



Foundations Certification



Wonderlic Foundations is a two-day, hands-on workshop that helps you build confidence using Wonderlic Select and Develop results. You'll learn how to turn insights about Behaviors, Capabilities, and Interests into real-world decisions for hiring, coaching, and employee development.

No need to be a coach or psychologist — this session is built for anyone who supports talent: leaders, HR partners, and people managers.

Why should I get certified?

Wonderlic Foundations Certification helps you grow as a professional by giving you:

- Tools and confidence to lead more meaningful hiring and coaching conversations
- Skills to address both performance challenges and growth opportunities
- A stronger presence as a trusted talent advisor in your organization
- Insights that help you guide employees toward ownership of their development





Practice interpreting Behaviors, Capabilities, and Interests in real-world context

What is the experience like?

A collaborative, hands-on training that dives into how to use Wonderlic's insights to support your hiring and development. During the two-day session, you'll:

- Build fluency with Wonderlic's measures and attributes
- Leverage your own results to see how your strengths and challenges show up in your day-to-day work
- Practice interpreting Behaviors, Capabilities, and Interests in real-world context
- Apply insights to real scenarios alongside peers in small group discussions
- Ask questions, get feedback, and build confidence in a supportive space

What key things will I learn?

You'll develop practical skills in three key areas:

Connecting Assessment Data to Performance

- Understand how cognitive abilities, personality, and interests-based motivation influence on-the-job behavior
- Learn to spot patterns that impact success across roles – whether you're hiring or developing talent
- Link assessment results to performance goals and development needs

Framing Insights for Better Talent Decisions

- Focus on attributes most critical to role success that will have the greatest impact on performance
- Evaluate candidates in context by seeing how their traits compare to others applying for the same role
- Interpret scores to predict both engagement and learning potential

Driving More Effective Talent Conversations

- Build trust through clear, supportive communication grounded in a shared language
- Use workplace-friendly results to make feedback and development conversations more approachable
- Create space for meaningful dialogue, even around sensitive or complex topics





Tangible gains in retention, productivity, and leadership pipeline development

What is the benefit to my organization for me to get certified?

When team members are certified, your organization benefits from:

- More capable HR partners, coaches, and managers equipped to lead development
- A consistent, scalable framework for hiring, coaching, and performance management
- Stronger employee engagement through better conversations and clear growth paths
- A culture of accountability, self-awareness, and continuous improvement
- Tangible gains in retention, productivity, and leadership pipeline development

Participation Options & Pricing

- ➔ **How It's Delivered:** Choose from, in-person, virtual, or a private on-site session for your team
- ➔ **Pricing:** See the chart below for pricing based on format and group size

ON-SITE OR VIRTUAL

 1 \$2,500	 2-3 \$2,250 / attendee (10% discount)	 4+ \$2,000 / attendee (20% discount)
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PRIVATE ON-SITE

Custom Pricing Request Pricing

