



Hire the Right People

Dealership-wide Solutions

U.S.

Reduce employee turnover and increase productivity by hiring the right people for your dealership.

Test, Evaluate, and Hire Quality Employees

Hiring qualified employees is a top concern within dealerships. Employing individuals who will be motivated and productive within the company is key – but traditional interview processes only tell you part of the story and give little indication of how good a fit they are for a specific job role. With TestFirst Hiring, you can assess each and every potential hire's personality to determine if they will be successful in your business. Unqualified applicants are filtered out, saving you time and allowing you to interview the best-matched candidates for the job.

TestFirst HIRING

Personality Mental Acuity Business Terms Vocabulary Perception Mechanical Interest Complete

Test Reynolds and Reynolds Motors

Personality

1 of 76 I prefer work that allows me some mobility to that which requires that I remain in one place most of the day.

agree
 uncertain
 disagree

Next Question (F12)

Previous Question First Question Last Question 1 of 76 Go Finish

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TestFirst Hiring questions are designed to evaluate an applicant's work habits and potential to determine the best fit for a position.

How It Works

Each applicant logs in to the TestFirst Hiring Web site using their own unique password where they then take a one-hour test you customize for your dealership. Each applicant's test results are converted into a report that gives you pertinent information about them and compares that information against the needed employee characteristics for the job. The report also suggests specific interview questions and post-hire motivational techniques that are unique to that applicant.

The screenshot shows the TestFirst Hiring interface. On the left, there's a navigation menu with options like Home, Help, Applicants, and Profiles. The main area displays a list of applicants under the heading 'New Applicants' and 'Reynolds and Reynolds Motors'. Below the list, there's a detailed report for a candidate named Fred. The report includes sections for Work Habits, Customer Service Aptitude - A, Dependability Rating - A, Mental Aptitudes (Mental Alertness, Business Terms, Memory Recall, Vocabulary), and a summary of Fred's performance.

Drill down from the applicants page to view each candidate's individual test results.

Know Your Applicants

All job applicants that walk in your door want the job, so they often tell you only what they think you want to hear. TestFirst Hiring lets you know upfront if a person is a good fit for the job and whether or not they will be a motivated and productive employee. Before they even come in for an interview, you will know these important things about your applicants:

- Strengths and weaknesses.
- Personality type.
- Motivation level.
- Leadership potential.
- Strength of fit for your dealership.

Hire the Right People

Hiring the wrong employee can be expensive and lead to increased turnover. You may already be performing some pre-employment screenings of potential new hires for criminal backgrounds and illegal drug usage, but this doesn't tell you how well a potential hire will fit in your business. With TestFirst Hiring, you can measure character traits and many soft-skills – assertiveness, competitiveness, motivation, flexibility, and organization – that may not be discovered during the normal interview process.

TestFirst Hiring enables you to make more educated decisions about hiring so you can get the right person the first time.

For more information on TestFirst Hiring, please contact your Reynolds Account Manager or call 1.877.803.8458.

 **Reynolds & Reynolds**
MAKING BUSINESS BETTER.