|  |  |  |
| --- | --- | --- |
| **Platform** | **Unique Selling Points** | **Limitations** |
| **HireSight** | * Utilizes AI for comprehensive behavioural and emotional analysis of candidates. * Personalizes interview questions based on AI analysis of resumes and job requirements. * Features AI-generated content and plagiarism detection to ensure the integrity of responses. * Tailors AI interviews to provide deep insights into candidates' soft skills and technical skills. | * Requires substantial technological infrastructure for AI functionalities. * Unable to offer such a wide range of testing options for different domains as TestGorilla does, which may limit its utility for assessing different skills. |
| **TestGorilla** | * Offers over 400 pre-built tests for a wide array of technical skills and cognitive abilities. * Promotes merit-based hiring by focusing on candidates' abilities rather than their resumes. * Provides a scalable solution for assessing candidates en masse, suitable for high-volume recruitment. | * May not provide in-depth insights into candidates' soft skills, personality traits, or cultural fit. * Lacks AI-driven behavioural analysis and real-time interview capabilities. |
| **Spark Hire** | * Specializes in video interviewing, including one-way and live formats, to enhance candidate reach and engagement. * Enables collaborative decision-making by allowing unlimited sharing of interviews and feedback collection from hiring managers. * Enhances candidate experience with a user-friendly interface and flexible scheduling options. | * Video interviews may not fully capture the depth of candidates' technical skills or behavioural nuances. * Lacks advanced AI-driven analysis for behavioural insights and content authenticity checks. |