

Date: Jul 13, 2008

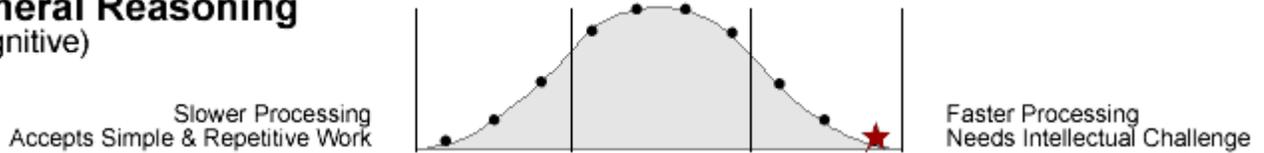


Name: Tom Tester
ID: 295689



Nurse Assistant Summary

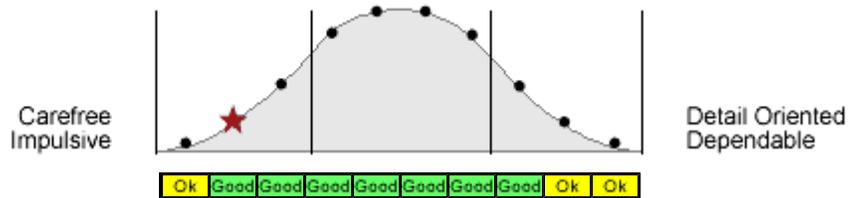
General Reasoning (Cognitive)



- Many nursing assistant roles require the person to focus on immediate patient care issues, but Tom has very fast learning speed and tends to prefer to focus on longer term and strategic issues
- May be better suited for nursing assistant 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?

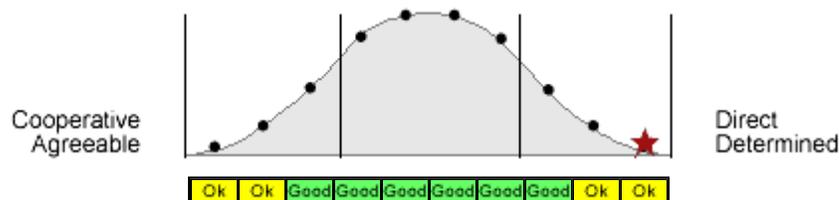
Conscientious (Organization)



- Tom is usually better than most at handling the common interruptions and disruptions that happen throughout the day within many nursing assistant roles
- Be sure that Tom receives appropriate and thorough training for roles where detailed paperwork is critical and must be accurate
- Be sure to reinforce daily plans for medicine and other items that must be followed on a time sensitive schedule

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

Tough Minded

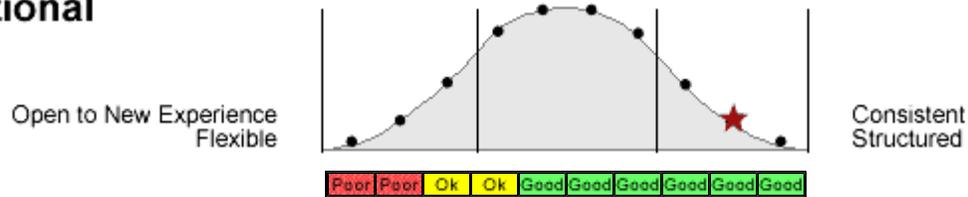


- Tom tends to be direct and out-spoken with patients and co-workers
- Tom's out-spoken and demanding nature can occasionally come across as argumentative and unpleasant
- Tom's direct and tough-minded nature can be helpful in dealing with more difficult nursing

assistant environments and in making sure that patients are clear on what they should do

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?

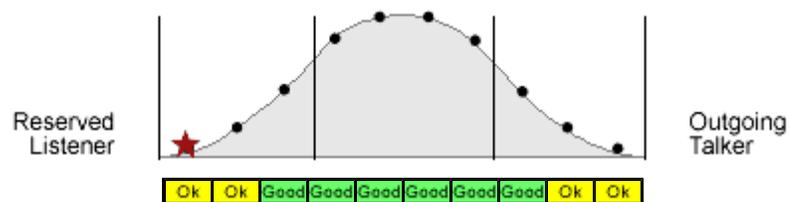
Conventional (Rules)



- Tom is usually very consistent and structured when it comes to following health care standards and safety procedures which is typically very important in nursing assistant roles
- Tom may find it difficult to deal with change and will need extra time to adapt to 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?

