wonderlic Select

Wonderlic – the leader in pre-employment assessments for over 80 years

Your company is unique, and so are the roles you are hiring for. Don't settle for a one-size-fits-all assessment solution. **Wonderlic increases the quality of your hires by leveraging the ability to match over 3.5 million unique roles to a job profile to assess your candidates against.**
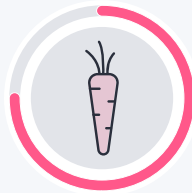
The Wonderlic assessments take a whole-person approach, measuring **cognitive ability**, **motivation**, and **personality**.

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Why do we measure these three constructs?

Cognitive Ability

Cognitive ability **lets you know whether your candidates can do the job**. It's the single-best general predictor construct of job performance and on-the-job success.

Motivation

Motivation helps your team determine whether job applicants' specific interests align with the job's demands. **Your candidates can and will do the job – but do they want to?**

Personality

Personality allows you to **understand what your candidates will do on the job** and match with their potential responsibilities.

Why use Wonderlic?

Lower turnover
Use objective data to identify top talent, reducing the chances of recruiting for the same role again and again.

Fairer hiring process
The Wonderlic Assessment mitigates the unconscious bias found in the resume screening and interview process.

Better onboarding
Wonderlic provides New Hire Success Tips that help you provide training and coaching tailored to the needs of your employees.

Higher quality hires
Finding candidates who can, will, and want to do the job leads to more satisfied and productive workers post-hire.

How it works

Assess candidates pre-interview

Just like people, each job description is a blend of different interests, abilities, and personalities. Our pre-employment testing platform is here to help your team discover candidates who match the unique needs of your job, enabled by a built-in AI Job Profile.
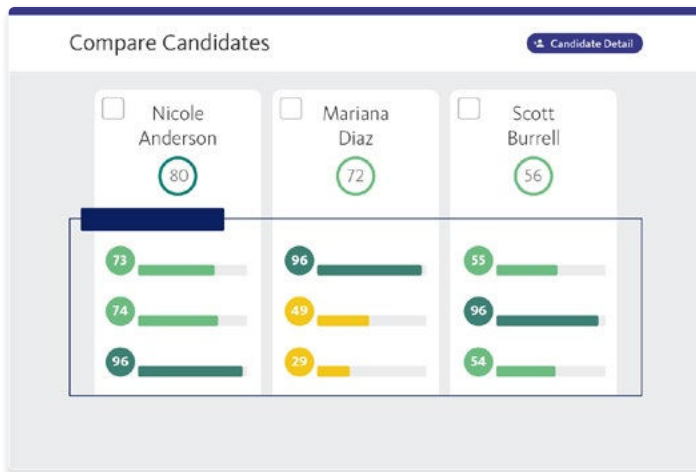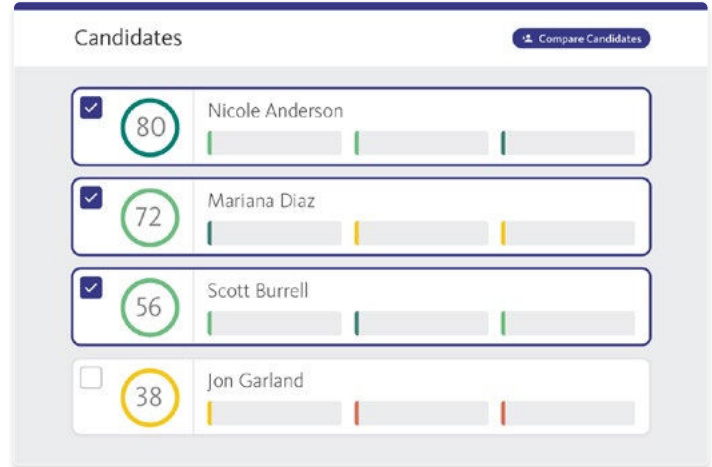
Quickly compare results

Identify candidates with the greatest potential by easily comparing top candidates with automatic stack rankings that highlight relative strengths and weaknesses for your unique role.

Use a single score to ID the candidate most likely to succeed

Our powerful science is aggregated to a single score for easy comparison, and the scoring profile for each role is unique to the specific job title you are hiring for.