

PRE-HIRE ASSESSMENTS



Confidently predict employee success with pre-employment tests.

Our Pre-Hire Assessments

Include:

- Simple pre-employment assessments can be configured to fit your needs
- Cognitive assessments designed to measure candidate performance
- Skills assessments evaluate how candidate knowledge and abilities relate to the job
- Behavioral assessments that evaluate personality traits, motivations, and behaviors using relevant hypothetical work situations
- Coaching guides provide information to understand an employee's unique profile and work-related characteristics
- Team-Fit developmental tool to help teams work together to reach shared goals
- Job-Fit tool that compares a candidate to benchmarks and identifies role fit
- Work-Fit reports provide how a candidate approaches various work scenarios

Traditional hiring methods often overwhelm recruiters while failing to reveal what matters about candidates. Standard interviews scratch the surface, leaving critical questions about skills, personality, and potential unanswered.

With **Workforce Solutions' Pre-Hire Assessments**, you'll have a complete picture of each applicant before you make an offer. Choose from behavioral evaluations, cognitive tests, skills assessments, or custom combinations that match your requirements. This configurable approach helps you identify candidates who possess the right abilities and personality traits needed to thrive as your business evolves.



Key Benefits:

- ✓ **Easily identify ideal candidates** with simple, and legally compliant pre-employment assessments to better learn your applicant's personality, skills, and experience.
- ✓ **Predict candidate performance and retainability** with the Job-Fit suitability score and job-specific benchmarks.
- ✓ **Require cognitive, behavioral and skills tests** or a combination for applicants at any stage of the hiring process.
- ✓ **Create assessment reports using Work-Fit** to gain insight into a candidate's competency for the role and make informed decisions for your workplace fit.
- ✓ **Gain access to Coaching Guides** to help navigate employee relationships and encourage ongoing training and development.
- ✓ **Utilize the Team-Fit tool** designed to identify workplace dynamics and help understand how to collaborate to achieve common goals.

MAKE BETTER, FASTER HIRING DECISIONS

At Workforce Solutions, we help you connect with and evaluate which candidates best fit your role to help your workplace continue to grow.



Hire Smarter with Data-Driven Insights

Pre-employment assessments help you spot exceptional candidates faster. Configure cognitive, behavioral, and skills-based tests that comply with hiring regulations while revealing each applicant's true capabilities. Candidate snapshots provide objective data on performance potential and likely retention, reducing unconscious bias and giving you the confidence to make better hiring decisions.

Build a Workforce That Stays

Match employees to roles where they'll actually succeed. By confirming candidates have the right aptitude, technical abilities, and personality fit from the start, you set the foundation for long-term retention. Coaching Guides and Team-Fit tools help managers support their people effectively: clarifying expectations, spotting growth opportunities early, and fostering collaboration that makes employees feel valued and invested in their work.

Simplify Hiring and Cut Costs

Move past resume reviews and pinpoint qualified candidates immediately with unlimited assessments. Attach tests directly to job templates or postings to automate candidate evaluation and eliminate manual screening time. By identifying the right fit upfront, you avoid the costly mistakes and wasted resources that come with bad hires.

RECRUITING THAT SAVES TIME & MONEY



Contact us today to learn how Workforce Solutions' Pre-Hire Assessments can help simplify your hiring process to save both time and money.