Wonscore® from Wonderlic: Powerfully Simple Pre-Employment Testing

What is Wonscore?

The success of your business depends on a great team, but a lot goes into finding and hiring the right candidate. With Wonscore, you can help ensure you're focusing your valuable time on those candidates with the greatest chance for success. Wonscore from Wonderlic is an easier, faster way to hire better employees.

Powerfully Simple Pre-employment Testing

The Wonscore pre-employment testing platform will help you hire better employees and unlock the potential in your business.

- **Created for businesses like yours:** Test job applicants for specific positions in your industry.

- **Works the way you do:** Access Wonscore anytime, anywhere, from any device, to support your hiring needs.

- **Better hiring in less time:** The proven approach that helps you hire faster and easier.
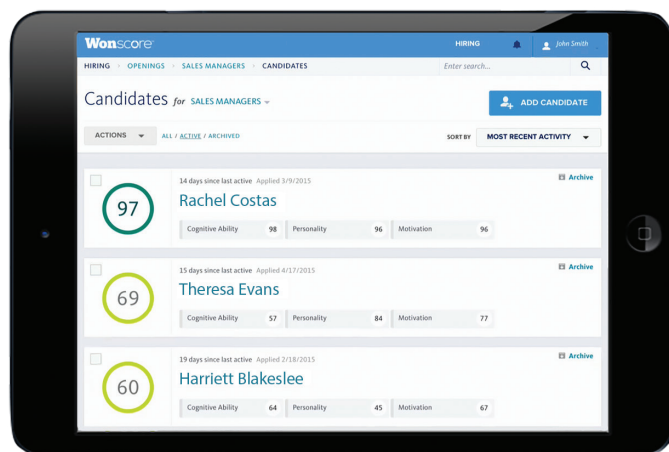
"Using Wonscore, we are now retaining 4 out of every 5 employees that we offer a position to, which **has dramatically reduced our onboarding costs**, as well as the time consuming process of interviewing the wrong candidates."

DURACELL®
KEYLESS ENTRY
Full Function Remote

"Wonscore gives us the insight we need to consistently onboard A-player talent. This translates into **higher retention of employees and clients**, as well as an overall healthier workplace."

nania
ENERGY ADVISORS

"Wonscore is quite inexpensive when compared to the high cost of wasted staff hours trying to train a poor hire, or worse, firing an employee who should've never been hired in the first place. Truly, **I wouldn't use any other pre-employment tool**."

C&PG
CONPAC GROUP, INC.
Containers and Packaging

888.406.8378
wonderlic.com/wonscore

Wonscore®
from Wonderlic.

What Does Wonscore Measure?

Wonscore assesses and ranks potential employees in the areas scientifically proven to predict job performance:

Cognitive Ability
Measures a candidate's ability to learn, adapt, solve problems and understand instructions.

+

Motivation
Evaluates a candidate's interests, which helps predict how motivated an applicant will be by the actual responsibilities of the job.

+

Personality
Assesses the alignment of a candidate's personality traits with the demands of the job.

=

90
Wonscore
Get a single score that combines all three assessments for simple comparison to other candidates.

All three pre-employment tests are built on Wonderlic's 80+ years of success.

Why Wonscore?

Discover a Simpler, Faster Way to Hire Better Employees:

- **Fast set-up** – Start testing in less than 10 minutes!
- **Makes hiring easy** – Administer and view test results online to quickly qualify and track your candidates.
- **We know your jobs** – Our database of 900+ jobs supports the hiring needs of any organization.
- **Less time spent hiring** – Streamline your hiring process by focusing only on qualified candidates.
- **No calculations** – A single score that helps you compare candidates.
- **Mobile friendly** – Optimized for any device (e.g., desktop, tablet, phone).
- **Risk-free** – 30-day money back guarantee.
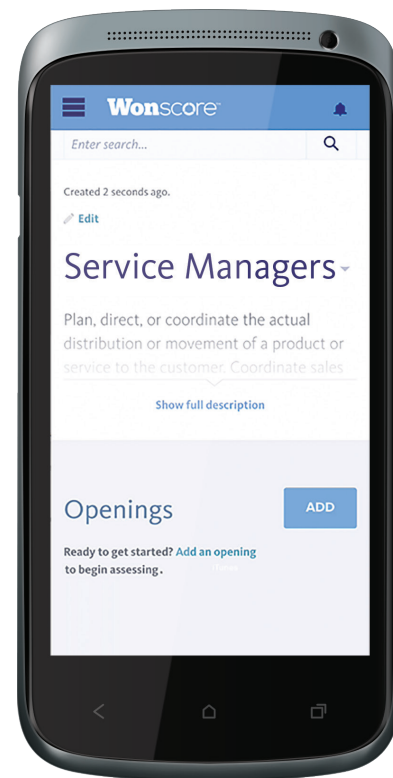
Cognitive Ability

