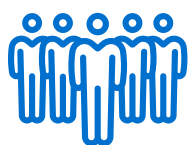




# Success Story

How an educational institution improved employee **retention** and **performance** through the implementation of a customized **assessment solution** and a **retention analytics** study.

CLIENT



More than  
**275**  
employees



Educational  
institution

## Business Needs



Improve employee  
performance



Reduce attrition  
among top  
performers



Save recruiters time  
and improve efficiency  
while providing a  
positive candidate  
experience



Create a  
screening  
assessment  
and interview  
guide



# Solution



Conducted a retention study to understand drivers of turnover



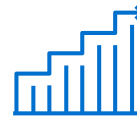
Created a competency profile to outline key aspects of the job



Created a personality assessment and interview guide that strengthened hiring decisions



Provided applicants with a realistic job preview



Validated that assessment results are linked to increased performance

# Results



High performers on the assessment were **51** to **105%** more productive



Assessment screening reduced the need for **25%** of interviews



Created a positive candidate experience with a 15-minute mobile-friendly assessment

# Retention study



Identified specific areas to reduce turnover and found:

- Nearly 40% of employees had an intention to quit—65% were managers
- Job satisfaction, fairness, and manager support were top drivers of turnover—not compensation/benefits as often is assumed!
- Identified the top 5 reasons for turnover by team