

Redner's Markets, Inc.

Client-at-a-Glance

Redner's Markets, Inc. currently operates Warehouse Markets and Redner's Quick Shoppe convenience stores throughout eastern Pennsylvania and eastern New York. Redner's currently employs 4,000 people and the company continues to grow by three or four stores per year.

Wonderlic Finds Quick-Thinking Store Managers

Grocery store managers need to be able to think on their feet, says Randy Kostelac, Regional Recruiting Manager for Redner's Markets, a Pennsylvania-based grocery chain with 36 stores and nearly 4,000 employees. "If you can think clearly when a lot of things are going on, you can handle this job," he explains.

Redner's potential managers take the Wonderlic Personnel Test (WPT) to measure their ability to problem solve and follow directions. "The Wonderlic Personnel Test is one of the biggest predictors of success for our managers," Kostelac says. "Candidates who get higher scores are generally better quality managers."

The test is timed, which shows Kostelac if an applicant can think in high pressure situations. Being able to think quickly and efficiently is a critical combination, according to Kostelac. "Managers have to be able to do both to be successful."

The variety of math and verbal questions mimic the diversity of situations managers may find themselves in on any given shift. "How candidates do on the Wonderlic Personnel Test shows how they will react in a situation where numerous things are happening all at once," Kostelac says.

Scores are used to customize training curricula. "The scores help us identify candidates' weaknesses so we can tailor the training to the individual," he says. "It helps them get more comfortable with the stresses of the job."



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