The Wonscore Cognitive Ability test is the same Wonderlic Cognitive Ability test that has been the industry standard for over 80 years. This test is a measure of general cognitive ability, widely accepted as being the single-best general predictor of job success. It helps assess a candidate's ability to understand instructions, learn, adapt, and solve problems.

Cognitive Ability
- Administered remotely
- 50 items
- 12 minutes, timed

Sample Items

Wonscore

Practice Question 1

LOW is to **HIGH** as **EASY** is to ___?___ .

- SUCCESSFUL
- PURE
- TALL
- INTERESTING
- DIFFICULT

Show correct answer

Practice Question 2

One word below appears in color. What is the OPPOSITE of that word?

She gave a **complex** answer to the question and we all agreed with her.

- long
- better
- simple
- wrong
- kind

Practice Question 3
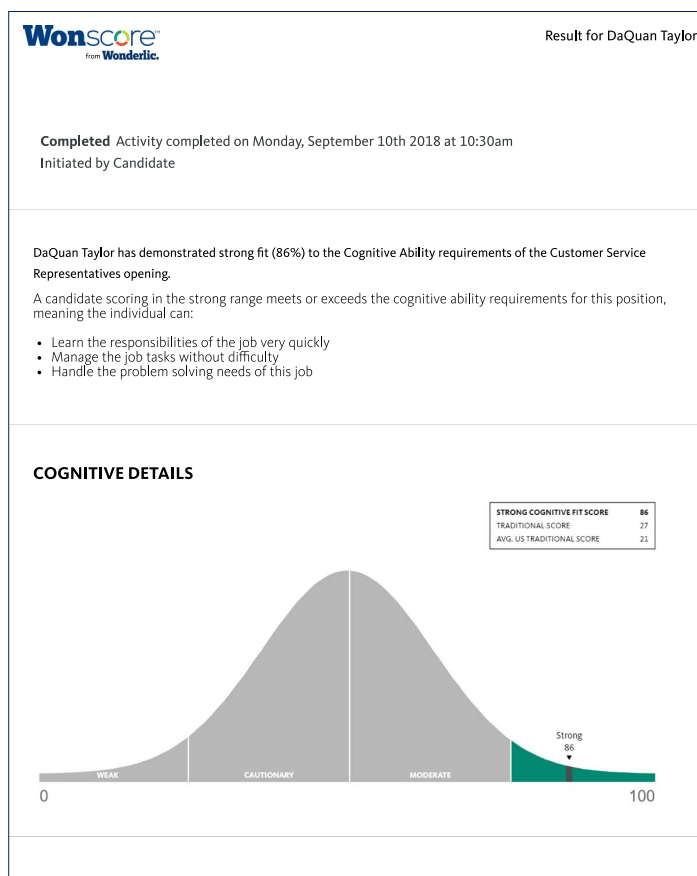
Which THREE choices are needed to create the target figure? Only pieces of the same color may overlap.

Target

PREVIOUS   NEXT

Sample Results

Wonscore from Wonderlic.

Result for DaQuan Taylor

Completed Activity completed on Monday, September 10th 2018 at 10:30am
Initiated by Candidate

DaQuan Taylor has demonstrated strong fit (86%) to the Cognitive Ability requirements of the Customer Service Representatives opening.

A candidate scoring in the strong range meets or exceeds the cognitive ability requirements for this position, meaning the individual can:

- Learn the responsibilities of the job very quickly
- Manage the job tasks without difficulty
- Handle the problem solving needs of this job

COGNITIVE DETAILS

STRONG COGNITIVE FIT SCORE	86
TRADITIONAL SCORE	27
AVG. US TRADITIONAL SCORE	21

WEAK   CAUTIONARY   MODERATE   Strong 86

0   100

Motivation

The Wonscore Motivation Test helps pinpoint an individual's motivational drivers in order to better identify candidates who can thrive in a given role. When interests and job duties align, research shows that people are more likely to be motivated by their work. That inspiration can lead to higher levels of job satisfaction, career stability, and performance. These results will help you determine if this role is likely to get your candidates out of bed in the morning.

