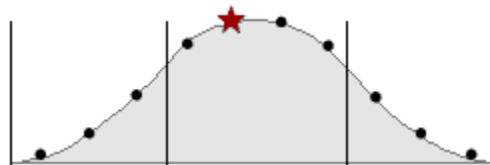




## Home Care Caregiver Summary

### General Reasoning (Cognitive)

Slower Processing  
Accepts Simple & Repetitive Work



Faster Processing  
Needs Intellectual Challenge

- Sue tends to solve problems and learn new information at an average rate of speed which can be a good fit for many caregiver roles
- Generally able to focus on immediate patient needs and focus on longer term problem solving issues when necessary
- May become bored with more rudimentary caregiver positions that don't require new learning opportunities and problem solving

**Question:** Describe a time when you felt like you were learning new things in your job and it was motivating for you. What was it like?

### Conscientious (Organization)

Carefree  
Impulsive



Detail Oriented  
Dependable



- Generally seen as dependable and organized
- Sue is moderately organized and will typically be able to handle the details of patient forms and files
- Those caregiver roles that require an extreme attention to detail may present problems for Sue and they should double check their work
- Usually effective at balancing patient tasks that require both detailed focus and handling interruptions

**Question:** Describe a time when you had to deal with a lot of detailed paperwork during the day. What was it like?

### Tough Minded

Cooperative  
Agreeable



Direct  
Determined



- Sue tends to be direct and out-spoken with patients and co-workers
- Sue'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
- Sue'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)



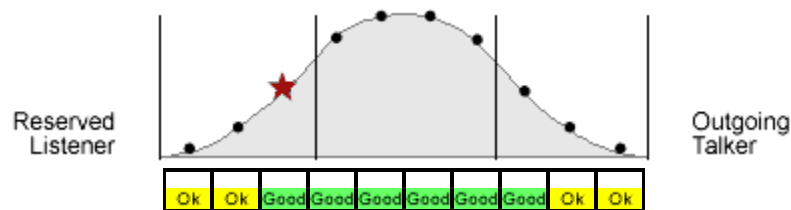
- Moderately structured and consistent when following health care standards and safety procedures

- Sue 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 that allow for work with a 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 to learn new things on the job. What was the situation and what did you like about it?

## Extroversion



- Patients may find Sue'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



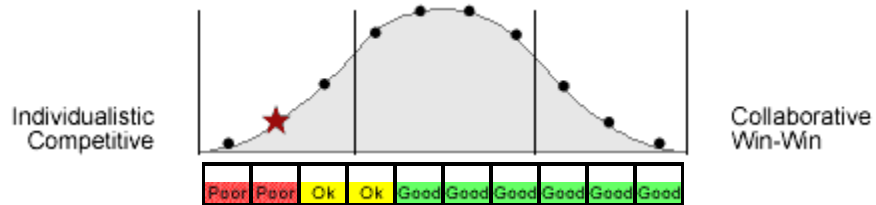
- Sue is generally relaxed and poised when dealing with stressful situations which can be a strong benefit in many caregiver roles

- Sue's relaxed nature may appear to be a lack of interest or urgency in dealing with a problem, so it is important for Sue to let others know that the problem is important and is being handled as quickly as possible

- Important to set clear deadlines and reinforce the need for a sense of urgency on time-sensitive tasks

**Question:** Describe a time when someone else thought you were not handling a problem fast enough. What were the circumstances and how did you deal with it?

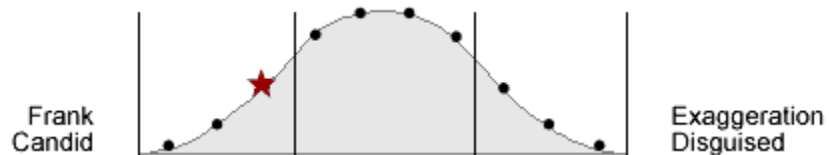
## Team



- Sue 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)



- Sue'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.

## Introduction

The Attitudes Assessment contains 140 questions that can be completed in approximately 15 minutes or less. The information produced by this assessment is often used as an inexpensive way to determine whether or not the participant's self-admitted attitudes and work-related behaviors are likely to create concerns in the work place.

