

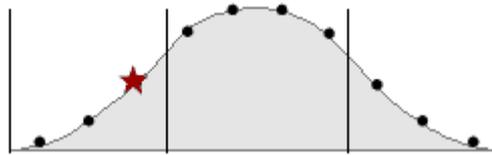
Date: Nov 22, 2005

Name: Mary Demo  
ID: 137274

## Health Caregiver Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



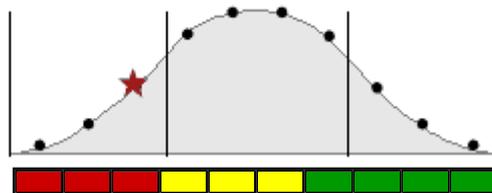
Faster Processing  
Needs Intellectual Challenge

- Mary tends to solve problems and learn new information more slowly than others
- May have difficulty with caregiver roles where they are expected to regularly learn new information and solve new problems quickly without having the time to think through them
- Should be allowed more time for initial training and for learning new health care procedure and job requirements
- Typically capable of dealing with routine patient issues without becoming bored which can be very beneficial in many caregiver positions where it is necessary to stay focused on immediate patient needs

**Question:** Tell me about a time when you were asked to handle a new task in your job when you had not been trained on it yet. What did you do?

### Conscientious (Organization)

Carefree  
Impulsive



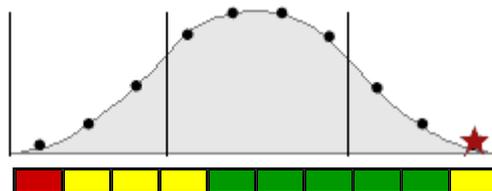
Detail Oriented  
Dependable

- Mary may miss important details which can be critical to many caregiver roles
- May appear to be careless and unorganized which can be particularly challenging when dealing with patient records and paperwork
- Mary is generally spontaneous and able to handle interruptions

**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

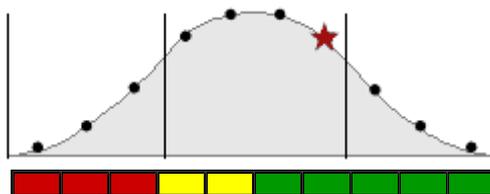
- Mary tends to be direct and out-spoken with patients and co-workers
- Mary's direct and tough-minded nature can be helpful in dealing with more difficult health care environments and in making sure that patients are clear on what they should do
- Mary's out-spoken and demanding nature can come across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

Open to New Experience  
Flexible



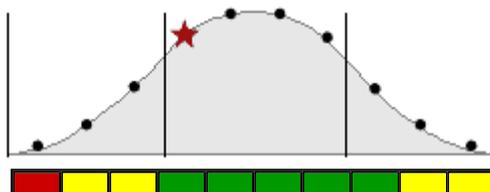
Consistent  
Structured

- Moderately structured and consistent when following health care standards and safety procedures
- Mary tends to be comfortable with change as long as it makes sense and they are allowed time to adapt to those changes
- May be better suited to those caregiver environments where they are allowed to work with variety of tasks during the day rather than the more structured and rigid roles

**Question:** Describe a time when you were able to do a variety of tasks during the day and t learn new things on the job. What was the situation and what did you like about it?

### Extroversion

Reserved  
Listener



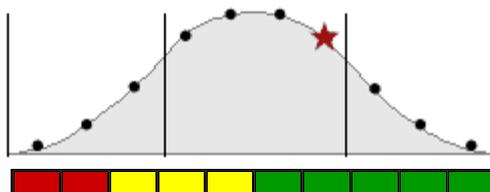
Outgoing  
Talker

- Mary usually has a good balance between being able to be friendly and talkative but at the same time being able to listen and work alone
- Usually sociable while at the same time able to move on the next task without spending too much time with any one individual

**Question:** Tell me about a time when you really enjoyed the social interaction in your job. What was it like?

### Stable

Sensitive  
Anxious



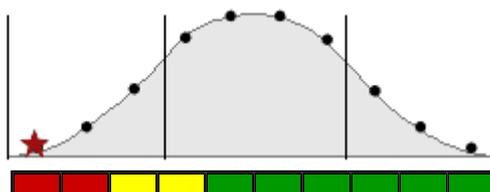
Calm  
Stress Resistant

- Mary is usually able to remain calm and at the same time demonstrate sensitivity to patient
- Generally relaxed and poised unless the environment or situation is particularly stressful
- Some caregiver roles can be unusually stressful and may cause Mary to become anxious and hasty with their actions

**Question:** Tell me about a time when you worked in a highly stressful environment and you had an unexpected serious issue to resolve. How did you deal with the stress of the situation?

### Team

Individualistic  
Competitive

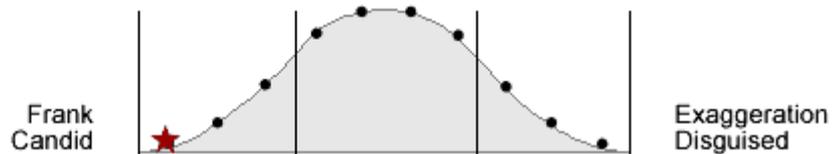


Collaborative  
Win-Win

- Mary 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)



- Mary's responses have been frank and open

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

Overall  
**36.%**

**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.

Date: Nov 22, 2005



Name: Mary Demo  
ID: 137274

## Health Caregiver Interview Questions

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### General Reasoning (Cognitive)

**Question:** Describe a time when you did not know how to handle a patient problem and you had to quickly get help from a coworker. What was the situation?

**Question:** Tell me about a time when you were asked to handle a new task in your job when you had not been trained on it yet. What did you do?

**Question:** Give me an example of a training program that you thought was very effective for you. What was it like?

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### 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?

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### 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?

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### Conventional (Rules)

**Question:** Give me an example of a time when an urgent problem came up and you were not trained on the procedure for handling it. What did you do?

**Question:** Describe a time when you were able to do a variety of tasks during the day and to learn new things on the job. What was the situation and what did you like about it?

**Question:** Tell me about a time when a patient needed help immediately and wanted you to bypass a normal procedure to help them. What did you do?

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### Extroversion

**Question:** In times when you have had to work with people all day long without a break, how have you dealt with it?

**Question:** Give me an example of a time when you were able to use a cheerful and optimistic manner with a patient to make them feel better. How did it work out?

**Question:** Tell me about a time when you really enjoyed the social interaction in your job. What was it like?

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### **Stable**

**Question:** Give me an example of a time when you had to deal with an emergency situation with a patient. What was the situation and what did you do?

**Question:** Tell me about a time when you worked in a highly stressful environment and you had an unexpected serious issue to resolve. How did you deal with the stress of the situation?

**Question:** Describe a time when you came close to losing your cool because of the pressure. How did you handle it?

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### **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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