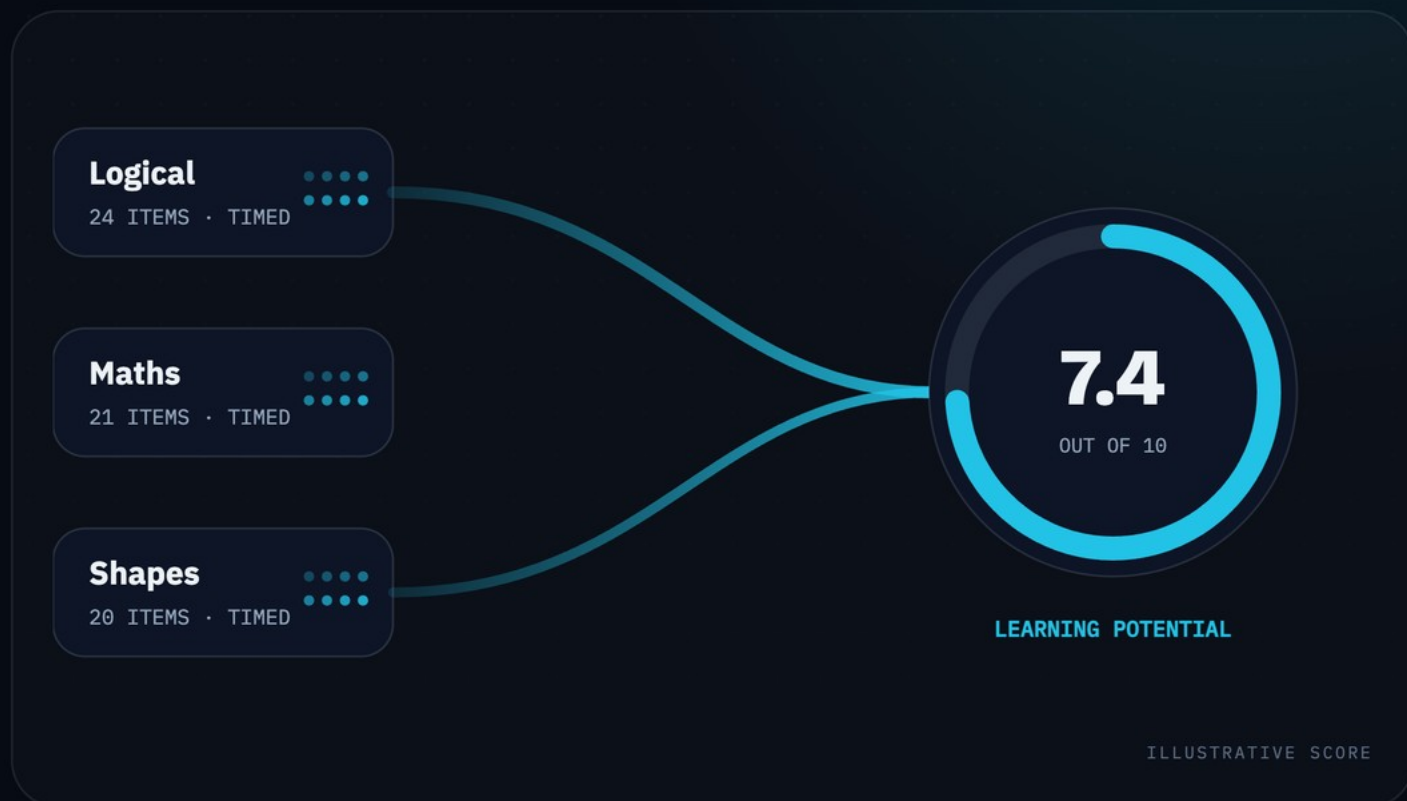
Pattern-based items

• WHY IT MATTERS

Match people to the complexity of the role, not the title on their CV.



How fast will they learn what they **don't know yet?**



WHAT IT IS

A short, timed test of learning agility across three formats, built to estimate learning potential rather than existing knowledge.

WHY IT'S DIFFERENT

Three different kinds of problem, weighted into one learning potential score, so no single strength or gap in schooling decides the result.