Participant results from this assessment are presented in 3 individual reports:

**1) Attitudes Interpretive Report** - shows the individual scales measured by this assessment along with interpretive information for each scale.

**2) Attitudes Graphic Report** - provides a one-page quick look at the participant's scores and the respective level of concern for each scale.

**3) Attitudes Behavioral Interview Question Report** - contains "follow-up" behavioral interview questions (except for the Good Impression scale) produced from the assessment items in which the participant has admitted to counter-productive behaviors or attitudes. These behavioral interview questions can be used in follow-up interviews.

You may choose to view and print any 1 or all 3 reports for each participant depending on your company's policies and procedures.

**Date: Sep 14, 2009**

**Name: Sue Sample  
ID: 626535**

## Attitudes Interpretive

### Good Impression

**Participant's Good Impressions Score is 10**

#### *Understanding Good Impression Scale*

The Good Impression (GI) Scale measures an applicant's tendency to underreport counter-productive behaviors on the survey. Low scorers are open about acknowledging their normal faults and imperfections. High scorers deny normal shortcomings and exaggerate personal virtues, suggesting that their scores on the other scales may be artificially depressed (underreported) by their efforts to make a good impression. Scores on this scale are to be used to determine the degree of confidence that should be placed in the remainder of the report.

- **Scores of 16 and below** on the Good Impression Scale suggest that the applicant's were forthright and free from distortion and defensiveness. Applicants with GI scores in this range provide confidence that their scores are not artificially depressed or underreported.
  - **Score of 17** on the Good Impression Scale suggest that the applicant's answers may be somewhat distorted by defensiveness and a desire to give a "good impression." The applicant should be considered to have underreported, to some degree, troublesome behavior. A score of 17 should never be used to disqualify a candidate from consideration. Because most applicants want the jobs for which they apply, conscious or unconscious efforts to create a "good impression" may be present. It is the responsibility of each administrator to determine how much risk or distortion can be tolerated before declaring the report invalid.
  - **Scores of 18 and above** on the Good Impression Scale suggest that the applicant's answers significantly underrepresent his or her potential for disruptive behavior in the workplace. There is little likelihood that any confidence can be placed in the accuracy of the applicant's reported scores. The report is not to be considered valid with GI scores in this range.
-

## Hostility

Participant's Hostility Score is **7**

### *Concerns About Hostility*

Low scorers handle their feelings well and are unlikely to be disruptive. High scorers can be aggressive, hostile, disruptive, and have poor control of their anger.

- **Scores of 4 and below** on the Hostility Scale indicate that the applicant's responses give **little or no concern** that the applicant will exhibit aggressive behavior towards others on the job. The score suggests that the applicant handles hostile feelings well, keeps a level head, and is unlikely to be disruptive at work through anger or aggression.
- **Scores of 5 to 6** on the Hostility Scale indicate that the applicant's responses raise **concerns** about the handling of anger and hostility. The applicant may be less than completely in control of anger and hostility at work. Areas of potential concern should be further explored using the behavioral interview question(s).
- **Scores of 7 and above** on the Hostility Scale indicate that the applicant's responses raise **serious concerns** about the handling of anger and hostility. The applicant is likely to be hostile, be ready to anger, have poor self-control, and be disruptive at work.

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## Conscientiousness

Participant's Conscientiousness Score is **5**

### *Concerns About Conscientiousness*

Low scorers are dependable, conscientious, and reliable. High scorers can be undependable, careless, lazy, and disorganized.

- **Scores of 4 and below** on the Conscientiousness Scale indicate that the applicant's responses give **little or no concern** in the area of dependability. The score suggests that the applicant will be conscientious, dependable, reliable, and organized at work.
- **Scores of 5 to 6** on the Conscientiousness Scale indicate that the applicant's responses raise **concerns** about dependability. The applicant may be less than completely reliable, dependable, conscientious, or organized at work. Areas of potential concern should be further explored using the behavioral interview question(s).
- **Scores of 7 and above** on the Conscientiousness Scale indicate that the applicant's responses raise **serious concerns** about dependability. The applicant is likely to be unreliable, undependable, lacking in conscientiousness, and/or disorganized at work.

