

HIRING ASSESSMENTS: THE TRUTH ABOUT CANDIDATE ABANDONMENT

People fear the unknown – and in this case, many fear that using assessments as part of their hiring process will cause massive amounts of candidates to abandon the process, leaving recruiters and hiring managers struggling to fill open positions. I can confidently tell you that you fear the numbers that don't exist! Reviewing over 50,000 candidates who have taken a Corvitus Assessment, we have determined that, on average, 88% of applicants complete the assessment! That means only 12% abandon the process – and in some cases, the abandonment rate is closer to 6%. As long as you are actively recruiting, 12% less candidates shouldn't be anything to lose sleep over! In fact, you may want to be thankful that those candidates self-selected out of the process.



Nevertheless, the truth remains that candidates do abandon hiring processes, including the assessment. Let's take a closer look at why:

1. **They are not mobile-responsive.** This is especially frustrating if the job application is mobile-responsive but once candidates get to the assessment they are forced to switch to a computer to complete the process. How many do you think actually do this? Probably not a lot. No need to worry about this one – Corvitus Assessments are mobile-responsive, adjusting to any screen size and ensuring a seamless candidate experience from application to assessment.
2. **They are boring.** I have seen a lot of assessments that have the same response format (yes/no questions or 1-5 scale ratings) for 50 questions or more. That means candidates are completing pages and pages of assessment questions with no variety. This *is* boring – and can lead to careless responses. Corvitus has you covered! We



use a variety of response formats – multiple choice, 1-6 scale ratings, interactive images, and situational assessments – to keep candidates engaged in the process.

- 3. The questions are not related to the job.** If candidates do not feel the questions they are being asked relate in any way to their skills or success on the job, they are likely to think the assessment is a waste of their time. Corvitus Assessments are position and industry-specific and include situational assessments that can be customized to your industry and brand.
- 4. The candidate was not a good fit.** Assessments communicate that you have standards and what you expect from your team. Candidates who likely would not excel at the job will recognize this from your assessment and opt out of the process – saving you time and the costs of a bad hire!