

# CARE-GIVING PROFILE™

HIRING SOLUTION FOR THE CAREGIVING INDUSTRY



COMPANY NAME	LOCATION
Beaumont	Royal Oak
APPLICANT NAME	DATE
Jen Smith	12/13/14

This report is based on the results of a validated psychological assessment. The profile presented summarizes key results in each area compared against general population norms.

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## TURNOVER & RETENTION

Turnover & retention rates are influenced by two types of variables, social/economic and personality dimensions.

We have discovered & measured the personality traits that have significant and demonstrable impact on turnover during the first 3 months of employment. Turnover costs differ by company but a range of \$1,500 - \$3,000 is generally accepted.

### RED FLAG

Red Flag candidates turnover significantly faster and more often than others, while increasing the stress levels of supervisors and fellow employees.

This diminishes worker satisfaction and destroys a good culture and also has a negative impact on residents, patients, and family satisfaction due to inconsistent care.

### ADEQUATE



### RECOMMENDED

Recommended candidates have much less turnover in the first 3 months of employment. When candidates are on the job longer it can increase staff productivity and profitability, as well as resident, patient, and family satisfaction.



**THIS CANDIDATE SCORED IN THE ADEQUATE - RECOMMENDED RANGE**

In our research we found that in the first 3 months of employment candidates who scored in the adequate - recommend range turned over 31% less often.

## CARE-GIVING CULTURE FIT

Employees with a good personality fit will not lose energy, focus or empathy after caring for people with multiple needs.

### RED FLAG

Red Flag can be easily fatigued and annoyed with people who have many needs.

They approach the job as income rather than as a mission to take care of people. They find tasks common in a nursing home and taking care of patients to be unpleasant and very distasteful.

### ADEQUATE



### RECOMMENDED

Recommended candidates find caring for others personally satisfying and meaningful.

They have tolerance and patience for people who have many needs.

They are not averse to doing the unpleasant tasks that are common to nursing home care.



**THIS CANDIDATE SCORED IN THE ADEQUATE - RECOMMENDED RANGE**

In our research 83% of these candidates enjoyed caring for others and could find meaning in their work. They were found adequate to very good personality fit to care for others needs.

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## COMPANY LOYALTY

A loyal workforce reduces the strain on company resources from lower recruiting costs, training time and background screenings. Benefits are increased satisfaction of guests and less stress on supervisors.

### RED FLAG

Red Flag candidates tend to have paranoid attitudes about supervisors which gives rise to negative attitudes among others in the workforce. This situation can be divisive and promote unnecessary drama.

Suspicious, negative attitudes sets the stage for work slowdowns, theft, sabotage, spreading of hurtful information about your organization in the community.

### ADEQUATE



### RECOMMENDED

Recommended candidates will be a loyal worker while engaged by good management doing their best to fulfill the mission of the organization.

They will be eager to learn and to share positive descriptions of the company in the community which promotes good public relations.



**THIS CANDIDATE SCORED IN THE ADEQUATE - RECOMMENDED RANGE**

In our research, supervisors found **87%** of these candidates were supportive of supervisors efforts and had PRO-company attitudes on the job.

## WORK ETHIC

A work ethic is a set of moral principals an employee uses in their job. Certain factors must come together to create a strong work ethic.

### RED FLAG

Red Flag candidates will not put forth as much effort on the job as others and will look for opportunities to slack off. If obstacles arise, they tend to give up rather than persist.

### ADEQUATE



### RECOMMENDED

Recommended candidates scoring in the top range will feel personally responsible for their job performance, show up on time, put in their best effort and complete assignments to the best of their ability.

They will exhibit a high level of commitment to finish tasks every day, staying focused on their goals and determined to complete their assignments.



**THIS CANDIDATE SCORED IN THE ADEQUATE - RECOMMENDED RANGE**

In our research, supervisors found **88%** of these candidates to be adequate to very high performing employees.

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## CONSCIENTIOUSNESS AND DEPENDABILITY

A conscientious and dependable employee is motivated by opportunities to do their work well by following the rules and obeying instructions.

### RED FLAG

Red Flag candidates do not feel that rules and policies apply to them, so they tend to ignore or bend the rules they find difficult.

### ADEQUATE



### RECOMMENDED

Recommended candidates follow company rules and does tasks in the prescribed manner. Compliant, dutiful, tries hard to do whatever supervisors instruct them to do.



**THIS CANDIDATE SCORED IN THE ADEQUATE - RECOMMENDED RANGE**

In our research, supervisors found **84%** of these candidates were dependable and reliable. The higher end of the scale will perform their duties with meticulous detail.