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## Integrity

Participant's Integrity Score is **7**

### *Concerns About Integrity*

Low scorers have no problem with workplace dishonesty. High scorers have the potential for dishonest behavior in the workplace.

- **Scores of 5 and below** on the Integrity Scale indicate that the applicant's responses raise **little or no concern** about dishonesty. The score suggests that the applicant is likely to be honest at work and is unlikely to cause problems at work in this area.
- **Scores of 6 to 8** on the Integrity Scale indicate that the applicant's responses raise **concerns** about the possibility of dishonesty in the workplace. The applicant might steal from an employer and may be too willing to condone such behavior by others at work. Areas of potential concern should be further explored using the behavioral interview question(s).

- **Scores of 9 and above** on the Integrity Scale indicate that the applicant's responses raise **serious concerns** about the potential for dishonesty at work. These concerns are especially important in a work situation that presents opportunities for employee theft. The applicant is likely to be dishonest and condone dishonesty by others.

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## Substance Abuse

Participant's **Substance Abuse** Score is **6**

### **Concerns About Substance Abuse**

Low scorers have no problems with alcohol and/or illegal drugs. High scorers report substantial use of alcohol and/or illegal drugs and may be disruptive.

- **Scores of 3 and below** on the Substance Abuse Scale indicate that the applicant's responses give **little or no concern** in the area of substance abuse. The score suggests that the applicant is unlikely to use alcohol or illegal drugs in the workplace and is unlikely to be disruptive at work because of substance abuse.
- **Scores of 4 to 5** on the Substance Abuse Scale indicate that the applicant's responses raise **concerns** about the use of alcohol and illegal drugs in the workplace. The applicant might be a user of illegal drugs or alcohol at work and may be too willing to tolerate their use by others. Areas of potential concern should be further explored using the behavioral interview question(s).
- **Scores of 6 and above** on the Substance Abuse Scale indicate that the applicant's responses raise **serious concerns** about his or her use of illegal drugs and alcohol at work. The applicant is likely to abuse illegal drugs and alcohol at work and condone their use by others.

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## Sexual Harassment

Participant's **Sexual Harassment** Score is **8**

### **Concerns About Sexual Harassment**

Low scorers treat others in their workplace, especially members of the opposite sex, with respect and courtesy. High scores can cause problems by inappropriate remarks, jokes, by offensive behaviors and the like.

- **Scores of 6 and below** on the Sexual Harassment Scale indicate that the applicant's responses give **little or no concern** in the area of sexual harassment. The score suggests that the applicant is unlikely to sexually harass co-workers, either physically or verbally, and is unlikely to cause work problems in this area.
  - **Scores of 7 to 9** on the Sexual Harassment Scale indicate that the applicant's responses raise **concerns** about the likelihood of engaging in sexual harassment in the workplace. The applicant does not have a well-developed sense of what is appropriate in dealing with co-workers of the opposite sex, is likely to engage in behaviors that are seen by others as sexual harassment, including inappropriate remarks, the telling of sexually-oriented jokes, and more clear-cut sexually provocative acts.. Areas of potential concern should be further explored using the behavioral interview question(s).
  - **Scores of 10 and above** on the Sexual Harassment Scale indicate that the applicant's responses raise **serious concerns** about the potential for engaging in sexual harassment that will be disruptive in the workplace. The applicant is likely to be seen by others, particularly those of the opposite sex, as often engaging in sexual harassment of a serious nature.
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## Computer Abuse

Participant's **Computer Abuse** Score is **3**

### **Concerns About Computer Abuse**

Low scorers use their workplace computers only for work-related uses. High scorers use their computers in ways that are unrelated to their work activities or are disruptive to their work.

- **Scores of 3 and below** on the Computer Misuse Scale indicate that the applicant's responses give **little or no concern** in the area of computer abuse. The score suggests that the applicant is unlikely to misuse the computer at work and is unlikely to cause work problems in this area.
- **Scores of 4 to 5** on the Computer Misuse Scale indicate that the applicant's responses raise **concerns** about the likelihood of misusing the computer in the workplace. The applicant might use the computer in an inappropriate or disruptive fashion and may be willing to condone such behavior by others at work. Areas of potential concern should be further explored using the behavioral interview question(s).
- **Scores of 6 and above** on the Computer Misuse Scale indicate that the applicant's responses raise **serious concerns** about the potential for using the workplace computer in a disruptive or inappropriate manner. If the applicant has access to computers in the workplace, the applicant is likely to misuse the computer and condone misuse by others.

