



# North Mississippi Medical Center

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### Client-at-a-Glance

North Mississippi Medical Center's flagship hospital in Tupelo, Mississippi, is the largest non-metropolitan hospital in America and is the third largest rural hospital system in the nation. NMMC provides a broad range of diagnostic and therapeutic services offered through a community-based hospital system that includes: North Mississippi Medical Center in Tupelo, NMMC-West Point, NMMC-Iuka, NMMC-Pontotoc, NMMC-Eupora in Mississippi, and NMMC-Hamilton in Alabama, more than 40 medical clinics located throughout the service area, and comprehensive home health and rehabilitation services.

### Online Assessments Simplify Medical Center's Hiring Process

North Mississippi Medical Center (NMMC) relies on Wonderlic testing to evaluate thousands of candidates each year as part of its recruitment strategy. After switching to electronic versions of the Wonderlic Classic Cognitive Ability Test (WPT) and the Wonderlic Seven-Factor Personality Profile (CPP), their process became more efficient.

“When we used paper versions we had to fax the tests back to Wonderlic and wait for results, which added time to the process,” notes Lisa Dyson, Retention Recruitment Manager. “Using online testing gives us instant results, and with as many tests as we administer, that makes it a lot more efficient for administrators.”

NMMC has added a dedicated facility with computers used only for online testing. Dyson originally estimated the company would perform 3,500 assessments in the

first year, but it surpassed that number in six months, in part because employees are using the tests internally. “The Wonderlic tests are great workforce development tools,” she says. Employees take the tests in preparation for promotions and transfers, and managers use them to assess employees for future development. **“The internal use of the online tests is triple what we anticipated.”**

Potential applicants are required to complete the Wonderlic Classic Cognitive Ability Test, a measure of cognitive ability. Recruiters also use a specialized skills-based assessment from Wonderlic designed for clerical and medical positions. Candidates for upper level management positions take the Wonderlic Seven-Factor Personality Profile, which assesses character in terms of job-related strengths and weaknesses.



“All of the test results help us make the right hiring decisions,” Dyson says. “The Wonderlic tests are true indicators of whether a person is right for the job.” The combination of tests give recruiters fast, comprehensive data about candidates before making a hiring decision, which is critical, Dyson says, due to the volume of applicants. “The Wonderlic Classic Cognitive Ability Test quickly shows us if candidates are qualified, or over-qualified, something you can't judge from an interview or resume.”

Pinpoint potential.

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