THE EVIDENCE IT PRODUCES

65

ITEMS

24 logical, 21 maths, 20 shapes

13

MINUTES

Three timed sections

3

FORMATS

Logical, maths, shapes

1

WEIGHTED SCORE

Learning potential out of 10

• WHY IT MATTERS

Hire for how quickly someone will learn the job, not only what they know today.



Not how they rate themselves. What they do in the moment.

TYPICAL EQ QUESTIONNAIRE

~~"I stay calm and listen when others are upset."~~

1

2

3

4

5

Disagree Strongly agree

✗ EVERYONE RATES THEMSELVES A 5

huvoxa EMOTIONAL REASONING · ILLUSTRATIVE SCENARIO

- VISIBLE SITUATION**
A colleague cuts you off in the team meeting and dismisses your idea.
- PERSPECTIVE LAYER**
Afterwards you hear her project was cancelled this morning.
- NEW INFORMATION**
Your manager asks you to take over part of her work.

Raise it now

Wait and talk

Offer help

Tell manager

Let it go

EACH OPTION MAPS TO HIDDEN DIMENSIONS

WHAT IT IS

Applied emotional intelligence measured through realistic workplace scenarios that unfold in layers.

WHY IT'S DIFFERENT

People can't rate themselves into a good score. New perspectives and information arrive mid-scenario, and every choice maps to a dimension.

