virtualjobtryout®

Professional Suite

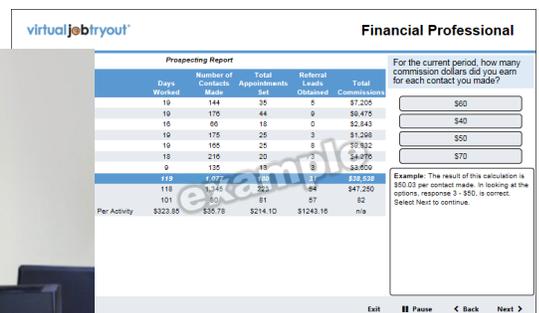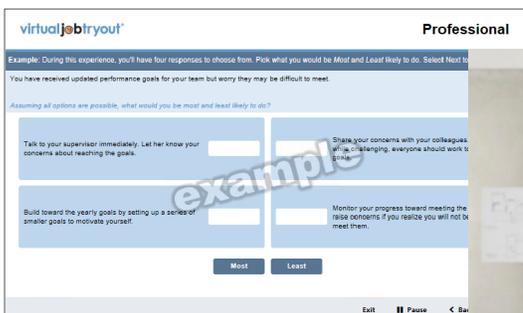## Fast Implementation Based on the Same Science

Virtual Job Tryout technology is available for eight distinct professional jobs. It is ideally suited for volume hiring where getting to high-potential candidates quickly is critical. Over a decade of validation research combined with hiring and performance data from millions of applicants provide the scientific and analytical foundation for Shaker's Virtual Job Tryout technology. Big data analytic methods and predictive modeling from selection science deliver proven results.

Professional Assessments

Managerial
Professional - Entry Level
Professional - Individual Contributor
Professional - with Business Case
Data Entry
Field Service Technician
Financial Professional
Clerical

Virtual Job Tryout technology delivers a multimethod, multimedia evaluation experience that reports on essential performance drivers for professional jobs such as:

Overall success	Learning & adapting
Career stability	Leadership
Customer service	Problem solving
Drive for results	Coaching & develops others
Communication	And more!

virtualj⊕btryout®

Virtual Job Tryouts are job-specific pre-employment assessments with realistic job previews that engage, educate, and evaluate your applicants.

By performing a range of simulated job tasks and responding to a series of job-relevant exercises, candidates learn about the job while you learn about them. You obtain relevant, meaningful, and scorable responses that enable you to rank candidates based on abilities, not words on a resume.

How Virtual Job Tryouts Work

Gamification

Candidates see the job and play the part via day-in-the-life scenarios, job tasks, and structured experiences designed to assess talent fit for your job or job family.

Simulation

Hundreds of data points are collected as candidates demonstrate their abilities. These data can be used to objectively rank and compare candidates, and support your interview with a detailed competency-based output report.

Validation

The science of using predictive modeling to link candidate responses to your performance metrics, providing a comprehensive view of job fit that accurately predicts on-the-job success.

Increase Recruiter Efficiency

Reduce New-Hire Turnover

Boost New-Hire Performance

Three Ways to Implement a Virtual Job Tryout

Pre-Configured

Ready-to-implement assessments requiring limited preparation. Based on the same science and efficacy, offering immediate and measurable results and impact on your bottom line.

Tailored

Build on the value of a Pre-Configured Virtual Job Tryout with options for custom branding, messaging, images, realistic job preview, and much more to reflect your company and job.

Customized

A multimethod evaluation experience that mirrors the complexity of your job. The resulting work sample predicts on-the-job success specific to your company and role.

SHAKER