

# HIRE SMARTER

*in Retail*

## *Retail teams face a constant cycle of hiring.*

From seasonal surges to sudden no-shows, it can feel like you're always backfilling. And when your frontlines are stretched thin, quality often takes a back seat to speed.



## **THE RESULT IS MISALIGNMENT.**

New hires do not stick, managers do not have time to train, and performance gaps start to affect your customer experience.

*And when most applicants are entry-level with limited or no experience,*  
**THE CHALLENGE GROWS.**



It becomes difficult to tell who has the soft skills, motivation, and cultural alignment needed to thrive in your stores.

## *We work with retail teams to change that.*

Our assessments help you spot the people who are a fit for your role, store, and culture before day one.

## ***Retail's Most Common Hiring Challenges:***

### **THE CHALLENGE**

New hires quit after one or two shifts

Store managers hire based on gut feel

Entry-level applicants lack experience

### **HOW HIGHMATCH HELPS**

Assess for reliability, motivation, and team mindset

Standardize evaluations with role-aligned insights

Surface soft skills and potential, not just work history



# Why Retail Teams USE HIGHMATCH



- ▶ Assessments built for store-level roles like associate and manager
- ▶ Results that help store leaders make confident hiring decisions quickly
- ▶ Culture and performance insights aligned to your brand values
- ▶ Mobile-first design that keeps pace with candidate behavior



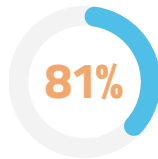
## Assessment Results that Deliver:



lower turnover in hourly roles when assessments are used



of employers say assessments predict success better than resumes



employers now use skills-based hiring to reduce mis-hires and improve retention

## HIRING THE RIGHT PEOPLE Should Not Slow You Down

When your managers know what to look for and have the tools to support their decisions, they can build stronger teams, faster. *That means better store coverage, stronger customer experiences, and more consistent performance across locations.*

Let's talk about how we can support your retail hiring goals.



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highmatch.com

