PERFORMERS TO THE STAGE!

Parks and Resorts Academy
2200 PERFORMERS WANTED!
NEW STARS

LÄNGTAR DU EFTER ETT SOMMARJOBB I EN MAGISK VÄRLD?

Parks and Resorts
ACADEMY
Parks and Resorts - SJQ - Exempel

situation

option 1

option 2

option 3
RETENTION & GROWTH

Parks and Resorts Academy
INSPIRATION

Varje roll har sitt vanemönster

CELEBRATION

CHALLENGE 2015

Glad gast index

Resultatmätaren

ParksandResorts
ACADEMY
The reasons for Parks and Resorts to chose SJQ

**Quality:** Highly predictive of future performance

**Engagement and reflection of the brand:** The candidate steps into the magical world of Parks and Resorts early in the recruitment process

**Manages candidate expectations of the role**

**Candidates like them** – their relevance to the job applied-for is clear
Building the SJQ

**Creation of scenarios**
- Interview 8 managers
- 92 realistic scenarios + options

**Validity study**
- Employees (n = 775)
  - SJQ
  - 2 ability tests
  - Personality test
  - Manager ratings

**Validity study**
- Students (n = 130)
  - SJQ
  - 2 ability tests
  - Personality test
  - Candidate experience

**Implementation in ATS**
- 25 scenarios
## Process Parks and Resorts

<table>
<thead>
<tr>
<th>Process</th>
<th>Candidates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Killer questions</td>
<td>20 000 candidates</td>
</tr>
<tr>
<td>Test</td>
<td>15 000 candidates</td>
</tr>
<tr>
<td>Audition</td>
<td>4 500</td>
</tr>
<tr>
<td>Hire</td>
<td>2 200</td>
</tr>
</tbody>
</table>
Follow up study

Test
- SJQ results from 20,000 candidates and 2,200 employees

Audition
- Artist?
- Cooperation?
- Conscientiousness?

Job performance
- Manager ratings
- Customer complaints
- Welcome back?

$r = .4$

$R = .1$
Follow up study

Test
- SJQ results from 20,000 candidates and 2,200 employees

Audition
- Artist?
- Cooperation?
- Conscientiousness?

Job performance
- Manager ratings
- Customer complaints
- Welcome back?

$r = .5$
If we would have had a strong correlation between test and audition, there would be an information overlap and the audition wouldn’t have added value.
The 4 most important assessment trends

Tests early in the process
- Screening
- Volume testing
- Automatisation

Knowledge instead of guesses
- Link data to business value
- Analyze your whole process

Customize
- One size doesn’t fit all

Candidate focus
- Candidate experience
- Reflect your brand