Motivation

- Administered remotely
- 58 items
- Approximately 10-15 minutes
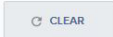
Sample Item

Sample Results
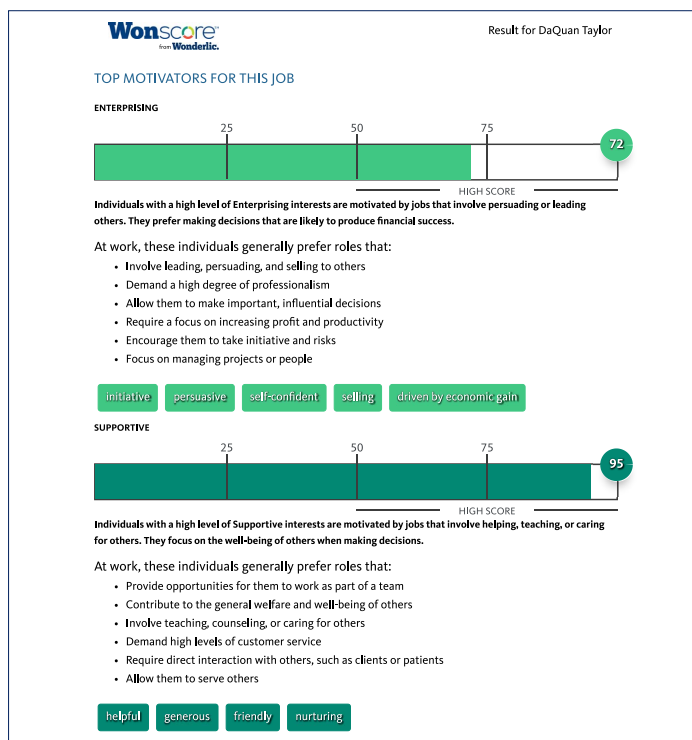
Personality

The Wonscore personality assessment helps employers determine whether a job candidate's personality is likely to result in high performance at work. This test is based on the Five Factor Model of Personality, which is the most widely researched and accepted model of personality.

Personality
• Administered remotely
• 150 items
• Approximately 10-15 minutes

Sample Item

Wonscore

Welcome

This activity consists of 150 statements. You must respond to every statement. This activity is not timed, but typically takes about 15 minutes to complete. At any point during the test you can go back and review any of your answers. Read each statement and choose the response that best describes you. Consider the statement in the following example:

1. I often like to watch team games.

    [Agree] [Neither Agree nor Disagree] [Disagree]

If you agree with this statement, then you would click "Agree." If you disagree with this statement, then you would click "Disagree." Avoid choosing "Neither Agree nor Disagree." Choose this response only when absolutely none of the other options work for you.

Please respond candidly. It is important that you be as careful and honest as you can, and give responses that describe you best. Don't choose a response because it describes the way that you might like to be.

This activity has a scale to identify individuals who give inaccurate or false responses. Test takers with a high score on this scale may be eliminated from the selection process.

[**BEGIN TEST**]

Sample Results

PERSONALITY DETAILS

Cooperation
DIFFICULT — HELPFUL

25 · 50 · 75 · **47** · HIGH SCORE
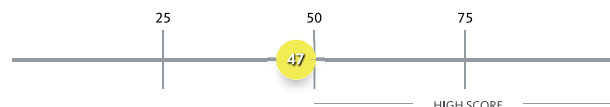
Individuals scoring in the **Difficult** range tend to be straightforward, frank, and confrontational.

These individuals generally:
- Lack sincerity and sympathy for others
- Appear overly critical and condescending
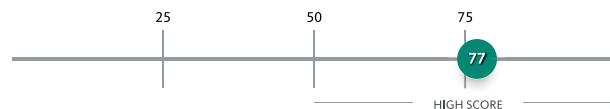- Challenge organizational structure and policies

These individuals might:
- Push back on policies or decisions they don't agree with
- Be willing to make the unpopular, but necessary, decisions

[candid] [disagreeable] [critical]

Dependability
UNRELIABLE — THOROUGH

25 · 50 · 75 · **77** · HIGH SCORE

Individuals scoring in the **Thorough** range tend to be organized, hardworking, and reliable.

These individuals generally:
- Tend to plan, organize, and methodically approach tasks
- Persist on tasks despite distractions or obstacles
- Hold themselves accountable for work outcomes and deadlines