

INDUSTRY

Wholesale

COMPANY SIZE

501-1000
employees

OBJECTIVE

Improve
employee
performance

SOLUTION

CAST

Criteria Attention
Skills Test

WPP

Workplace
Productivity Profile

CBST

Criteria Basic
Skills Test

RESULTS

Major gains in
performance &
productivity


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Wholesale Distributor Improves Performance and Productivity

Challenge

A wholesale distributor wanted to maximize the performance of its team of Material Handlers. Material Handlers are responsible for packaging products, maintaining stock, operating powered industrial equipment to assist with inventory, and driving short distances to transport materials.

Solution

The organization partnered with Criteria to determine how well Criteria's assessments predict various metrics for job success within this role.

Three tests were used:

The Criteria Attention Skills Test (CAST): An assessment that evaluates a person's ability to stay focused and complete tasks with accuracy without being distracted.

The Criteria Basic Skills Test (CBST): An assessment that measures job readiness and trainability through basic math, verbal, and communication skills.

The Workplace Productivity Profile (WPP): A risk assessment that measures a person's integrity, honesty, and ability to follow rules and procedures.

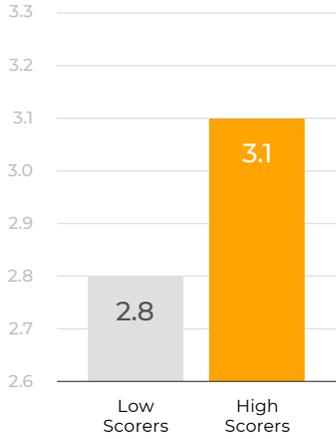
137 Material Handlers participated in the study by taking the three assessments. The assessment scores were then compared to a handful of performance criteria specified by the organization, including Overall Job Performance, Productivity, and Hours to Achieve Productivity.

Results

The results of the study found that all three assessments helped to predict performance for employees in the Material Handlers role across each of the performance criteria.

Overall Performance

Overall Job Performance by CAST Score



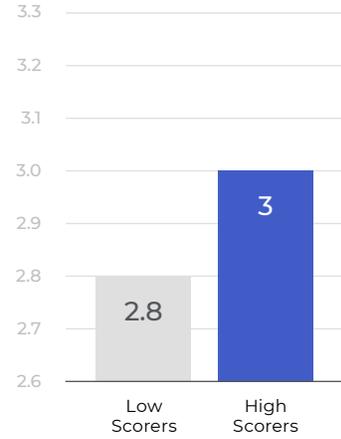
People who scored higher on the CAST performed **11%** better at work than their peers.

Overall Job Performance by WPP Score



People who scored higher on the WPP performed **19%** better at work than their peers.

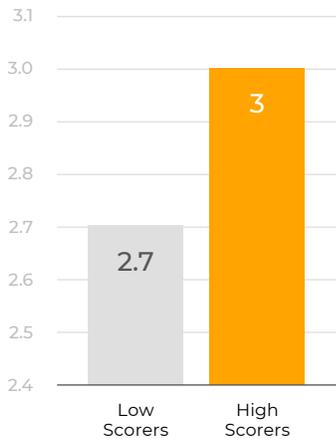
Overall Job Performance by CBST Score



People who scored higher on the CBST performed **9%** better at work than their peers.

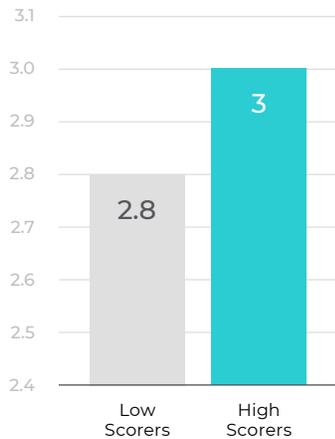
Productivity

Productivity Rating by CAST Score



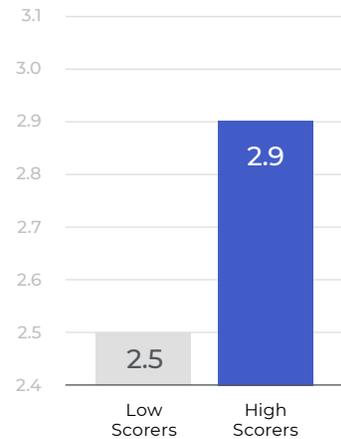
People who scored higher on the CAST were **11%** more productive than their peers.

Productivity Rating by WPP Score



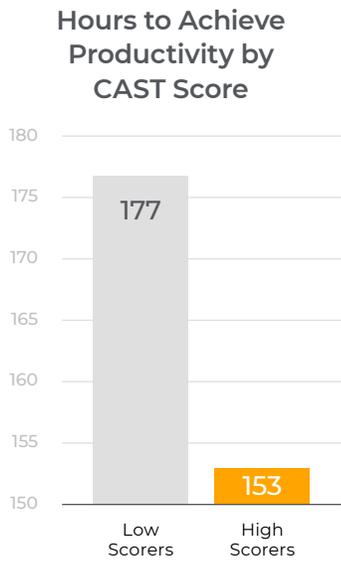
People who scored higher on the WPP were **7%** more productive than their peers.

Productivity Rating by CBST Score

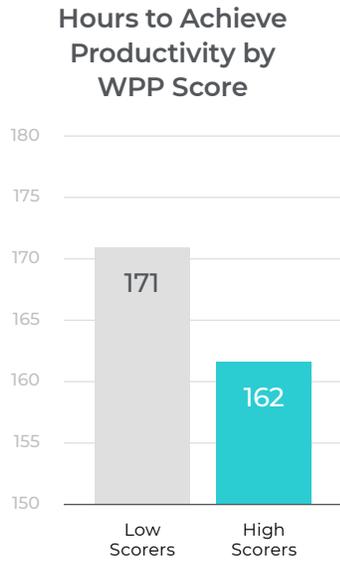


People who scored higher on the CBST were **16%** more productive than their peers.

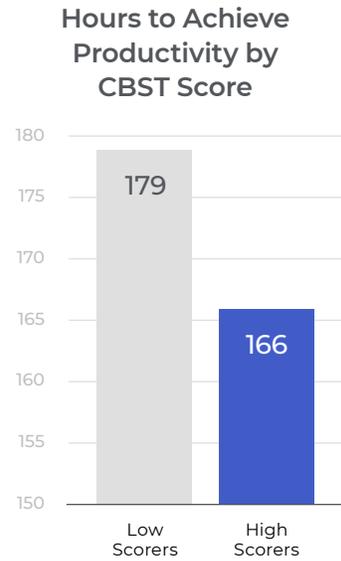
Hours to Achieve Productivity



People who scored higher on the CAST got up to speed **15%** faster.



People who scored higher on the WPP got up to speed **5%** faster.



People who scored higher on the CBST got up to speed **7%** faster.

Using these three tests together helped the organization turn incremental improvements into major gains for the company's overall performance and productivity.