

# Hire the Right People

Dealership-wide Solutions

## Ask Yourself...

- ? Is my business suffering from first come, first served hiring?
- ? Am I wasting time interviewing unqualified applicants?
- ? Am I hiring the right employee for the wrong job?
- ? Am I missing important information about applicants by just relying on a traditional interview?

**The typical interview increases the likelihood of choosing the best candidate by less than 2%.<sup>1</sup>**

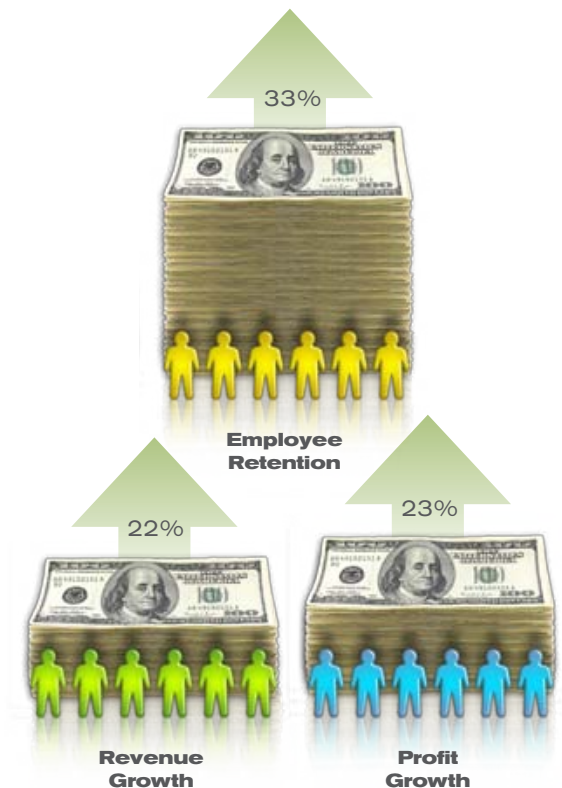
## Expect Results

- Assess applicants' work habits, personality, and potential to determine upfront if they would be a good fit.
- Save time by filtering out unqualified applicants and interviewing only the best candidates.
- Make more educated hiring decisions.
- Reduce costly employee turnover rates.
- Ensure the right person is in the right position by evaluating potential and current employees' job fit ratings.

<sup>1</sup> Psychological Bulletin

<sup>2</sup> Cornell University, Chronicle Online

## The Difference the Right Staff Makes



Small businesses that hire workers who fit the company's culture achieve 22% more revenue growth, 23% more profit growth, and 67% less employee turnover.<sup>2</sup>

## TestFirst Hiring

Test every applicant up front to evaluate and hire quality employees and increase productivity by reducing employee turnover.

**Adjust desired ranges in test results so they better fit your dealership culture.**

Aptitude	Description	Stanine	Description	Raw Score
Mental Alertness	Slow to Learn	1 2 3 4 5 6 7 8 9	Quick to Learn	37
Business Terms	Poor Business Vocabulary	1 2 3 4 5 6 7 8 9	Knows Business Language	9
Memory Recall	Ignores Current Events	1 2 3 4 5 6 7 8 9	Knows Current Events	12
Vocabulary	Low Word Knowledge	1 2 3 4 5 6 7 8 9	High Word Knowledge	47
Perception	Low Scanning Accuracy	1 2 3 4 5 6 7 8 9	High Scanning Accuracy	21
Mechanical Interest	Low Mechanical Interest	1 2 3 4 5 6 7 8 9	High Mechanical Interest	8

### TestFirst Hiring Personality Assessment Results

**Reynolds Motors**

Assessment for: Roger Smith  
 Phone: (713) 555-1212  
 Email: None Specified

Assessment Date: 10/18/2010

Position: General Manager

**Job Fit Rating - 65 %**

**Reports show the applicant's top five job fit ratings for positions at your dealership.**

**Top 5 Position Job Fit Ratings**

Auto-Sales Mgr	75 %
New Car Salesperson	70 %
Customer Service Rep	65 %
Controller	65 %
Used-Car Sales Mgr	55 %

TestFirst Hiring is **saving us time and money** by reducing our applicant pool to those who will better suit the position and increasing the probability of **hiring right the first time.**

**Denise C. Owens**  
 Senior Human Resource Manager  
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### Highlights

- Review an in-depth report describing various aspects of an applicant's character, behavior, and aptitude.
- Filter out unqualified applicants and interview only the best-matched candidates.
- Utilize targeted interview questions and post-hire motivational techniques that are unique to each applicant.
- Adjust desired ranges in test results so you target those candidates who are most compatible with your dealership.

Be sure you're hiring the best person for the job. TestFirst Hiring enables you to make more educated decisions about hiring so you get the right person the first time.

TestFirst Hiring

