

REALISTIC JOB PREVIEW

- In the RJP, a CVS Health employee in the job describes what the work is like, what tasks they perform, and the challenges and rewards (the things they like and do not like) of the work.
- It also describes the working environment, such as the amount of customer interaction, the pace of the work, and the types of rules and procedures there are.



SITUATIONAL JUDGMENT TEST

- This exercise presents problem situations that a CVS Health employee could experience on the job.
- You are presented with four possible responses you could take if you were in the situation and you must indicate which response you would **most** likely take – and which response you would **least** likely take.
- Note that this is **not** a multiple choice question with one correct response.



DATA ACCURACY

- In this exercise you will be presented with different tasks related to entering and checking data, such as taking inventory or comparing prescriptions to medicine bottles.
- You will enter data correctly or verify that data presented is correct.



DRIVERS

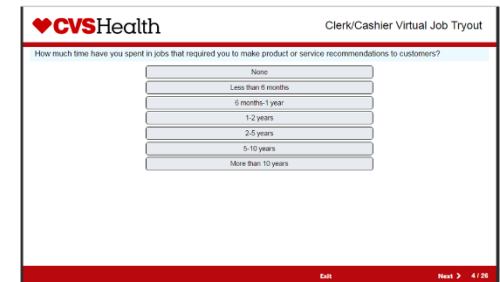
- This exercise asks about the type of work environment that motivates you.
- You will be presented with two statements and asked to indicate which statement reflects what you would like more in a job.
- While you may see the same statement more than once, you will not see the same *pair* of statements more than once.



CVS Health is an equal opportunity employer

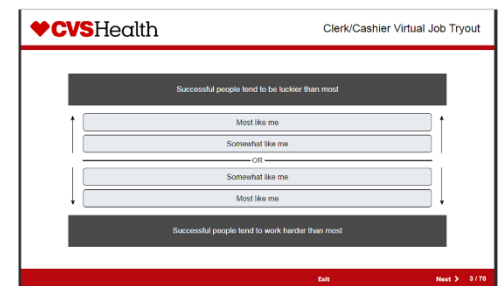
TELL US YOUR STORY

- This exercise asks you about your work history. If you do not have previous work experience, think about school, sports, or other memberships you are in when you answer the questions.



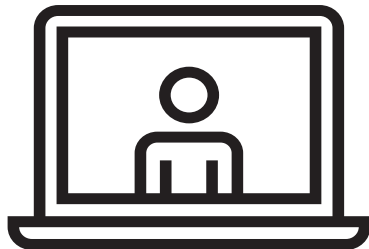
WORK STYLES

- This exercise asks you about your style at work.
- Like the “Drivers” section, you will read two statements and choose which statement is more like *you*. Also, you will choose how much like you it is.
- While you may see the same statement more than once, you will not see the same *pair* of statements more than once.



CVS Health screens over a million job applicants a year. To be fair and objective in making hiring decisions, we consider experience, job related skills, and interview performance. One way we evaluate applicants is by having applicants to most store roles take the Virtual Job Tryout (VJT). Some important things to remember as you take the VJT:

- This is an online assessment that you must successfully complete to move forward in the hiring process, but it does not guarantee that you will receive a job offer
- You will learn about the job and decide if it's the right fit for you
- CVS Health learns about your skills, abilities, and experiences to see if you're a good fit for the job
- You do not need previous experience to successfully complete the VJT
- Once you complete the VJT, you cannot retake it for six months
- The VJT is untimed – some people take 20 minutes and others take an hour
- We encourage you to set aside an hour in a quiet location to take the VJT



APPLICATION INSTRUCTIONS

1. Navigate to <http://jobs.cvshealth.com/>
2. Search for a job opening by keyword and/or location.
3. Select a job from the list by clicking on it
4. Select the **Apply Now** link
5. Candidates will be prompted to create an online profile to complete job application
6. This starts the application process.
7. Upon completion of application you will be automatically redirected to the Virtual Job Tryout.

Candidate applications are only visible upon completion of a Virtual Job Tryout

ACCOMMODATIONS REQUESTS

Shaker Help Desk

Phone: 1-877-987-5352

M-F 8:00 a.m.- 8:00 p.m. ET

If you feel you need an accommodation,
DO NOT take the VJT

Once you submit the VJT, you cannot retake it or receive an accommodation for six months.

SYSTEM REQUIREMENTS

The VJT contains audio, which will require speakers or headphones or you may choose the "Text Only" option provided on the welcome page.

The system is best experienced using a current internet browser, with pop-ups disabled and strong internet connectivity.

Most VJTs only work on a PC/Laptop with a keyboard and mouse. But, for some of our store hourly roles, the VJT is Smartphone friendly, including the Pharmacy Tech, Clerk Cashier, and Beauty roles.

APPLICATION TECHNICAL ISSUES

Contact Kenexa Applicant Helpdesk

Phone: 1-855-338-5609

Email: cvshealthsupport@usibm.com

VIRTUAL JOB TRYOUT SUPPORT DOCUMENT



 **CVS**Health