



The Virtual Job Tryout (VJT) is a portion of the CVS Health® application process that gives you an opportunity to learn about the job and “try it out.”

You will hear about what the work is like and the things current colleagues in the role find rewarding and challenging. This helps you decide if the job is the right fit for you and CVS will learn about your work style and your skills and abilities as they relate to the job.

- The VJT is administered online.
- The VJT is one of several screening steps in the application process. Performing well is not a guarantee one will be hired for the position.
- You will learn about the daily job functions.
- You will Hear from CVS Health colleagues about rewards and challenges of the role.
- The VJT will help you decide if the job is a “fit” for you.
- 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 not timed; please take your time in completing this portion of the application.

To learn more about the Virtual Job Tryout, visit:  
<https://jobs.cvshealth.com/vjt>

### **Application Instructions**

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

*Note: Candidate applications are only visible upon completion of a Virtual Job Tryout.*

### **Accommodation Requests**

CVS Health Advice and Counsel

Phone: 1-877-805-9511

Email: [AdviceandCounsel@cvshealth.com](mailto:AdviceandCounsel@cvshealth.com)

If you feel you need an accommodation, **DO NOT** take the VJT, contact CVS Health Advice and Counsel.

*Note: 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.

### **VJT Technical Issues**

Modern Help Desk

Phone: 1-877-451-1695

Email: [cvs\\_support@modernhire.com](mailto:cvs_support@modernhire.com)

### **Application Technical Issues**

Kenexa Help Desk

Phone: 1-855-338-5609

Email: [cvshealthsupport@us.ibm.com](mailto:cvshealthsupport@us.ibm.com)



## **Virtual Job Tryout Support Guide**



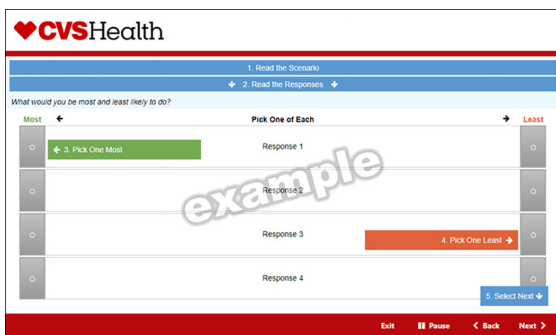
## Realistic Job Preview

- In the Realistic Job Preview (RJP), a CVS Health colleague describes what the work is like, what tasks are performed, and the challenges and rewards of the job.
- 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.
- You will not have to answer questions in this section.



## Situational Judgment Test

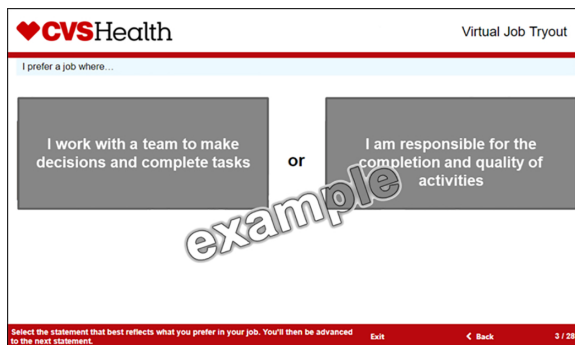
- This exercise presents problem situations that a CVS Health colleague can experience on the job.
- You are presented with four possible actions you could take if you were in the situation; you must indicate which actions you would be most likely and least likely to do.



**Note:** This is not a multiple choice question with one correct response. All actions are possible and you must make two selections – your most likely and your least likely responses.

## 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 statement more than once, you will not see the same pair of statements more than once.



## Tell Us Your Story

- This exercise asks you about your work history.
- If you do not have previous work experience, consider your experiences in school, sports, or other memberships you are (or were) in.

How much experience do you have in a job where you interact with customers?

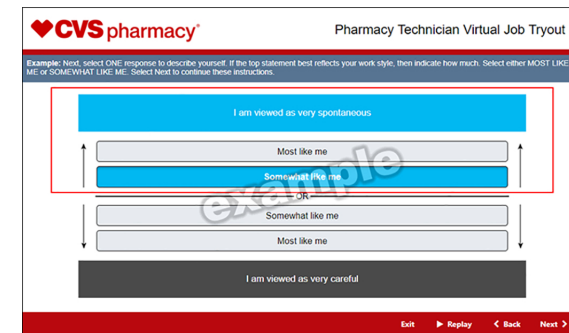
- 1 to 6 months
- Between 6 months and 1 year
- 1 to 3 years
- 3 to 5 years
- More than 5 years
- No experience, this is my first job

CVS Health is an EEO/OFCCP compliant employer. For more information, visit: <https://cvshhealth.com/about-cvs-health/diversity/employee-and-consumer-rights>

## Describe Your Support

- 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.

**Note:** 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!



## Data Accuracy

- In this exercise you will be presented with different tasks related to entering and checking data, such as taking inventory, comparing prescriptions to medicine bottles or entering data from one source to another source.
- Depending on the question, you may need to enter data correctly or verify if the data presented is correct.

**Note:** This section will vary based on the role to which you apply.

