



# virtual**job**tryout<sup>®</sup>

RETAIL SUITE



**ASSESS TALENT FIT**

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**IMPROVE QUALITY OF HIRE**

# IMPLEMENT VIRTUAL JOB TRYOUT® TECHNOLOGY

Improve your critical hiring decisions.

## Our Difference

- Applicants go through a realistic job preview, culture-fit exercises, and a multimethod evaluation that mirrors the complexity of the job.
- Collect and convert applicant information into data that ranks each candidate on what matters.
- Your recruiters benefit from this technology with data they can use to make precision hiring decisions.
- Dynamic exercises reveal best-fit talent.

## Better for Candidates

**TRY OUT.** Experience specific job demands firsthand.

**STAND OUT.** Opportunity to perform and demonstrate abilities.

**OPT OUT.** Decide if the job is right for them.

## Better for Recruiters

**RANK.** Top-down ranking to quickly identify whom to interview first.

**REDUCE.** Faster time to fill, fewer days open.

**REPLICATE.** Standardized hiring process across the entire organization.

## Better for Companies

**PRODUCTION.** Improved performance, customer service, teamwork, transaction accuracy, and more.

**RETENTION.** Reduce 90-day new-hire turnover by up to 50 percent.

**PREDICTION.** See faster learning and superior on-the-job performance.

## GO BEYOND RESUMES

Collect a work sample that predicts on-the-job success.

## WHERE CAN YOU USE IT?

Virtual Job Tryout technology is available in tailored versions for many retail positions. It is ideally suited for volume hiring where getting to high-potential candidates quickly is critical. You can engage, educate, and evaluate applicants for the following types of retail jobs:

- Clerk/Cashier
- Grocery
- Food Service
- Store Associate
- Store Sales Associate

## WHAT DO YOU LEARN ABOUT CANDIDATES?

Virtual Job Tryout technology delivers a multimethod, multimedia evaluation experience that reports on essential performance drivers for retail jobs. Competencies vary by system but may include:

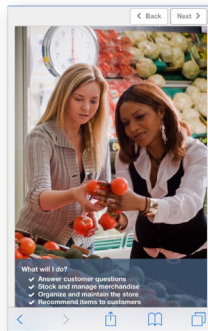
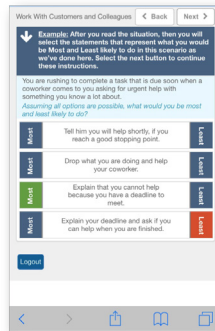
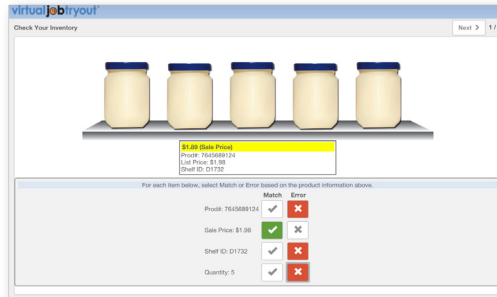
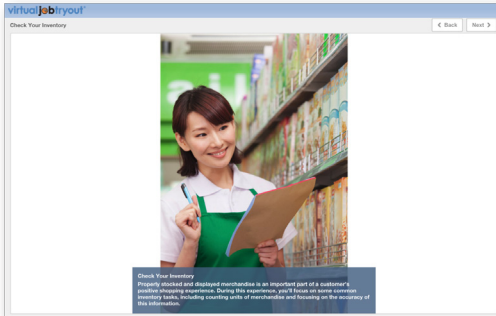
- Overall success
- Career stability
- Customer service
- Productivity

## WHAT RESULTS CAN YOU EXPECT?

Over a decade of validation research combined with hiring and performance data from over 4 million retail applicants provide the scientific and analytical foundation for Shaker's Virtual Job Tryout technology. Big data analytic methods and predictive modeling from selection science deliver proven results. Your talent acquisition team can make a precision hiring decision with confidence using candidate results from the Virtual Job Tryout.

# ENGAGE, EDUCATE, AND EVALUATE CANDIDATES

Candidates are given an opportunity to perform a range of simulated job tasks and respond to a series of job-relevant exercises. They learn about the job while you learn about them. You obtain relevant, meaningful, and scorable responses that enable you to rank candidates based on abilities, not words on a resume.



## GET STARTED TODAY!

888.485.7633  
shakercg.com

The best way to experience the distinct power of the Virtual Job Tryout is to see it in action. To arrange a demonstration, call **888.485.7633** or visit us on the web at **shakercg.com**. Your talent acquisition team deserves better science, your candidates expect a better experience, and your organization mandates better results.

virtual**jobtryout**<sup>®</sup>  
SELECTION TECHNOLOGY

SHAKER

SCIENCE • EXPERIENCE • RESULTS