Realistic Job Previews:

Informing, engaging and winning best–fit applicants

Using fun and engaging questionnaires to drive candidate interest

A Realistic Job Preview created by cut–e:

Realistic Job Previews (RJPs) provide a great way for potential applicants to find out if they are suited to the roles at your organisation or within your industry. An RJP created by cut-e:

➡ provides an interactive and fun learning experience and is available on smartphone, tablet or desktop

➡ informs candidates about their suitability for the role and the organisation

➡ encourages those aligned with your culture and values to apply

How does an RJP work?

Potential candidates are presented with typical on-the-job scenarios and asked: what would you do in this situation? Feedback is provided immediately and is tailored to the response given by the person. The potential applicants not only learn about the day-to-day challenges and tasks of the role, but also find out if there is a good fit between the job and what they want to do. Those interested will be more motivated to apply and you will have started to engage with them early on in the recruitment process.

Why implement an RJP?

Recruitment and hiring is becoming more candidate-centric. It matters to applicants where they work and what the culture is like. An RJP has several tangible benefits:

➡ An RJP offers potential applicants the opportunity to gain a quick insight into life within a job role or sector so they can make an informed choice whether to apply. If this is the case, you know your applicants will have a realistic expectation of the job and are likely to have a better fit with the company.

➡ An RJP influences retention (Barrick & Zimmerman): applicants who have a better understanding of a job tend to stay longer.

➡ An RJP saves time and resources for both you and the applicant and allows large volumes of candidates to self-assess and decide whether to apply. Case studies show that use of RJPs increases the number of more suitable applicants.

➡ An RJP improves the candidate experience. It must be kept in mind that, in many businesses, every potential applicant is also a potential customer. A positive and fun interaction leaves a great impression of your company.

Developing RJPs with cut–e

Developing an RJP requires a closing working relationship between the assessment designer and the organisation. It takes skills and expertise to capture what makes the job and culture unique and appealing to the right people – and to then turn that into a fun and engaging set of questions with immediate and honest feedback.

Step 1 – Complete job analysis: we help you identify what matters in the job and what characteristics make for success. We do this by working with current job holders, interviewing managers about performance ratings and talking with other stakeholders to ultimately define what scenarios are typical and the behaviours and skills required.

Step 2 – Develop the RJP items: using the information and scenarios developed during the job analysis, we design, test, amend and retest the question items so that they are realistic for your industry.
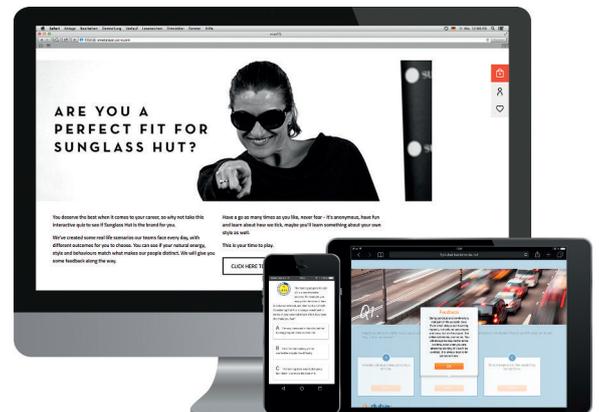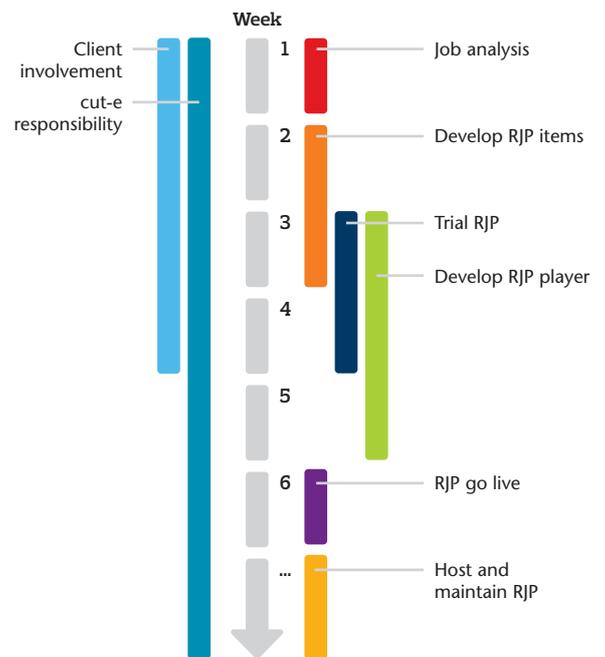
Step 3 – Trial the RJP amongst those in your organisation and industry: gaining acceptance is achieved by capturing reality. Reality testing is done by those who know best.

Step 4 – Develop the RJP player: the technology supporting the content needs to be state-of-the-art, mobile-ready and fair. Your brand is reflected in the look and feel of the screens themselves, using your language, images and logo. cut-e has a wealth of experience and expertise in making it happen within set time frames.

Step 5 – Go live with RJP linked to your microsite: interfacing our technology with your web and HR systems is one of our areas of speciality. Check out our technical integration expertise.

Step 6 – Let cut-e host and maintain the RJP: you want to be sure that your RJP is online and accessible at all times for your potential applicants and is updated as technology evolves. We take care of this for you.

RJP process/timeline

Week

Client involvement — cut-e responsibility

1 — Job analysis
2 — Develop RJP items
3 — Trial RJP
   — Develop RJP player
4
5
6 — RJP go live
... — Host and maintain RJP

ARE YOU A PERFECT FIT FOR SUNGLASS HUT?

Companies who use RJPs by cut–e:

du · easyJet · eir · EY · flydubai · Ornua THE HOME OF IRISH DAIRY · Parks and Resorts · ReSourcePro · sunglass hut

Available languages
The system, assessments and reports are available in many languages. Additional languages can be requested.

Available norm groups
We continually update and add to the international and local sets of norm groups.

For more information about RJPs by cut-e, please visit:
www.cut-e.com/online-assessment/realistic-job-previews

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