



Nurse Assessment Report

Candidate:
Jaimie Sampleuser

Date:
1/19/2020

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

Date: 1/19/2020

The following pages represent a report based on the results of a psychological assessment. The profile presented below summarizes key results in each area compared against general population norms (indicated by the descriptors Low, Below Average, Average, Above Average, and High) and with norms for high performers in the type of job for which the candidate is applying (indicated by the shaded areas). The candidate's score is indicated by the diamond symbol : ◆

ALL RESULTS SHOULD REMAIN STRICTLY CONFIDENTIAL

	Low	Below Average	Average	Above Average	High
Agreeableness					◆
Assertiveness			◆		
Customer Service					◆
Dependability					◆
Drug Use Potential	◆				
Emotional Stability / Resilience				◆	
Empathy					◆
Extroversion					◆
Flexibility	◆				
Integrity				◆	
Intrinsic Motivation					◆
Long Tenure Potential					◆
Nurturance					◆
Optimism/Enthusiasm				◆	
Work Drive				◆	
Overall Cognitive Aptitude					◆

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

Cognitive Aptitude Assessment

Compared to general adult norms using standardized tests which were validated for a wide range of positions, we estimate Jaimie's overall level of general intellectual aptitude to be in the **70-79 percentile** range. Her individual aptitude levels are:

Abstract Reasoning 80-89%ile

Numeric Reasoning 80-89%ile

Verbal Reasoning 50-59%ile

Jaimie has an above-average level of general cognitive aptitude. She should be able to handle the problem-solving demands of this job in a capable manner.

Explanation of Cognitive Aptitude Scores:

The aptitude scores in this section reflect percentile rankings -- not percent correct on the test. With percentiles, the average is the 50%ile. Half of the people score below this score and half score above it. As another example, if a person scores 80-89%ile on a specific test in this report, it means that they scored as well as or better than 80-89% of the norm group, but not as high as 11-20% of the norm group.

The **Overall Cognitive Aptitude** is an average of the separate aptitude sections given to this candidate.

The lower the Overall Cognitive Aptitude score, we predict that the candidate will have difficulty learning new information and making decisions. For example, if they are well experienced in their occupation, they may be able to continue to perform well practiced tasks adequately, but have difficulty learning new things. As such, they will need additional training time and more support from supervisors. People who produce lower Overall Cognitive Aptitude scores generally prefer tasks that call for specific responses rather than ones requiring insightful solutions. They are also slower in processing information and are often easily overwhelmed by complex problems, especially ones they have not dealt with before.

The higher the Overall Cognitive Aptitude score, the more we predict that the candidate will learn quickly, pick up a lot of new information on their own without needing to be trained, handle a large information load easily, make decisions in an efficient manner, and show a great deal of insight about how to solve new and complex problems.

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

Personality Assessment

Strengths:

- She is very kind, agreeable, and accommodating. Jaimie will not be disruptive in group settings and will avoid conflict whenever possible. She is generous and giving of her time and attention.
- Jaimie is assertive, but by no means aggressive or oppositional. She will make requests of others in a low-key, non-invasive manner.
- Jaimie is strongly oriented toward customer service. She endeavors to meet the needs and preferences of patients and their families promptly and will go the extra mile to ensure that they are happy with their overall experience at your facility or practice.
- She registers as being a trusty, dependable employee if hired for this job. Jaimie will perform her work in a reliable manner to fulfill the expectations of customers and her employer.
- She is a fairly resilient person who has good control over her emotions. Jaimie can weather most forms of job hassles, stress, and pressure. She usually keeps her composure when dealing with work crises and emergencies.
- She can tune into the feelings of other people and empathize with their problems and perspectives. Jaimie is a considerate, sympathetic person who can gain rapport readily with customers. She will take their feelings into account when making decisions. Others are likely to perceive Jaimie as a sensitive person who is receptive to hearing their perspectives.
- Jaimie is sociable, outgoing, and cheerful in her dealings with other people on the job. She should be a good communicator who readily gets to know other employees.
- She is very respectful of traditional ways of doing things. Jaimie adheres to convention and is most comfortable with the status quo at work.
- Jaimie scores above-average in terms of being honest and rule-following. She will internalize and promote company norms, values, and policies on her job.
- Intrinsic rewards such as personal enjoyment of her tasks are much more appealing to Jaimie than extrinsic features of a job such as bonuses, job status, etc. She is drawn to jobs that she finds interesting and meaningful.
- Jaimie's potential for Long Tenure Potential is high. She would rather work at one company for a long time than have a series of jobs. Assuming things go well for Jaimie on this job, she is unlikely to search for another job elsewhere.
- She enjoys being a caregiver and service provider to others. Seeing that other people's needs are met provides a great deal of personal satisfaction to her and helps her feel like a worthwhile person. Dealing with especially difficult situations is particularly rewarding to her because it calls on her strength.
- Jaimie often emphasizes what is good and promising when appraising current situations as well as future possibilities. She is usually upbeat and tries to accentuate the positive in her work situations. She will usually keep a positive frame of mind when confronted with job setbacks and obstacles.

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

- Jaimie has an above average work drive. She invests considerable time and energy into meeting the demands of her job and career.

