

SuccessCheck

Helps you find the candidate/employee most likely to thrive in your customer's environment.

It has never been harder to find the "right" candidate/employee for your customer. You need to do more than find the matching skill set. The right person has the attitude, personality, values and motivation to thrive in your customer's environment.

What's more, the cost of placing or assigning the "wrong" person keeps going up. Background checks don't give you the full story. Workers' Comp claims, drug use, turnover and theft by employees increase your cost of service delivery and reduce your profits.

SuccessCheck gives you the hiring edge you need.

VCG's SuccessCheck is a "success predictor" that assesses general intellectual, emotional, ethical and personality suitability or "fitness" for a job or position. SuccessCheck is based on sophisticated psychometric personality profiling developed by two of the leading experts in the field with more than 60 years of combined experience. The assessment system has improved hiring in thousands of companies worldwide.

The SuccessCheck module integrates with VCG's StaffSuite WorldLink® Web portal. Potential employees and candidates with Internet access can take assessments anywhere at any time. A test takes twenty minutes or less, and results are automatically routed to the candidate/employee record within VCG's StaffSuite® for search and review. Coordinators and recruiters have instant access to the information they need to make successful placements/ assignments.

General Reasoning (Cognitive)

- Bobby learns new information at an average rate of speed
 - Administrative or Clerical roles that require moderate problem solving skills are best
Question: Describe a situation when you were able to solve a very difficult problem and others acknowledged you for it. What was the situation?

Conscientious (Organization)

Note: Bobby's score is in an area that may pose a significant challenge in terms of job fit for some administrative or clerical positions. You may wish to spend extra time reviewing this area and refer to additional follow-up questions provided in the Interview Question Report.
 - Bobby allows details to be overlooked
 - Generally responds well to interruptions and unexpected requests
 - Generally prefers to be in a reactionary role rather than plan and be thorough with details
Question: Tell about a time when you forgot some important details of a project. How did you handle that?

Tough Minded

- Tends to be tough minded and assertive particularly when there is a difference of opinion
 - Better suited for administrative roles where Bobby is expected to deal with confrontation and needs to be able to take action without direction
 - Generally comfortable making decisions
 - Given the preference to be in control, Bobby may not take direction well
Question: Tell me about a situation where you and a co-worker did not get along? How did you handle that?

SuccessCheck for the best matches.

VCG SuccessCheck has two components: an honesty and integrity test and a personality and cognition test.

The honesty and integrity test enables recruiters to assess whether a candidate's values match a company's culture and environment.

The personality and cognition test applies results to 30 different job categories in an easy-to-understand format – suggesting jobs/placements where a candidate is a good fit. This helps recruiters find high-quality placements quickly – the kind that help power your drive to succeed.

SuccessCheck – when you need to find the talent that fits just right. Contact us for details and a full demonstration.

ABOVE: A portion of a sample SuccessCheck assessment report. The full report tells recruiters or staffing coordinators what they need to know to quickly determine the candidates' "fitness" for a particular position, thus taking subjective guesswork out of the process and accelerating successful placements and assignments.

Benefits of VCG's SuccessCheck:

- Reduces overall recruiting and hiring costs.
- Reduces Workers' Comp claims.
- Reduces employee turnover.
- Reduces potential for illegal activity.
- Controls costs by reducing the number of candidates rejected by customers due to poor "fit" for the job or the customers' culture.
- Helps to improve the profitability of candidate placements and employee assignments.