



# Reveal Case Study

# HAWKINS CONSTRUCTION COMPANY

Omaha, Nebraska

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## Hawkins Construction Company

A Midwest, family-owned construction company that started business in the early 20<sup>th</sup> century is growing strong with impressive revenue numbers and important projects that serve their market. They incorporated in 1960 and currently have over 400 employees. They hire 10-12 interns from a pool of 200+ college students to train for long-term employment after graduation.

## Executive Summary

**Industry:** Construction  
**Revenue Size:** \$174.80 million  
**Employee Size:** 400 employees  
**Hiring Quantity:** 20's  
**Hiring Level:** Interns to Full Time employees  
**Assessment Use:** Pre-Hiring, Selection, Management Support in Hiring Decisions, Job Fit, and Retention

## Using Assessments to Elevate the Candidate Pool

Hawkins Construction Company started using assessments to ensure they were hiring individuals who fit both from a cultural perspective as well as job fit. They hire top candidates for their Construction Leadership - Job Sponsor position, a customized solution for this company. They meet candidates at career fairs, host interviews with the top candidates and then invite a portion of them to complete the assessment.

The chosen assessment is Reveal from Hiring Indicators. This year was the first year they experienced the value of Reveal compared to the assessments they used before. They reported that Reveal is extremely easy to use and provides instant results that helped speed up the hiring process. In the past, they had to wait up to 10 days before receiving results. That limited the number of assessments available to candidates. Now their recruiters can offer more candidates an opportunity to complete an assessment, which increases the candidate pool.

#### **Year One Impact Summary Using Reveal:**

- Extremely Easy to Use
- Instant Results
- Increased Candidate Pool
- More Candidate Insight
- Time Savings
- Cost Savings

Once they have the candidates selected and the completed Reveal results, the reports are given to their senior management prior to him interviewing the candidates. This gives the senior leader more insight about the individual and makes it easier to have a more in-depth interview.

#### **Flexibility to Compete and Find the Best Candidates**

The construction company recognizes the competitive hiring market today. They found the fast results, easy-to-use SaaS application, formatted report with competency scores, strengths, and opportunities for growth information about each candidate gave them the flexibility and independence they were looking for to compete and find the best candidates for their company. They plan to use the report further and over time will analyze the results of the most successful candidates. They want to identify patterns and specific competencies that will make the process even more effective for them to quickly pick out traits of new potential candidates that fit the job.

They report a more efficient hiring process that saves them time and money. They found that cost and time savings started with recruiters and all the way through the final selection and interview process. Once the current intern group is selected, they will monitor performance results and evaluate the effectiveness and return on investment using Reveal. In addition, they are looking to use the Reveal results in other areas for development, onboarding and possibly for performance management.