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

Developmental Concerns:

- If conflict arises in her area of responsibility, she will try to quickly get it smoothed over rather than deal with the underlying problem. People will find that she does not like to deal with disagreements or difficult situations, especially if it requires direct confrontation. And, in discussions with other coworkers, she will tend to give bland comments, or side with the majority when decisions are made even if she doesn't agree with them.
- Jaimie could be more assertive in some situations. She could also be more inclined to bring her influence to bear on other people and to address problems directly.
- Jaimie can sometimes become too emotionally involved with other people. This can compromise her objectivity when making decisions which affect them. Also, her reflexive attempts to help others may sometimes be perceived as invasive or inappropriate.
- Jaimie may be too involved in the social side of work. She may spend time chatting and interacting with others when she should be concentrating on her own work obligations.
- Jaimie often has trouble dealing with change and uncertainty on the job. Some people will view her as hindering change.

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

INTERVIEW QUESTIONS

After reviewing the assessment results for this candidate, you may want to conduct a structured interview to further explore and clarify some specific concerns. The interview questions listed below reflect areas of concern raised by the assessment results. You should keep asking questions until you have gained confidence in your assessment of the candidate. You can use some or all of these questions when interviewing the candidate. You will probably want to customize these questions to best fit your style and what you already know about the candidate as well as the job for which s/he is being considered. Most of these are behavioral description items which ask the candidate to describe specific behavior on the job. Some additional probes which you might want to use with individual questions are:

- * When did this take place?
- * What factors led up to it?
- * What were the outcomes?
- * What did others in the organization say about this?
- * How often has this type of situation arisen?

AGREEABLENESS

- Tell me about a project that required everybody to get along smoothly and harmoniously. What did you do to help promote harmony and cohesion?
- Sometimes it is good to question or challenge the ideas or decisions of the people you work with, even if it leads to disagreement or an argument. Tell me about a time when you have done so.
- Describe a situation where you took a stand on something that was not necessarily popular with other people, but where you felt it was the correct thing to do?
- Tell me about a situation where you went along with the group (or with individual coworkers) just to keep the peace, preserve harmony, or show support, even though you did not agree with them.
- Conflict seems to be inevitable in most work settings as business competition increases and more demands are made on all employees. Tell me about a conflict or disagreement you had with another employee? [Probes: What was the nature of the problem? What did you do to help resolve it? How often has this occurred?]

ASSERTIVENESS

- Describe a time when you took charge of a difficult situation in your organization and turned it around into a success.
- Describe a time when you spoke up on a matter of importance to you, even though you knew it would not be well-received or when others in the company opposed you.
- Tell me about a time you took the initiative to get a project started or to complete it in a timely manner.
- What would you do if you felt that your boss had been ignoring you or not paying attention to your ideas?
- Describe a time when you successfully confronted a problem situation that others had trouble dealing with in the past.

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

- Tell me about a time when you effectively negotiated with upper-management to get them to accept your recommendation over the recommendations of others.

EMPATHY

- Tell me about a time when you were dealing with a difficult person. What made them hard to take? What was going on that made this person act or feel that way? (Listen for a broad understanding of that person's personality and an understanding of the context that might have contributed to the situation.)
- Tell me about a time when you counseled an employee (or peer) who was going through a difficult time. What was the problem? What did you do? What was the result?
- Describe a time when someone at work responded emotionally to something you said or did. How did you respond? What was the result? (Listen for awareness of body language, voice tone, etc. as well as an ability to see the person in distress, not necessarily someone who is just offensive.)

EXTROVERSION

- Some employees waste valuable time on their jobs chit-chatting, gossiping, and socializing. Please indicate whether this is ever a problem for you and what steps you take to avoid it becoming a problem.
- Tell me how much time you would ideally like to spend each day in meetings and discussion groups on the type of job for which you are applying.
- All of us have different styles of interacting and communicating with other people. Describe a situation where your style did not mesh well with that of another employee. [Probe: How did your styles differ? What problems did this lead to? What adjustments did you make?]
- Give me an example of a presentation that you have made where the audience was not particularly interested in the topic. What did you do? What were the results?
- Sometimes it is hard for us to be objective about someone we know or like. Tell me if this has ever been a problem for you and, if so, how you dealt with it.

FLEXIBILITY/ADAPTABILITY

- Tell me about a time you have had to adapt the way you tried to deal with a problem to solve it more effectively.
- Describe the kinds of adjustments you have had to make when an old way of problem-solving would not work. What changes did you make? How were these more effective than previous methods?
- Tell me about a situation where there has been a shortage of resources or equipment available to you and you have had to improvise and make do with what you have to solve a problem or complete a task.
- Describe the most recent new job-related method, procedure, or technique you learned and how you felt about learning it. [Probe for when and how often this occurred.]

INTRINSIC MOTIVATION

- Tell me which factors define success for you in a job.
- Describe how your feelings of job satisfaction are affected by how much challenge and variety you have at work.
- Tell me what you would do if your job became repetitive and routine.

Nurse Assessment Report

Candidate: Jaimie Sampleuser

Date: January 19, 2020

- Describe the kind of work that really motivates you.

The information contained in this report is Resource Associates, Inc. business information intended only for the use of the individual or entities named above. If the reader of this report is not the intended recipient you are hereby notified that any dissemination, distribution or copying of this report is strictly prohibited. If you have received this report in error, please notify us immediately at (865) 579-3052 or by sending E-mail to info@resourceassociates.com.