

## How a top transport company uses personality assessments to identify leadership potential.

### THE CHALLENGE

Caron Transportation Systems has been named as one of Canada's "Best Managed Companies" and has been a trusted name within the transportation industry for over 65 years. Serving 6 industry sectors and established in 5 different terminals, Caron continues to expand from Alberta to Saskatchewan and internationally into North Dakota and Texas. During the organization's expansion, the executive team was searching for an assessment to identify high-potential new managers to help continue their growth within the industry. Ideally, the assessment would be easy-to-use and could measure a candidate's strengths and areas for development, to help identify the best fit for the organization in a leadership role.

### THE SOLUTION

In early 2017, Caron Transport implemented TalentClick's Attitude - Values - Personality (AVP) core solution, and with a focus geared towards their leadership department, they also began utilizing the TalentClick Leadership Profile (LP).

By using the AVP and LP reports, Caron accurately assesses each applicant's conflict resolution and business reasoning skills, work values, and personality. The assessments are easy to administer, and reports are available within minutes of completion. Hiring managers and HR find great value in how the reports save them time while increasing the quality of their new hires. Caron continues to expand their usage of TalentClick as they identify new leaders throughout the organization. Rebecca Wilson, HR Generalist, noted how pleased they were to begin using the assessments to match the qualities of potential new hires with gaps in open roles.

*"By having our applicant use the assessment it spoke volumes about getting to know their personality. When we got the results we were really excited as it was exactly what we were looking for. We were able to identify the gaps that needed to be filled and it resulted in a positive hire with the applicant now excelling in the role."*



**REBECCA WILSON**  
HR GENERALIST  
CARON TRANSPORT

### THE RESULTS

Caron Transportation continues to utilize the Leadership Profile assessment and the core AVP solution. For any open position, the candidate completes the LP and AVP as one of the first steps in the hiring process. By doing so, the HR team is saving time by focusing on candidates who are most likely to be strong leaders, managers and top performing employees.



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TIME TO HIRE**



**IMPROVED  
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TURNOVER**



**INCREASED  
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