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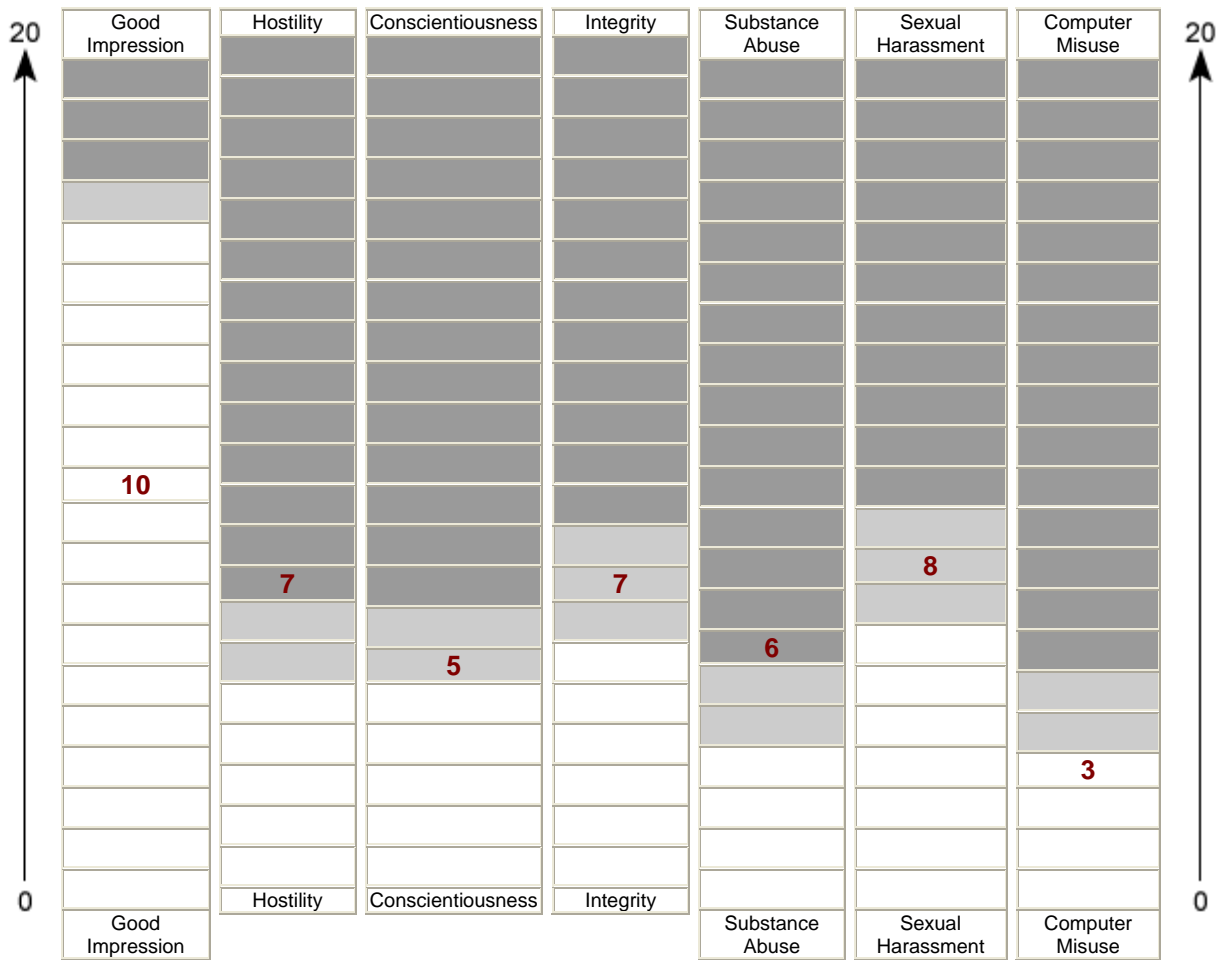
**Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.**

### Attitudes Graphic

This report is a quick graphic view of the participant's scores and levels of concern for each scale.