THE EVIDENCE IT PRODUCES

10

WORKPLACE SCENARIOS
Visible and hidden context

90

LAYERED ITEMS
Across scenario stages

450

RESPONSE OPTIONS
Mapped to dimensions

10

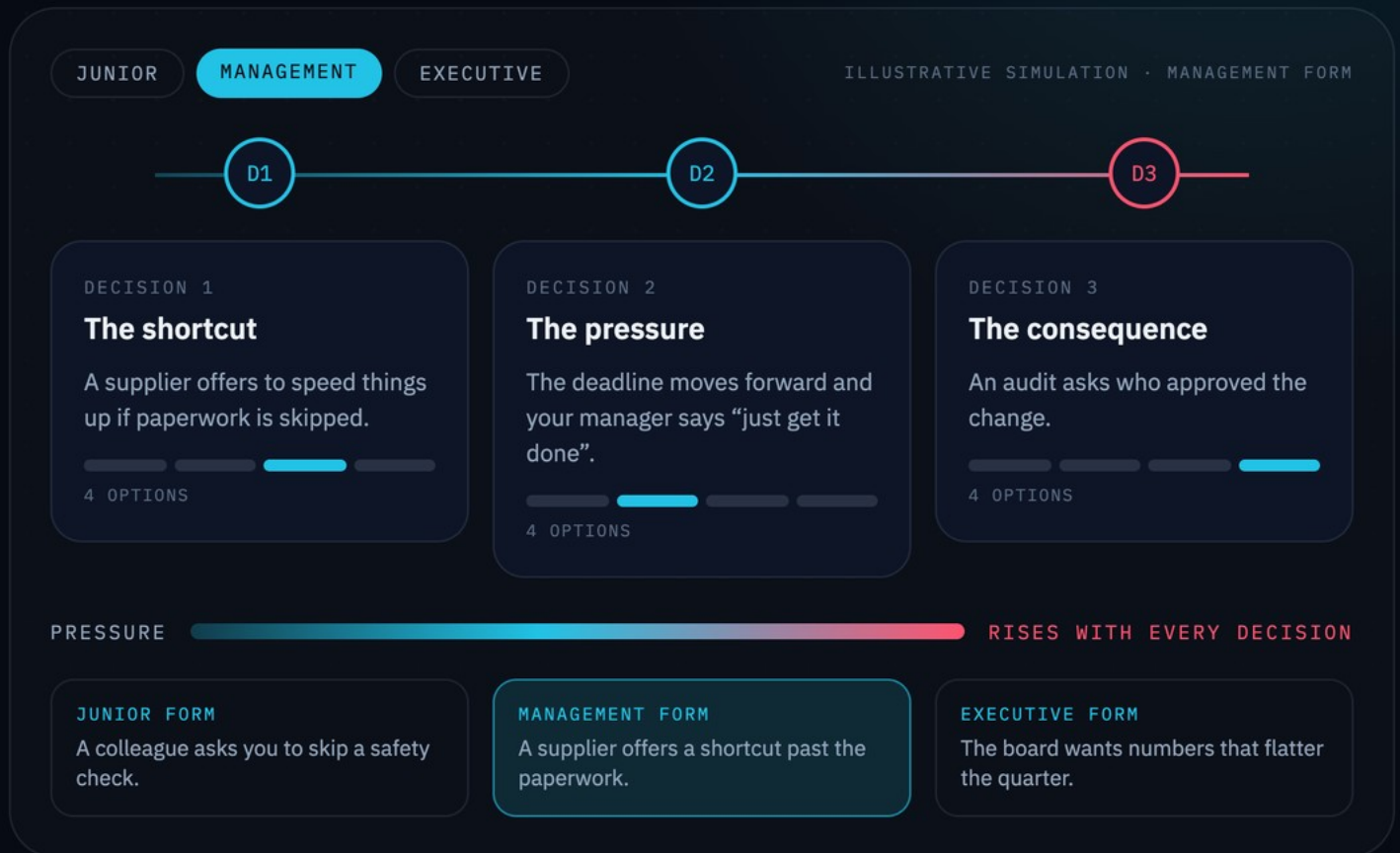
DIMENSIONS
Incl. Interpersonal Wisdom

• WHY IT MATTERS

Know how someone will actually handle people, before the first difficult conversation.



When the rules, the pressure and the consequences collide.



WHAT IT IS

Scenario-based judgement at the right level for the role: what someone is likely to do when conduct, pressure, rules and consequences collide.

WHY IT'S DIFFERENT

Integrity questionnaires ask people to describe themselves. Here the candidate has to choose, three times, as the situation gets harder.

THE EVIDENCE IT PRODUCES

3

ROLE-LEVEL FORMS

Junior, management, executive

12

SIMULATIONS PER FORM

Judgement moments

36

DECISIONS PER FORM

Three stages each

144

OPTIONS PER FORM

Mapped to competencies

• WHY IT MATTERS

See integrity under pressure, not integrity on a questionnaire.



Watch the work, not the CV.



WHAT IT IS

Role-relevant exercises where candidates analyse, write, decide, interact or respond, mapped to an approved competency framework.

WHY IT'S DIFFERENT

The evidence is what someone actually did in a realistic situation. AI helps find it in the transcript; an assessor reviews it and locks the score.

THE EVIDENCE IT PRODUCES

13

ROLE FAMILIES

Leadership to marketing

6

ROLE LEVELS

Entry to executive

9

FORMATS

Cases, role plays, video, chat

8-10

COMPETENCIES

Per simulation

● AI DOES

Extracts evidence from what the candidate wrote and said, and links it to the competency it shows.

● PEOPLE DECIDE

An assessor reviews every piece of evidence and locks the score. No score is released without them.



A CV is a claim. We find out **which parts hold up.**

01

THE CLAIM · CV

PROGRAMME MANAGER, 2022-2024

Led the £4m ERP migration across three sites , delivered on time and under budget.

02

SIMON PROBES · TEXT, AUDIO OR VIDEO

You wrote "on time". When did go-live actually happen, and what was your part in it?

Go-live moved six weeks. I ran the data workstream; the budget sat with the programme director.

03

VERIFIED EVIDENCE LEDGER

ILLUSTRATIVE

Led the data workstream across 3 sites	EVIDENCED
Delivered on time	PARTIAL
Owned the £4m budget	NOT EVIDENCED

WHAT IT IS

CV screening, AI interviews and questionnaires built from your job description, with Simon interviewing candidates in text, audio or video.

WHY IT'S DIFFERENT

Every criterion needs a quoted, located piece of evidence. What the CV leaves open is put to the candidate directly, and the answer is recorded.

