# Prove it First: The Tough Questions to Ask Your Technology Vendors

Your workforce management system is more than just a tool, it's a strategic investment that drives operational effectiveness across your organization. WorkForce Software believes in a "focus-on-proof" approach that demands vendor transparency and accountability at each step of the selection process.

## Top 10 Tips for Getting the Most Out of Your Solution Evaluation Demonstration

Ensure a thorough demo that's based in proof of your vendor's capabilities and forge a partnership based on trust and proven outcomes to propel your business forward.

**① Stakeholder Participation**
A comprehensive evaluation should involve representation from executives to front-line teams, across HR, Operations, Payroll, and IT. Create a shared vision for your demonstration evaluation by including key stakeholders and incorporating feedback from employees.

**② Your Data in Demonstrations**
Your potential vendors should provide demonstrations based on your unique business. Document your pay, work, scheduling, absence, and rest rules by organization, including international locations. Request vendors to use this data in any demo.

**③ Create Realistic Samples**
Provide vendors with sample timesheets, schedules, rosters, and copies of union agreements if you work with union organizations. Representative examples of how the solution would work for your environment will give you confidence in your selection.

**④ Request Complex Rules**
Request potential vendors to configure and provide examples of your most complex rules. Utilize this demo time to investigate what rules can be automated or if a certain level of manual intervention is still required.

**⑤ Quantify Your Options**
Create a scoring matrix based on your specific scenarios to check that each criterion reflects critical functionality and organizational needs. Assign weights according to their significance to your operations and strategic goals.

**⑥ Test Flexibility**
Understanding a vendor's flexibility is paramount. Request that they make agile adjustments to demonstrate their capabilities and the configurability of their solution.

**⑦ Study Improvements**
Ensure the potential vendor replicates your timesheets accurately. Have they minimized manual errors through automation? Have they complied with labor laws by correctly tracking work hours, breaks, and overtime?

**⑧ Require Customization**
It's important to see proof that the vendor uses your organization's unique terminology and not "canned" materials. The software solution is meant to adapt to your needs, not the other way around.

**⑨ Align with Your Organization**
Check that the vendor configures your organization's specific business rules and confirm they don't take short cuts using their own rules. If they can't deliver a configurable demo, then they likely can't deliver a configurable solution that meets your needs.

**⑩ Gain Clarity**
Ask any vendor to provide clear details of when and where you must step outside their solution for any required manual steps and processes.

By insisting on tangible results in your evaluations and demos, you secure a future-proof workforce management system. At WorkForce Software, we don't just promise excellence—we prove it. Our commitment to transparency and proof is embedded in every interaction we'll have with you, demonstrating why we are the most trusted leader in workforce management solutions.

**Request a demo today; let us prove we tailor our solutions to your unique business needs.**