**Color Key**

<b>Low Concerns</b> Not likely to engage in counter-productive behavior.	<b>Some Concern</b> May engage in counter-productive behavior.	<b>Serious Concern</b> Likely to engage in counter-productive behavior.
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**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: Sep 14, 2009



Name: Sue Sample  
ID: 626535

## Attitudes Behavioral Interview Questions

The following behavioral interview questions are produced based on responses from the applicant on the Attitudes Assessment. A behavioral interview question will be produced only for those areas in which the applicant has a self-admitted counter-productive behavior. You may ask any or all of the following questions depending on your company's policy. Extra space has been provided for you to record responses during the interview.

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### Hostility Scale

**Assessment Question:** *People worry too much about how we express ourselves.*

**Interview Question(s):** Do you think that people are too sensitive about things? Can you give a couple of examples from your job when that seemed to be true?

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**Assessment Question:** *I have never hit anybody in anger.*

**Interview Question(s):** How often have you just had to hit somebody because you were angry? Tell me about the last time this happened.

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**Assessment Question:** *It's alright to get into a fight if someone else starts it.*

**Interview Question(s):** Tell me about the last time you got into a fight on the job? Who started it and how did it end up? How often do such things occur? Are there any sanctions for fighting on the job?

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**Assessment Question:** *I tell people off when I'm angry with them.*

**Interview Question(s):** Give me an example of when you told someone off at work because you were angry. How often does this happen? What are the usual consequences of this for you?

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**Assessment Question:** *I don't gossip about other people.*

**Interview Question(s):** Give me an example of when you gossiped about a co-worker to others at work?

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**Assessment Question:** *I have to admit there are people that I would enjoy hitting.*

**Interview Question(s):** Tell me about the people who make you angry. Are there people at work whom you would include? How close have you been to losing your temper in these situations? Have you ever

just lost it and actually hit someone?

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**Assessment Question:** *Not being able to control your temper is a sign of weakness.*

**Interview Question(s):** How often do you lose your temper at work? Does this cause you any problems? Do you think that it's important to try to control your temper?

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### **Conscientiousness Scale**

**Question:** *If a co-worker stole something at work I would always report him or her.*

**Interview Question(s):** Who is responsible for monitoring theft on the job? Tell me about the last time a co-worker was involved in on-the-job theft. Were you involved? Were you tempted to turn them in?

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**Question:** *I always do my work thoroughly.*

**Interview Question(s):** To what extent has the quality of your work been a problem for you? Have you ever been criticized about your work by a supervisor or co-worker? How did you handle the situation?

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**Question:** *I am very thorough in my work.*

**Interview Question(s):** How important is doing a good job to you. Do you think that others have higher standards than you do?

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**Question:** *At work, others think I am a perfectionist.*

**Interview Question(s):** How high are your standards for getting a job done? What happens when your work sometimes just isn't up to standard?

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**Question:** *Work gets me pretty discouraged sometimes.*

**Interview Question(s):** It's often hard to be upbeat about your job. How often has this been true for you? How do you handle this? What are the consequences?

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### **Integrity Scale**

**Question:** *Most people lie a little on employment applications.*

**Interview Question(s):** Would you give me an example of when you exaggerated or lied a bit on a job

application? Has this ever happened again?

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**Question:** *Most people feel that their low wages entitle them to rip off their company.*

**Interview Question(s):** Can you tell me about how some people feel it's OK to rip off the company? Have you ever done that?

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**Question:** *Given the opportunity, most people would give an unauthorized discount to a friend or family member.*

**Interview Question(s):** Under what circumstances would you give an unauthorized discount to a friend or family member. Did that ever happen?

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**Question:** *Sometime you have to lie a little to protect yourself.*

**Interview Question(s):** Give me an example of when you've had to lie a bit to protect yourself at work.

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**Question:** *Lots of people take money from their employer without getting caught.*

**Interview Question(s):** Tell me about a situation where an employee took money from the company without getting caught. How often does this happen? What is your role in these situations? How do these situations usually work out?

