

THEFT SLASHED 90%

EMPLOYEE SCREENING QUESTIONNAIRE - 2

A CASE STUDY

THE CHALLENGE

A large retail client with locations throughout North America had been using a pre-employment assessment for the previous year and a half with minimal success. The assessment was simply not having the desired effect on the number of integrity-related terminations (theft, misconduct, etc.). The experience unfortunately left the retailer skeptical as to the value of pre-employment assessments altogether.

THE SOLUTION

While contemplating the fate of his current assessment process, the retailer was contacted by SIGMA. The retailer was understandably skeptical at first. After all, he had heard the same things from his current vendor. So, why should he expect anything different from SIGMA?

SIGMA proved with each meeting that there was reason to be optimistic as:

1. He was impressed that everyone he spoke to at SIGMA was truly an expert in their field.
2. The goal of each discussion was not “selling” but transferring knowledge to ensure the client had a solid understanding of the assessment process and how the ESQ2 worked.
3. SIGMA’s confidence in their product was apparent as they were prepared to prove the value of the ESQ2 through a complimentary ROI study; the incumbent vendor had charged several thousand dollars for the same exercise.
4. SIGMA mapped out formal touch points whereby the value of the ESQ2 would be evaluated in regular intervals.

After several discussions, he decided to give SIGMA a chance to prove they could accomplish what the incumbent vendor had not.

THE RESULT

As a result of replacing the incumbent solution with SIGMA’s ESQ2, the retailer found that integrity related terminations (theft, misconduct, etc) **dropped by 80%** in the first four months. One year later, the reduction is now at 90%.

To find out how easy it is to integrate the ESQ2 into your hiring process and experience the cost savings of this valuable tool, contact us at 800.265.1285.