

GRN Tampa

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GRN Tampa, a franchise of GRN (Global Recruiters Network), was one of the first GRN franchises to implement Wonderlic assessments. Managing Partner, Bret Winholtz, opened GRN Tampa in 2003 and shortly afterwards decided to bring Wonderlic on board to help hire his admin staff and recruiters.

“We had to do a lot of manual vetting when hiring,” says Bret. “It was hard to determine if applicants met sales quotas in their past jobs or could handle the pressure of a sales position.”

The company grew from one to 12 employees, and is currently looking to add three new employees. With thousands of applicants to go through every time he advertises or recruits for an open position, Bret tells us he needs “sales people on one hand, but project managers on the other. It’s rare to find someone that can do both.”

Bret uses the Wonderlic Personnel Test (WPT-R) and the Wonderlic Comprehensive Personality Profile® (CPP®) to make sure his new hires are a good fit for the job.

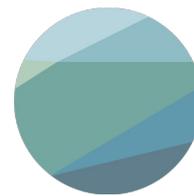
“The WPT-R gives us indicators that they can “get it,” if they can put the pieces together and do the job,” he says. “The CPP focuses on call courage and their ability to handle rejection and fit in with our team.”

In addition to screening candidates, the CPP helps Bret identify specific behavioral-based questions for the interview. “This gives me guidance of where I need to dig for more information when talking to a candidate.”

With the test and interview results as guideposts, Bret learns from his past successes, and failures. “I can reflect on the results. If someone is successful or not, and when a candidate has a similar profile, it tells me a story and where to explore further. I can see who I hired and I can learn from the past.”

Always looking to improve, Bret has recently added the Wonderlic Motivation Potential Assessment (MPA). The MPA measures seven drivers of motivation, key components to employee engagement.

“I’m very happy with the results from using Wonderlic. At the end of the day, their system is more comprehensive than any others that we have used.”



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