

Date: Jul 13, 2008



Name: Tom Tester
ID: 295689



Health Caregiver Summary

General Reasoning (Cognitive)

Slower Processing
Accepts Simple & Repetitive Work



Faster Processing
Needs Intellectual Challenge

- Tom learns at a higher rate of speed than average which may cause boredom with many of the more routine caregiver roles
- Many caregiver roles require the person to focus on immediate patient care issues, but Tom tends to focus on longer term and strategic issues
- May be better suited for caregiver situations where their more complex problem solving skills are valued and needed

Question: Describe a time when you were involved with some long term issues and forgot to handle an important routine task. What happened?

Conscientious (Organization)

Carefree
Impulsive



Detail Oriented
Dependable



- Tom may miss important details which can be critical to many caregiver roles
- Be sure that Tom receives appropriate training for which paperwork is critical and must be detailed and accurate
- Tom is generally spontaneous and able to handle interruptions that can be common in many healthcare roles

Question: Tell me about a situation where you forgot to handle an important detail and it caused a problem. What happened?

Tough Minded

Cooperative
Agreeable



Direct
Determined



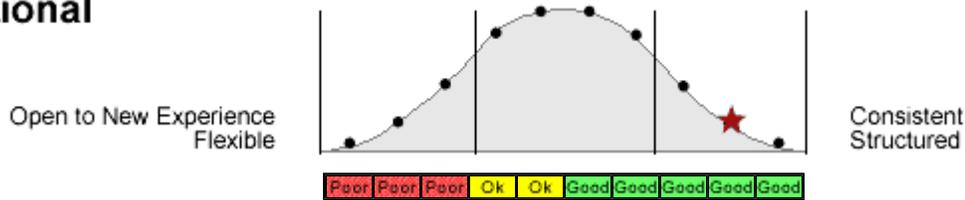
- Tom tends to be direct and out-spoken with patients and co-workers
- Tom's direct and tough-minded nature can be helpful in dealing with more difficult health care environments and in making sure that patients are clear on what they should do
- Tom's out-spoken and demanding nature can come across as argumentative and

unpleasant

- May have difficulty taking direction from others which can create issues within some caregiver roles

Question: Describe a time when you came across to someone else a little too strong when the situation may have needed you to be a little more tactful. What was the situation and what happened?

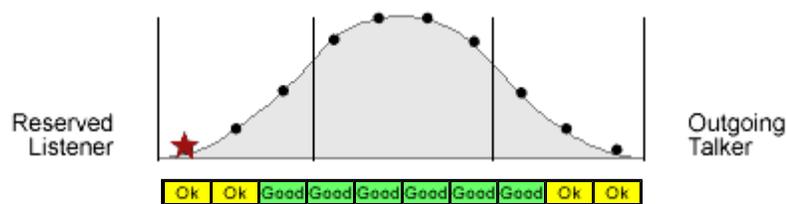
Conventional (Rules)



- Tom is usually very consistent and structured when it comes to following health care standards and safety procedures
- Tom is usually able to handle the high level of follow-through and thoroughness that many caregiver roles demand
- May find it difficult to deal with change and will need extra time to adapt changes made in health care procedures

Question: Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

Extroversion



- Patients may find Tom's reserved nature to be unfriendly or aloof
- Tends to have good listening skills which can be very helpful in caregiver roles
- May be better suited for situations where it is more important to provide care without the social interaction such as situations when patients are not able to interact with the caregiver

Question: Describe a time when you had to work with people who loved to talk a lot during the day. How did this affect your productivity?

Stable

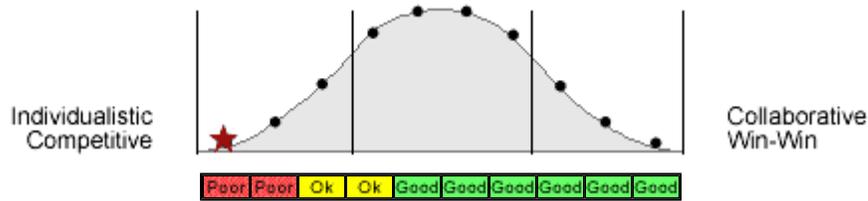


- Tom will generally feel stress faster than others
- Tends to be very sensitive to patient needs, which will be beneficial in some healthcare environments

Question: Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you were not able to completely

follow a policy or safety procedure. What was the situation?

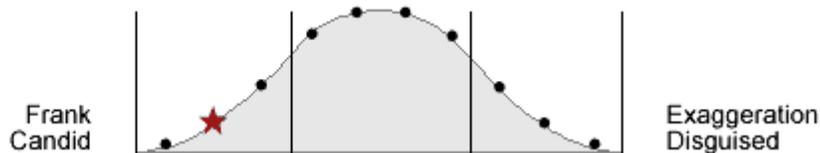
Team



- Tom is generally competitive and enjoys individual achievement which may make it difficult to feel motivated in many caregiver roles where the focus is on helping someone else
- May have difficulty working on a team and being collaborative
- May be better suited for an environment where they are allowed to work independently rather than one where they are expected to be a part of a team effort

Question: Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

Good Impression (Social Desirability)



- Tom's responses have been frank and open

*The participant has scored in the "red zone" in 2 areas.

Overall
64% *

Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.

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Health Caregiver Interview Questions

General Reasoning (Cognitive)

Question: Describe a time when you were involved with some long term issues and forgot to handle an important routine patient task. What happened?

Question: Tell me about a time when you became bored dealing with the same old issues every day. What did you do?

Question: Give me an example of a time when you really liked your work. What sorts of tasks did you handle every day?

Conscientious (Organization)

Question: Describe a time when you thought you had handled something but had actually overlooked it. What did you do?

Question: Give me an example of a time when you were able to react quickly to a patient situation before others really even knew what was going on.

Question: Tell me about a situation where you forgot to handle an important detail and it caused a problem. What happened?

Tough Minded

Question: Tell me about a time when your ability to be determined helped you deal with a very difficult patient. What was the situation?

Question: Give me an example of a time when it was difficult to be compassionate about a patient's situation. How did you handle it?

Question: Describe a time when you dealt with a patient a little too strong when the situation may have needed you to be a little more tactful and tolerant. What was the situation and what happened?

Conventional (Rules)

Question: Tell me about a time when someone asked you to bypass a important procedure because they were in a hurry to take care of a patient. What did you do?

Question: Give me an example of a time when an urgent problem came up but you were not familiar with the procedure for handling it. What did you do about it?

Question: Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

Extroversion

Question: Tell me about a time when you realized that a patient really needed you to be optimistic and cheerful but you were having a bad day. How did you deal with it?

Question: Describe a time when you had to work with people who loved to talk a lot during the day. How did this affect your productivity?

Question: Tell me about a time when you were praised for your ability to listen. What was the situation?

Stable

Question: Many jobs are really stressful and demanding. Tell me about a time when your job was very demanding and because you had to work so fast, you were not able to completely follow a policy or safety procedure. What was the situation?

Question: Describe a time when you were dealing with a patient who was out of control and you lost your cool with them. What happened?

Question: Tell me about a time when you had to work long hours without a break. How did you deal with it?

Team

Question: Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

Question: Give me an example of a time when you went above and beyond the call of duty but you were not recognized for it. What was that like?

Question: Describe a time when you realized that you were competing with someone for attention or to be right and it wasn't appropriate. How did you handle it?

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