



CARE Series Select Assessment Report for

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CARE Series Select Assessment Results

This report displays assessment results that lead to success as a caregiver. Please remember the information contained in this report is sensitive. Every effort should be made to ensure it is stored in a secure place. This assessment is designed to provide insight into a candidate's work behaviors, safety attitude, integrity, and role awareness as it relates to success as a caregiver. Selection decisions should not be based solely on the results of this assessment. It is intended to be used in conjunction with other selection techniques (e.g., interviews) to guide selection decisions.

Assessment results are based on research conducted with thousands of in-home caregivers and is based on links established between the items and a detailed, independent assessment of job performance, turnover and worker's compensation claims. Results are presented on a continuum from GREEN to YELLOW to RED. Based on the benchmark data used to develop this assessment,

RED results suggest the candidate has a lower probability of success

YELLOW results suggest the candidate has an average probability of success

GREEN results suggest the candidate has a higher probability of success

The percentiles in the report indicate the position at which the candidate stands in the specific area compared to other caregivers across the country.

This report has been derived from the results of an assessment completed by the respondent and reflects the responses they made. This report is generated electronically, and there is no guarantee that it has not been changed or edited. The information within this report is likely to remain valid for 12 months, depending on the circumstances.

CARE Series Select Assessment Results

Overall Comparison

Higher than 50% of caregivers



Retention

Higher than 93% of caregivers



Low Scorers are unlikely to be employed 30 days after being hired. They are often open to take any job and indicate a willingness to do most anything for work. They may view the role as a temporary position until they find something else. They are likely to do the bare minimum, don't like working alone, and/or don't know when to ask for help.

High Scorers are reliable and likely to be employed at least 90 days. They generally have a realistic understanding of the role and are comfortable with the responsibilities. They are typically seeking part-time work and do not rely on this job as their primary source of income. Most do not require constant supervision, but know when to ask for help. Commonly, they are service-oriented, good listeners and value hard work.

Safety Attitude

Higher than 50% of caregivers



Low Scorers are likely to take risks when it comes to safety. They often have small mishaps or overlook safety hazards. They may have little or no experience lifting or transporting other people. They may be accident prone or have concern with their ability to perform the physical requirements of the job.

High Scorers rarely take risks regarding their safety and they are less likely to get injured on the job. Generally, they avoid mistakes and are able to identify hazards in their work environment. They likely have previous experience and/or training in lifting or transporting other people.

Productive Work Behavior

Higher than only 7% of caregivers



Low Scorers are likely to exhibit counterproductive work behaviors, which may lead to termination.

High Scorers typically exhibit high performance on the job.

Integrity



Red scorers have likely stolen or exhibit a willingness to steal, may fake a work injury or other questionable work behaviors.

Yellow Scorers may lack awareness around some areas concerning ethical practices in the caregiver role. Training may resolve these concerns. They do not admit to stealing, a willingness to steal or faking a work injury.

Green Scorers likely know what is expected regarding ethical practices. They are unlikely to accept tips without documentation, accept additional payment or work from clients, or make up excuses for not being able to work.

Role Awareness



Red scorers struggled to identify the appropriate actions to take in typical caregiver situations, which include client care, managing conflict, and interacting with office staff.

Yellow Scorers understand some aspects of the role but may still require training on other aspects and best practices.

Green Scorers demonstrate a strong understanding of the role and are often better prepared to start providing client care.

Impression Management



Red scorers are likely "faking good" and their results should be heavily scrutinized.

Yellow Scorers may be "faking good" and their results should be scrutinized.

Green Scorers are probably not "faking good" and results are likely accurate.

Suggested Interview Questions

SAFETY ATTITUDE - Suggested interview questions are provided for areas that received a YELLOW or RED result.

Describe a challenging safety issue you have encountered and how you addressed it.

What was the issue and why was it challenging?
How did you deal with the issue?
What was the outcome of your approach?
What did you learn from this experience?

Tell me about a time you identified a potential safety issue and dealt with it before a problem occurred.

What was the situation?
How did you identify the potential safety issue?
How did you address the issue?
Why did you choose to act?
What was the outcome?

Notes

Suggested Interview Questions

SAFETY ATTITUDE - Suggested interview questions are provided for areas that received a YELLOW or RED result.

Sometimes employees are required to follow certain safety rules they may find inconvenient or burdensome. Tell me about a time this was true for you.

What was the safety rule?

How was the rule inconvenient or burdensome?

What did you do in this situation?

What was the outcome?

Describe a situation in which it was very important you followed safety procedures.

What were the safety procedures? Why was it important to adhere to the rules?

How did you ensure your approach did not go against the procedures?

How did the situation turn out?

When have you had to overrule these practices to get something done?

Notes

Suggested Interview Questions

INTEGRITY - Suggested interview questions are provided for areas that received a YELLOW or RED result.

In past jobs, when did you have to bend the rules in order to ensure the best service be provided for a customer?

What was the situation?

How did you decide the policy needed to be adjusted? How did the customer benefit?

What was the outcome?

Where there other rules that kept you from being at your best?

Have you ever been in a situation in which you had to make something seem better than it really was?

What was the situation? How did you handle it? What was the outcome?

If not, in what circumstances would that be acceptable?

In a past job, did you ever have to alter your standards to meet your company's expectations?

What was the situation? What did you choose to do?

What factors did you consider when making your decision?

What was the outcome?

Would you handle this situation differently today?

Notes

Suggested Interview Questions

PRODUCTIVE WORK BEHAVIOR - Suggested interview questions are provided for areas that received a YELLOW or RED result.

What's the most difficult part of being a caregiver?

How have you (or plan to) address those difficulties in this role?
What was the toughest part of your last job?

Under what circumstances is it acceptable to not keep a commitment or to not do what you said you would do?

What is the last commitment you failed to keep? Why?

Could you define for me what you believe "doing a good job" is? A great job?

(Be wary of candidates who cannot differentiate between the two or whose expectations do not meet your performance standards.)

Notes