Home Health Aide – One Sitting
Assessment Fact Sheet

Overview

The Home Health Aide solution is for entry-level positions in an in-home or group home environment. Sample tasks for this job include, but are not limited to: monitoring vital signs and medication intake, administering bedside and personal care such as ambulation and personal hygiene, and preparing and maintaining records of client progress and services performed. Potential job titles that use this solution are: Personal Care Aide, Home Health Aide, Residential Assistant, and Certified Nursing Assistant.

Job Level	Entry Level
Job Family/Title	Healthcare

Details

Average Testing Time (minutes)	41 minutes
Maximum Number of Questions	221 questions
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Professional Potential: Measures the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Emotional Resilience: This is a measure of optimism, empathy, and emotional control. It shows a tendency to believe good things are possible, be even-tempered, and understand what others are experiencing. This trait is characterized by: a desire to listen, understand, and accept others' problems or opinions; an ability to communicate to others the understanding of their experiences; an ability to be respectful and nonjudgmental; a capacity to identify with others on an emotional level; the ability to stay calm and collected when confronted with adversity, frustration, or difficult situations; the ability to avoid being defensive; the absence of extreme mood swings; generally high spirits; and an attitude of enthusiasm, joy, and excitement.

Patient Focus: Measures the tendency to show persistent enthusiasm when interacting with patients. This trait is characterized by: apologizing sincerely for inconveniences, being patient, tolerating rude patients calmly, and searching for information or products for patients.

Motivation: This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Assertiveness: This component measures the tendency of a person's effectiveness in directing and influencing others. This trait is characterized by: persuading and negotiating effectively with others; influencing others' decision-making; and coordinating others' efforts to accomplish work.

Responsibility: This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.

Example Questions

If I am uncertain how to handle a patient's needs I:

a) ○ use my best judgment.

b) ○ ask my supervisor or coworker.

c) ○ rely on previous experiences to guide me.

d) ○ do what the patient requests.

The on-the-job help I've gotten from supervisors I've had has been:

a) ○ outstanding

b) ○ very good

c) ○ good

d) ○ fair

e) ○ poor

f) ○ none of my supervisors has really helped me

Choose which of the two statements below is more true of you.

a.) ◯ I think I have some shortcomings that affect my work.

b.) ◯ Achieving personal success is very motivating for me.

Example Report

Recruiter Report : Healthcare 5.5: Home Health Aide - Short Form

PREVISOR

Applicant Information

Name:

Application Date: Thu Oct 29 15:58:00 EDT 2009

Applicant ID: 12426257

Session ID: 074371422600078540

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

Overall Score

		Low	Medium	High
Recommended ✓	Percentile	30	70	100
Overall Score	70			♦

Detailed Results

		Low	Medium	High
	Percentile	30	70	100
Professional Potential	1	♦		
Emotional Resilience	64		♦	
Patient Focus	55		♦	
Motivation	92			♦
Assertiveness	91			♦
Responsibility	99			♦

Score Interpretation

Professional Potential

This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

This candidate's response profile concerning past achievements, social orientation, and work orientation is not similar to the profiles of highly effective professionals. The poor match between the profiles suggests that the candidate is not likely to be successful in a professional position.

Emotional Resilience

This is a measure of optimism, empathy, and emotional control. It shows a tendency to believe good things are possible, be even-tempered, and understand what others are experiencing. This trait is characterized by: a desire to listen, understand, and accept others' problems or opinions; an ability to communicate to others the understanding of their experiences; an ability to be respectful and nonjudgmental; a capacity to identify with others on an emotional level; the ability to stay calm and collected when confronted with adversity, frustration, or difficult situations; the ability to avoid being defensive; the absence of extreme mood swings; generally high spirits; and an attitude of enthusiasm, joy, and excitement.

The candidate is likely to be empathetic in some situations but not others. Empathy is more likely to be displayed in situations where the candidate has a relationship with the person, and less likely to be displayed with strangers. The candidate may have difficulty controlling emotions in difficult or extreme situations. Finally, the candidate is likely to display optimism when things are going well, but may not be optimistic when faced with adversity.