

# GRN Victoria

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Global Recruiters Victoria (GRV) is a franchise of Global Recruiters Network (GRN), a rapidly growing network of recruiters, who source top performing talent for their clients. Based in Victoria, Texas, GRV was an award winning office, including the 2013, 2012 and 2010 National Office of the Year, and recognized as the Office of the Decade for the period of 2003 to 2013. With a current staff of 15 and plans to grow to 21 next year, GRV opened its doors in 2006 with six employees.

Managing Partner, Bill Gibbens, leads the Retained and Engaged Search Practice, as well as the Executive and Finance Divisions of GRV. Bill is a frequent speaker at national recruiting and training forums, and is published monthly in The Fordyce Letter, a recruiting industry publication.

Bill added Wonderlic assessments to the hiring process in 2008 after its former test vendor closed its doors. GRV currently utilizes the Wonderlic Prescreen Questionnaire, the Wonderlic Personnel Test (WPT-R) and two personality tests – the Personal Characteristics Inventory® (PCI) for office jobs and the Comprehensive Personality Profile® (CPP®) for the recruiter positions.

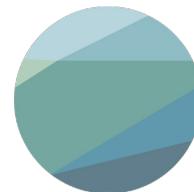
Since adding Wonderlic, GRV has seen a dramatic increase in call volume. “The CPP identifies people with low call reluctance,” Bill tells us. “This also means we’ve had a decrease in turnover, since our recruiters are happy. Having a low call reluctance means the job doesn’t exhaust their psyche and well-being. They don’t burn out. They can stay in this career and enjoy it.”

Bill not only uses the test results to hire new employees, but also to manage them once they’re on board.

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Since motivation is a big factor in sales, and hiring is a costly investment of money, emotion, and time, Bill is adding the Wonderlic Motivation Potential Assessment (MPA) to his arsenal. The MPA measures seven drivers of motivation that are proven indicators of work attitude, behavior, performance and productivity.

“I am always looking for ways to improve what we do. If you have a limited amount of time and money to invest in people, you want to invest it where you have the best odds of success. So I invest in Wonderlic assessments.”



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