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.
- We hope that it provides you enough information to decide for yourself if you think the job is right for you.
- You will not have to answer questions in this section.

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.

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. All responses are possible and you must make two selections – your most likely response and your least likely 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.

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.
- This is the longest section. Remember, the VJT is not timed. If you feel tired, this might be a good time to take a break!

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.
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**

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**

Our system is best experienced on a PC/Laptop with a keyboard, mouse, current internet browser, with pop-ups disabled and strong internet connectivity. Most positions may include a Virtual Job Tryout (VJT) at the end of the application process. The VJT contains audio, which will require speakers or headphones or you may choose the “Text Only” option provided on the welcome page.

**APPLICATION TECHNICAL ISSUES**

Contact Kenexa Applicant Helpdesk
Phone: 1-855-608-4971
Email: cvscaremarksupport@kenexa.com