

Real Property Management

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Real Property; Real People

Stewart and Kathryn Guthrie opened their Real Property Management (RPM) franchise in 2009. Growing quickly, expanding to three locations in the Sacramento area, the Guthries found themselves looking for a way to improve the efficiency of their hiring process.

RPM employees must be able to wear many hats. Cross training between positions is vital, so employees must have the ability to learn quickly, adapt to new situations, and follow instructions. But since the positions RPM hires for are usually entry-level positions, they were getting hundreds of unqualified applicants – very quickly.

“We would have to shut off our ad after just a few hours,” says Stewart. “Not only were we inundated with poor candidates, but we were potentially missing out on good ones.”

Then, the process of combing through hundreds of applications in search of a few qualified individuals was a lengthy process that yielded less than satisfactory results.

Kathryn tells us they “wasted a lot of time interviewing the wrong people.”

After three years of frustration, the Guthries discovered Wonderlic in 2012, while at an RPM franchisee convention. First introduced in its corporate headquarters, Wonderlic tests have quickly become popular with RPM business owners.

By implementing the Wonderlic Personnel Test – Quicktest (WPT-Q) and Wonderlic Personnel Test Revised (WPT-R), the Guthries are quickly able to determine which candidates will be able to handle the varied requirements of the job.

An unexpected benefit of using the WPT-Q online as part of the application process? Fewer applicants!

“We went from receiving hundreds of applications, most unqualified, to a more manageable number of prequalified candidates,” explains Stewart.

Today, the Guthries use the two Wonderlic tests for more than just their job applicants. They even use them to test individuals who provide their services on a contract basis!

“It’s really an integral part of our management process,” says Stewart. “It saves us a ton of time. We’re so happy with the quality of hires and their success on the job.”