THE EVIDENCE IT PRODUCES

3

INTERVIEW KINDS

Verification, standardised, competency

3

DELIVERY MODES

Text, audio or video

2

ADJUDICATION PASSES

Strict and generous; lower wins

923

O*NET OCCUPATIONS

Grounding competency interviews

● AI DOES

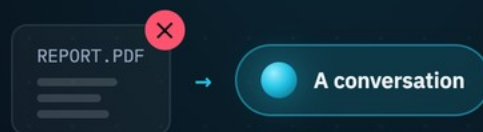
Reads the CV against approved criteria, asks the follow-up questions and records what came back.

● PEOPLE DECIDE

Recruiters approve the criteria, review flagged items and make the shortlist.



Feedback you can talk to.



Let's start with what stands out. Planning is one of your clearest strengths.



Here's the interesting part: you rate your delegating higher than your team does.

Why would they see it differently?



Let's look at the situations they described. Then we'll pick one thing to try this month.

Okay. I could hand over the weekly report.



Good choice. I'll add it to your plan, and we can check in after 30 days.

ON SCREEN · THE STRENGTH APPEARS



ON SCREEN · TWO VIEWS, SIDE BY SIDE



ON SCREEN · THEIR PLAN

- ☒ Hand one weekly report to Sam
- ☒ Ask for input before deciding
- ☒ Review in 30 days

ILLUSTRATIVE CONVERSATION

WHAT IT IS

Simon walks each person through their results in plain language, with the screen changing as he talks, and answers their questions.

WHY IT'S DIFFERENT

Most people skim a PDF once and never open it again. Here they set the pace, ask why, and leave with a few actions they chose themselves.

01

Results are released

02

Simon walks them through

03

They ask, explore, reflect

04

They leave with a plan

• WHY IT MATTERS

Feedback that gets used, not filed away.

• AI DOES

Explains results in plain language and answers questions. It explains; it never judges or diagnoses.

• PEOPLE DECIDE

Results are released by a practitioner, and the conversation stays private to the employee.



A 360 shows you a moment. Orbit shows you **the movement.**



WHAT IT IS

A twelve-month feedback programme: a baseline 360, one small experiment, light pulses from colleagues and a matched 360 at the end.

WHY IT'S DIFFERENT

It tracks whether behaviour actually shifts, month by month, instead of one snapshot a year, and it never claims the programme caused the change.

Confidential, not anonymous

Groups shown only at 4 or more people.

No one is exposed

The manager never sees who responded.

Stakeholders in control

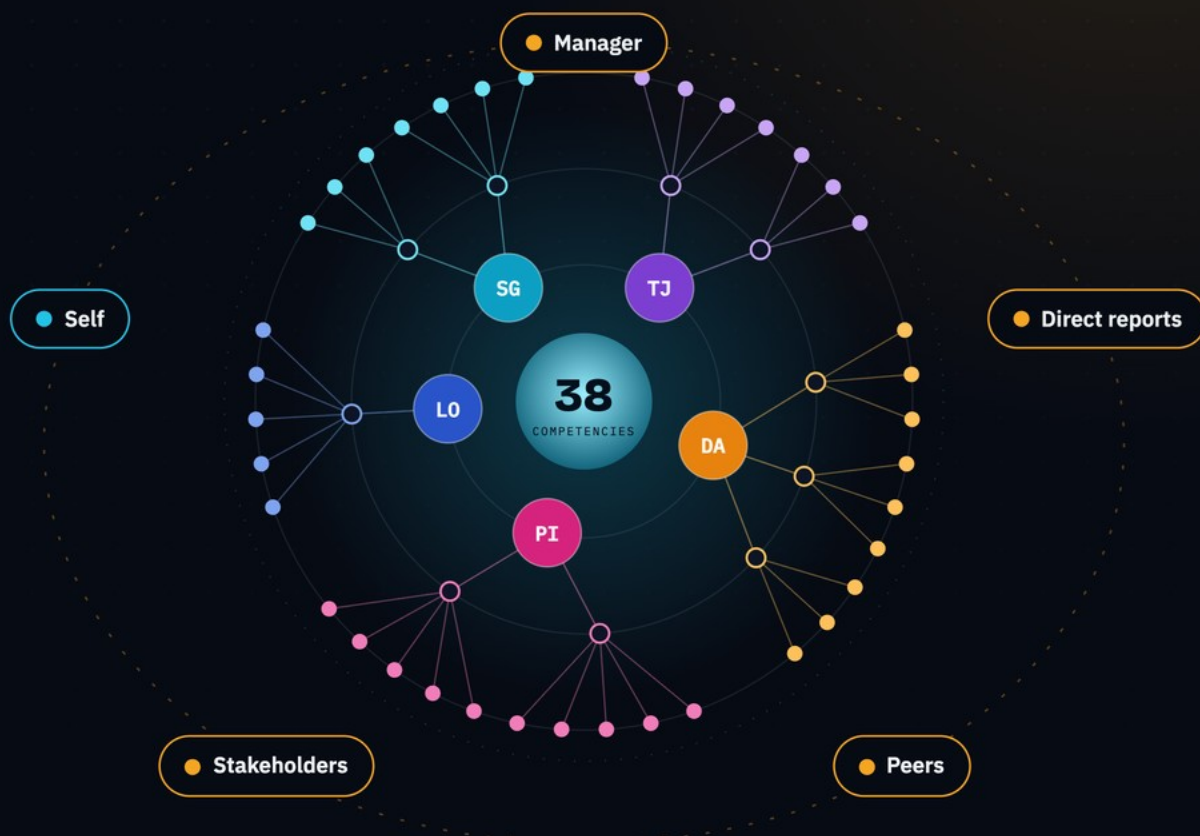
Anyone can withdraw; contact stops at once.