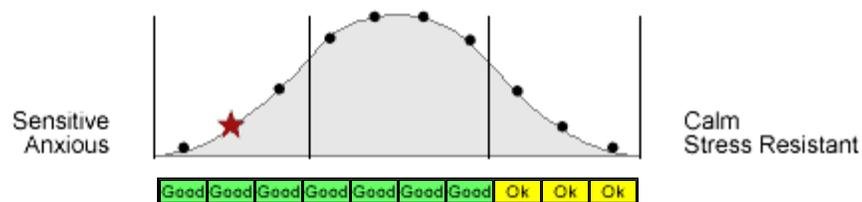
Extroversion



- Tom tends to have good listening skills which can be very helpful in nursing assistant roles
- Important that Tom know when a more friendly and warm approach is necessary to make a patient feel comforted and cared for
- Some Nursing assistant roles require a quiet and calm environment and Tom is usually comfortable with this approach

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?

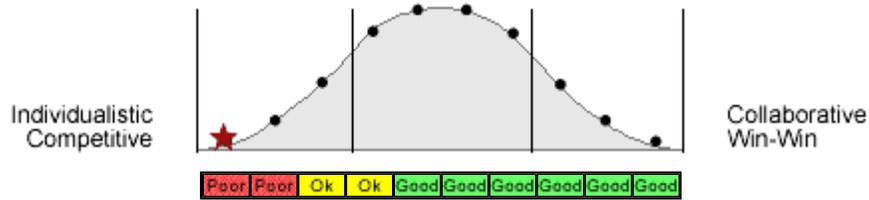
Stable



- Tends to be very sensitive to patient needs, which will be beneficial in many nursing assistant environments
- Tom will generally feel stress faster than others which can be an issue if the stress of the environment is ongoing and frequent during the day

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

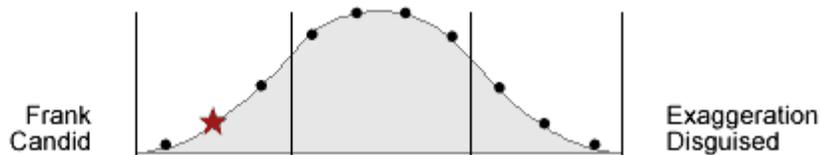


- Tom is generally competitive and enjoys individual achievement which may make it difficult to feel motivated in many nursing assistant roles where the focus is purely on helping the patient

- May have difficulty working on a team and being collaborative

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 1 area.

Overall
79% *

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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Nurse Assistant Interview Questions

General Reasoning (Cognitive)

Question: Tell me about a time when you were very motivated to do your job every day. What were you doing and what types of problems did you deal with?

Question: Tell me about a time when a coworker kept asking you the same question over and over again. What did you do?

Question: Give me an example of a job where you were given many simple or routine tasks to perform daily. How did you handle that?

Conscientious (Organization)

Question: Tell me how you keep track of the details of a project or task.

Question: Give me an example of how you have followed up with someone who asked for additional details on a project or task. How did you handle the follow up?

Question: Describe a time when you lost track of some details for a project and it caused a problem. What did you do?

Tough Minded (Assertiveness)

Question: Tell me about a time when you disagreed with a supervisor about how a customer situation should be handled. What did you do?

Question: Tell me about a time when you became impatient with a coworker or supervisor because they were being unreasonable. What happened?

Question: Give me an example of a time when you had to make an important decision on something even though it wasn't your responsibility. What was the situation and how did it work out?

Conventional (Rules)

Question: Describe a time when you had to begin working and you had not really been trained yet and didn't know what you were supposed to do. What was it like?

Question: How have you handled a situation where there was no procedure in place?

Question: Tell me about a time a good customer wanted something that was not consistent with policy. What did you do?

Extroversion

Question: Give me an example of a time that someone praised you for your ability to listen to them. What was the situation?

Question: Tell me how you handle coworkers who like to chat with you even though you need to move on to the next task.

Question: Tell me about a time at work when you needed to take a break and get away from people for a while. What was it like?

Stable

Question: Give me an example of how you have dealt with a lot of stress in your job every day. What did you do?

Question: Tell me about a time when a customer or coworker was very upset and was being unreasonable. What did you do?

Question: Describe a time when you worked in an environment that you thought was motivating but not too stressful. What was your day like and what made it motivating?

Team

Question: Tell me about a time when you did something extraordinary in your job but were not given credit for it. What did you do?

Question: Give me an example of a time when a coworker needed your help with a project or task. What was the situation and how did you handle it.

Question: Give me an example of a time when you were praised for your performance in front of the team. How did your coworkers respond?

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