## INTEGRITY

Integrity is the foundation of personal accountability. It governs the choices & behaviors the employee will bring to the work-place daily.

### RED FLAG

Red Flag candidates will have a loose definition of what is ethical. They believe unethical behavior is very common, so that if he or she were to do something "wrong," it would be overlooked.

### ADEQUATE



### RECOMMENDED

Recommended candidates have a strict moral code where certain behaviors are seen as either right or wrong. They tend to believe that unethical behavior is "wrong" and will be punished.



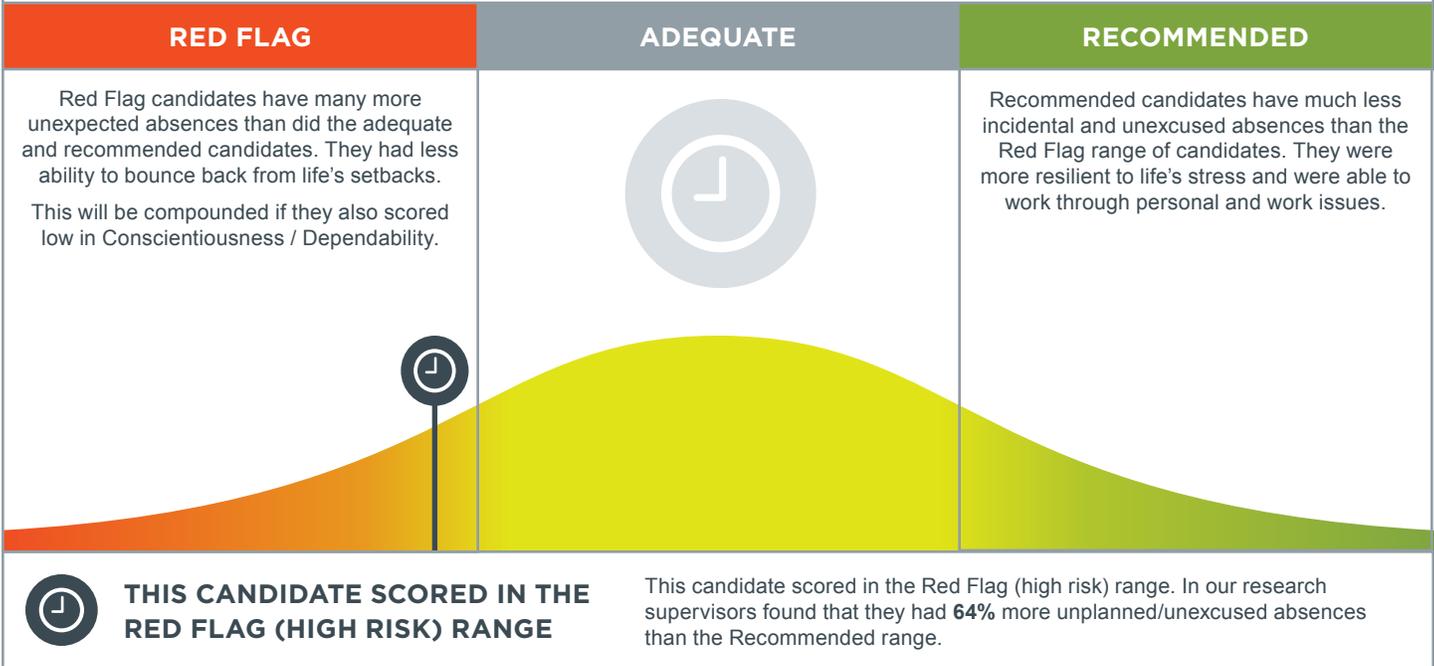
**THIS CANDIDATE SCORED IN THE ADEQUATE - RECOMMENDED RANGE**

In our research, supervisors found **90%** of these candidates to be honest and trustworthy. They performed their duties adequate to very high job integrity.

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## UNEXCUSED ABSENCES

Unexcused Absences disrupts schedules forcing supervisors to scramble to cover shifts. It can increase overtime costs, decrease customer satisfaction and become a compliance issue. Studies found it costs 1.18 to 1.42 of the wages of absent employees to make up for their absence.



## GENERAL INTERVIEW QUESTIONS

Use the following interview questions to help further understand the applicants behavior.

The Care-Giving Profile™ report will automatically generate tailored interview questions based on scoring deficiencies to evaluate if the candidate is truly a fit for your organization.