

Reducing Turnover; Predicting Success

Presented by Sara Kinder



Personality Conflicts

Unreliable

Can't learn job tasks

Job satisfaction

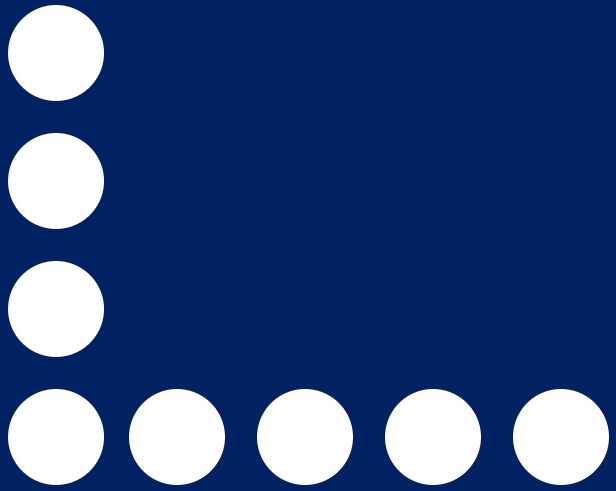
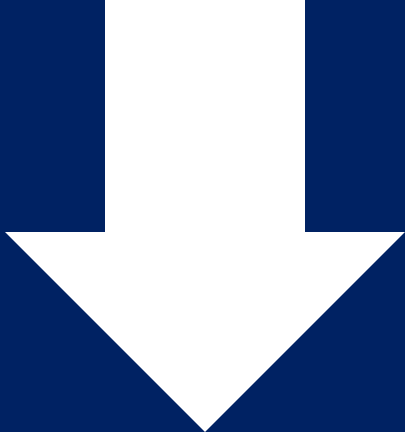
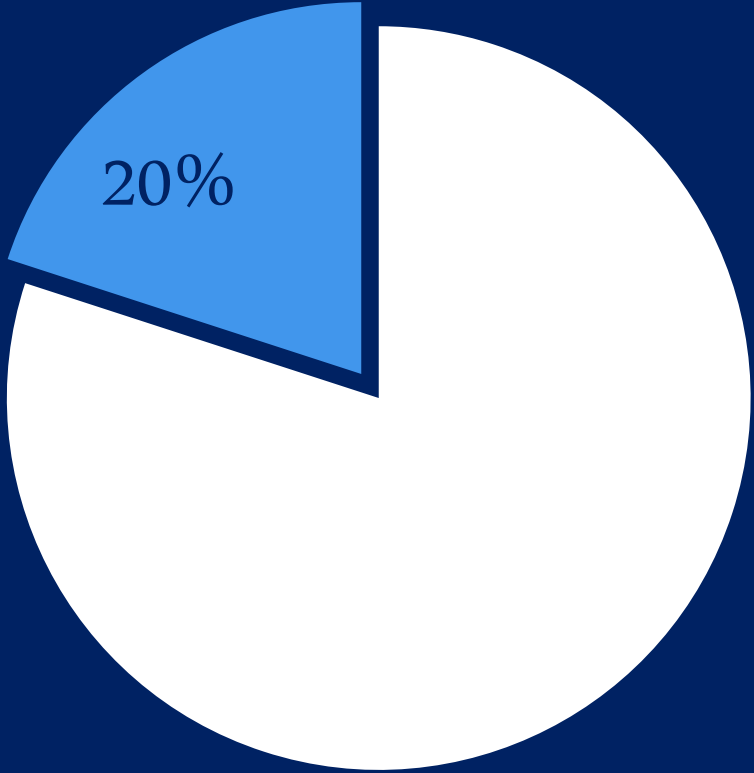
Under perform

Theft

Unproductive

Unmotivated

Better opportunities



Attrition

"I estimate our costs at over \$40,000 for one teacher who left after seven weeks of work."

Donna Elsner, HR Manager
for Tecumseh Public Schools

\$

40,000



70%

Predict



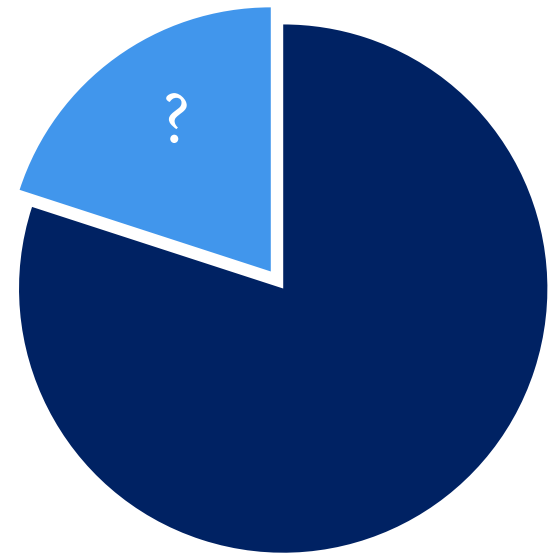


Fast?

Objective?

Legally Defensible?

Successful?



“Use of hiring methods with increased predictive validity leads to substantial increases in employee performance...”



Predict

24% Work Samples
Cognitive Ability Tests
24% Structured Interviews
14% Job Knowledge Tests
27% Reliability Tests
8% Unstructured Interviews
18% Personality Tests
2% Bio-data
12% Reference Checks
6% Job Experience
2% Years of Education

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24%	Work Samples
	Cognitive Ability Tests
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27%	Reliability Tests
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18%	Personality Tests
2%	Bio-data
12%	Reference Checks
6%	Job Experience
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Personality

Reliability

Skills



Successful

Fast

Objective

Legally Defensible



New

Best

Exiting





Tests & Surveys

“Hiring assessments have improved our staff selection process.”

Wanda Berry, Federal Programs Director, Hickman County School Board

“Screening tests provide districts the invaluable data they need to ensure they are hiring the right person for the right job.”

Bart Swartz, Director of Administrative Services, Greenbush ESC



“Assessments give us an objective tool that supports the HR office in candidate selection. And now, our supervising staff can focus on curriculum and student achievement instead of documenting a misfit employee.”

Donna Elsner, HR Manager for Tecumseh Public Schools



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