

# Hiring Your Culture

Corvitus Team



corvitus™

# HIRING YOUR CULTURE



**You already know that finding the right employees is critical to your business success. The people you hire aren't just wearing your uniform, they're representing your brand. Corvitus understands that you're hiring more than people. YOU'RE HIRING YOUR CULTURE.**

From off-the-shelf to customized hiring systems, **FROM ENTRY LEVEL TO CEO**, Corvitus provides the tools you need to attract, hire, retain, and develop the people who will make your brand best-in-class. Our assessments are easy to use for both hiring managers and candidates. They're designed to eliminate illegal discrimination, while helping you build a culturally diverse workforce and protecting you legally. They significantly reduce costs associated with turnover and poor performance, and are linked to improved customer satisfaction.

**THE CORVIRTUS APPROACH:** Our hiring solutions are backed by over thirty years of research and statistical analysis using real customer data. We have experience in key industry segments, draw on vast databases, and conduct ongoing validation studies

to ensure that our tools are effective and leading edge.

Our science is complex, but our approach is simple. We use our 4A Model™ - **ASPIRE, ARTICULATE, ACT, ACCOMPLISH** - as a foundation on which to build a solution that will get you results.

First, we work with you to define your vision, values, and culture. Second, we determine what it takes for an employee to perform successfully in a role, and create a competency model. Third, we provide the tools to help you hire, develop, and retain stellar employees. And finally, we continue to work with you to evaluate the impact of the assessment tools on your workforce, your customer base, and your business success.

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“OUR CUSTOMERS CONSISTENTLY TELL US WE HAVE GREAT PEOPLE WORKING FOR US. WE ATTRIBUTE OUR STELLAR CUSTOMER SERVICE IN LARGE PART TO THE CORVIRTUS HIRING PROCESS, WHICH HELPS US IDENTIFY THE TYPE OF SERVICE-ORIENTED INDIVIDUALS RIGHT FOR OUR CULTURE. CORVIRTUS' WORK HAS SIGNIFICANTLY CONTRIBUTED TO THE SUCCESS OF OUR BUSINESS.”

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**PAT GORDON, VICE PRESIDENT, BURTON'S GRILL**

# CORVIRTUS SOLUTIONS

## READY-TO-IMPLEMENT ASSESSMENTS

Need a hiring system in place immediately? Our ready-to-implement applicant tracking system, Hiring Tracker™ on Demand, is an easy-to-implement, user-friendly system that supports every step of an effective hiring process, including employment applications, assessments, and interviews. Corvirtus assessments are industry and position specific, ranging from entry level to executive leaders, and are mobile-responsive, ensuring candidates can easily apply on any device.

## CUSTOMIZED ASSESSMENTS

Are your needs more complex? Is your focus on your company culture, or on competencies or hiring practices that are unique to your business? Maybe you have a talent management system, but are missing best-in-class assessments? We offer customized solutions that build on your company's vision, values, and culture - helping you hire the right people who will fit your culture, perform, and stay.

## HIRING TOOLS

Applicant tracking and assessments are only one piece of the puzzle - Corvirtus can help you fill in the gaps with our full suite of hiring tools:

**\*Applicant Tracking System\***

**\*Hiring Assessments\***

**\*Interviews\***

**\*Realistic Job Previews\***

**\*Competency Models\***

**\*HireMap™\***

## RESTAURANTS USE ASSESSMENTS TO BRING MORE THAN JUST FOOD TO THE TABLE



### THE CHALLENGE

A 66 unit full-service restaurant chain sought employees who would “enhance the customer experience with their image, friendly personality and attentive service.”



### THE SOLUTION

Corvirtus worked with restaurant leaders to develop customized hiring assessments and interviews that identify candidates who are aligned with the company's brand and service goals.



### THE RESULTS

- ✓ WORKFORCE IMPACT  
Turnover decreased by 15%
- ✓ CUSTOMER IMPACT  
Guest count increased by 9%
- ✓ BUSINESS IMPACT  
Saved over \$1/4 million

## LEARN MORE

Are you focused on increasing quality of hire and culture fit? Assessments can help! We've developed a checklist to help you evaluate potential providers.

[Click Here to Get the Checklist](#)



# About Corvitus

Corvitus provides a range of innovative, science-based measurements and services that tie a company's culture and core values to talent processes. Corvitus solutions have enabled hundreds of companies to strengthen and scale their corporate cultures, and to identify, develop and retain those employees with the characteristics and capabilities essential for business success and customer satisfaction. For more information, visit [www.corvitus.com](http://www.corvitus.com) or schedule a demo by using this link:

[Schedule time for us to connect.](#)