WHY IT MATTERS

Find out whether development changed anything, while there is still time to act.



The average was the only number nobody experienced.



WHAT IT IS

A 360 on the same 38 competencies as Persona. Raters answer how often they see everyday behaviours, and can always say "I haven't seen this".

WHY IT'S DIFFERENT

Each rater group is reported separately, never averaged away, and observed behaviour sits beside Persona and Emotional Reasoning evidence without being blended.

EDITION 1

Mirror

Self and raters, plus pressure

EDITION 2

Compass

Adds Persona potential

EDITION 3

Prism

Adds Emotional Reasoning

THE EVIDENCE IT PRODUCES

38

COMPETENCIES

Same model as Persona

152

OBSERVABLE ITEMS

4 per competency

5

RATER GROUPS

Incl. self

3

REPORT EDITIONS

Mirror, Compass, Prism

WHY IT MATTERS

See how a leader lands with each audience, not one flattering average.



Five names in five boxes is not a bench.

READINESS, ON EVIDENCE

ILLUSTRATIVE · HEAD OF OPERATIONS BENCH

Ready now

AK

12–18 months

TM

RJ

24–36 months

LN

Not on this path

PS

PERFORMANCE

POTENTIAL

ASPIRATION

CEILING RISK

FOUR KINDS OF EVIDENCE PER CANDIDATE

CRITICAL ROLE REGISTER · RECOMPUTED LIVE



Chief Financial Officer

No ready-now successor

RED



Head of Operations

One successor, 12–18 months

AMBER



Sales Director

Ready-now successor in place

GREEN

WHAT IT IS

Succession readiness built from performance, potential, aspiration and ceiling-risk evidence, linked to a standing register of critical roles and critical talent.

WHY IT'S DIFFERENT

Candidates are classified by rules, not opinion, into readiness bands with a time frame, and exposure on every critical role is recomputed live.

THE EVIDENCE IT PRODUCES

7

CLASSIFICATION RULES

Evidence combinations

4

READINESS BANDS

Ready now to not on path

5

CEILING-RISK
CLUSTERS

3+ instances, 2+ contexts

3

EXPOSURE LEVELS

Red, amber, green

• WHY IT MATTERS

Know which critical roles are exposed today, and who covers the gap.



Intelligence you can put your **name** to.

Every AI step in huvoxa is checked by rules and decided by people, so every result can be questioned, audited and defended.



BOOK A WALKTHROUGH

huvoxa.io

info@huvoxa.io

Scan to book a demo, try Simon, or download sample reports for every instrument.

AI proposes

Drafts, asks and listens

Rules check

Evidence before anything is recorded

People decide

Every decision has a human owner

THE huvoxa SUITE IN THIS BROCHURE

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