



## Worker Compatibility Questionnaire™ For Hiring Non-Supervisory Employees

How does the WCQ™ help with hiring decisions? The WCQ is an online tool that can be applied across a range of industries to assess “job fit” when hiring non-supervisory employees. The WCQ provides validated test questions, as well as questions customized for each applicant for use in follow-up interviews.

### The Qualities Employees Need to Succeed

The WCQ is comprised of 57 questions and requires 30 minutes to complete. The assessment includes behaviorally based, situational judgement, and problem solving questions.

#### The behavioral competencies that the WCQ measures are:

- **Dependability:** conscientiousness, arriving on time, putting forth effort throughout the day
- **Working well with others:** cooperating with others, listening to and effectively communicating with coworkers and customers
- **Learning and problem solving:** working to learn new ideas and skills quickly, applying information correctly, solving problems effectively
- **Adaptability:** willingness to deal with change, ability to shift from one task to another, being open to new ideas

#### The benefits of using the WCQ for hiring include:

- Instant access to test results
- Better “job fit,” with the potential to increase productivity and decrease intentional turnover for new hires
- Better informed hiring decisions

### AT-A-GLANCE RESULTS

A three-color system provides a hiring recommendation for each person assessed.



**DO NOT HIRE**

**CAUTION**

**HIRE**

Contact us to get started.

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