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**Question:** *Most people will exaggerate their previous work experience in order to get a good job.*

**Interview Question(s):** Tell me about a time when you exaggerated your prior experience in order to get a job you really wanted? How did it turn out? How often have you done this?

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**Question:** *Very few people who find a wallet containing money would return it to its owner.*

**Interview Question(s):** If you found something of value what would you do with it? How important would finding the true owner be to you? Has something like this ever happened to you?

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### **Substance Abuse Scale**

**Question:** *If somebody uses an illegal drug, it's nobody's business but his or her own.*

**Interview Question(s):** I'm interested in your opinions using illegal drugs at work. What effects do you

think such drugs might have on the job?

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**Question:** *Most people who use illegal drugs perform more poorly on the job.*

**Interview Question(s):** What effect does illegal drug use have on the work place? How serious a problem is this?

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**Question:** *People who use an illegal drug should go to jail.*

**Interview Question(s):** How do you think illegal drug users ought to be treated? Have you ever used such drugs? How often have you seen such drugs used on the job? What have you done in such situations?

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**Question:** *I wish none of my coworkers would drink on the job.*

**Interview Question(s):** How widespread is drinking at your job? Have you ever gotten involved? Are there any sanctions for drinking on the job?

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**Question:** *At work I steer clear of anyone who has been using illegal drugs.*

**Interview Question(s):** How much contact do you have with people who use illegal drugs? How do you handle such situations?

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**Question:** *I have never seen anyone take a drink on the job.*

**Interview Question(s):** Tell me about a time when you saw a co-worker drinking on the job. Did anyone try to stop this from happening? Is there any risk involved in drinking on the job? Who's responsible for monitoring drinking on the job?

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### **Sexual Harassment Scale**

**Question:** *Everybody makes sexual remarks now and then.*

**Interview Question(s):** How often have you made a sexual remark at work? Does anyone ever object?

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**Question:** *Socializing after work is a normal part of life.*

**Interview Question(s):** How frequently do your co-workers socialize after work? Do you participate? Can

a person opt out? If I opt out, how much pressure would there be to participate? Are there people who regularly do not participate? Are they treated differently as a result?

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**Question:** *In the past I have sometimes hugged a co-worker.*

**Interview Question(s):** How often do you hug a fellow worker? Do they ever object? Is there a clear policy about hugging others at work? Are there sanctions if others object?

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**Question:** *If a co-worker is attractive, there is no harm in saying so.*

**Interview Question(s):** Tell me about a time when you told a co-worker that you found them attractive. How did they react? If they had reacted negatively, would that have mattered? How often does this occur? How prevalent is this at your workplace?

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**Question:** *I have sometimes hugged a coworker at work.*

**Interview Question(s):** How often do you hug a fellow worker? Do they ever object? Is there a clear policy about hugging others at work? Are there sanctions if others object?

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**Question:** *Claims of sexual harassment are often exaggerated.*

**Interview Question(s):** Tell me about how you think claims of being sexually harassed are exaggerated. Is this a general rule or are there cases of serious sexual harassment? How can you tell the difference? Does this matter?

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**Question:** *It is never alright to hug a co-worker.*

**Interview Question(s):** How often do you hug a fellow worker? Do they ever object? Is there a clear policy about hugging others at work? Are there sanctions if others object?

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**Question:** *I have complimented one or more coworkers on their attractiveness.*

**Interview Question(s):** Tell me about a time when you told a co-worker that you found them attractive. How did they react? If they had reacted negatively, would that have mattered? How often does this occur? How prevalent is this at your workplace?

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## Computer Misuse Scale

**Question:** *Most people share confidential information about their company with others.*

**Interview Question(s):** Tell me about how you have shared confidential company information with others? How common is this at your job? Is there any risk in doing this? What would happen if someone got caught sharing such information?

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**Question:** *If I saw a co-worker play computer games at work, I'd report it to my supervisor.*

**Interview Question(s):** Who's responsible for keeping workers focused on the job? How is this a shared responsibility?

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**Question:** *Most people at work use their computers to conduct personal business.*

**Interview Question(s):** Tell me about how you use your computer at work to conduct personal business. How often do you do this? How often do others at work do this? Are there any consequences for getting caught doing this?

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**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.