

Nurse Leader – One Sitting

Assessment Fact Sheet

Overview

The Nurse Leader solution is an assessment used for job candidates applying to entry-level nurse leadership positions who tend to supervise hourly employees. Sample tasks for these jobs include, but are not limited to: planning and preparing work schedules, assigning nurses to specific duties; coaching nurses' on attendance, conduct, schedule adherence, and work tasks; developing nurses' skills ; training subordinates; prioritizing multiple tasks and priorities; and making day-to-day decisions with minimal guidance from others in a healthcare setting. Potential job titles that use this solution are: Nurse Leader or Nurse Manager.

Job Level	Management
Job Family/Title	Healthcare

Details

Average Testing Time (minutes)	59 minutes
Maximum Number of Questions	192 questions
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Verbal Ability: This assessment measures the ability to extract relevant information from written sources and make objective judgments on the basis of that information, logically complete sentences, and understand relationships between words. It provides an indication of how an individual will perform when working with reports, correspondence, instructions, and research information. Verbal ability is commonly required to support work judgment and decision-making in many different types of jobs at all levels.

Accuracy: This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

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.

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.

Innovation: This component measures the tendency of one's creativity in working through problems and making decisions. This trait is seen as: producing novel solutions to problems; using imagination to create unique ideas or products; and logically applying multiple and inventive strategies when considering alternatives.

Independence: This component measures the tendency of a person's willingness to take action and to make decisions independently. This trait is revealed in: working effectively without immediate supervision; not being overly dependent on help from others; and being resourceful in the face of challenges.

Management Potential: This component measures the tendency to make good judgments about how to effectively respond to work situations. This is determined by scores derived from the candidate's responses to questions regarding situations one would likely encounter as a manager.

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.

Example Questions

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

- a.) I don't go out of my way to seek leadership roles, but others often look to me for guidance and direction.
- b.) Although I have the ability to guide others' work, I prefer to let someone else take that responsibility.

A patient is having a hard time communicating what is wrong and why she is in so much pain. What would you do to help her communicate what she is feeling?

- a.) Ask the patient to focus and try to speak more specifically and more clearly.
- b.) Continue to listen to her even if you don't understand what she is saying since maybe she will eventually say something helpful.
- c.) Ask her specific questions that will help you rule things out and lead to a more conclusive diagnosis of her pain.
- d.) Rely on your experience and instincts about what might be causing her pain and act accordingly.

Example Report

Recruiter Report : Healthcare 5.5: Nurse Leader - Short Form



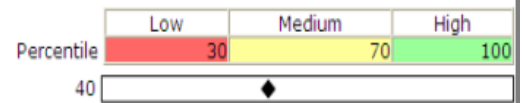
Applicant Information

Name:
Application Date:Tue Oct 27 10:47:00 EDT 2009
Applicant ID:12408787
Session ID:831711420388820300

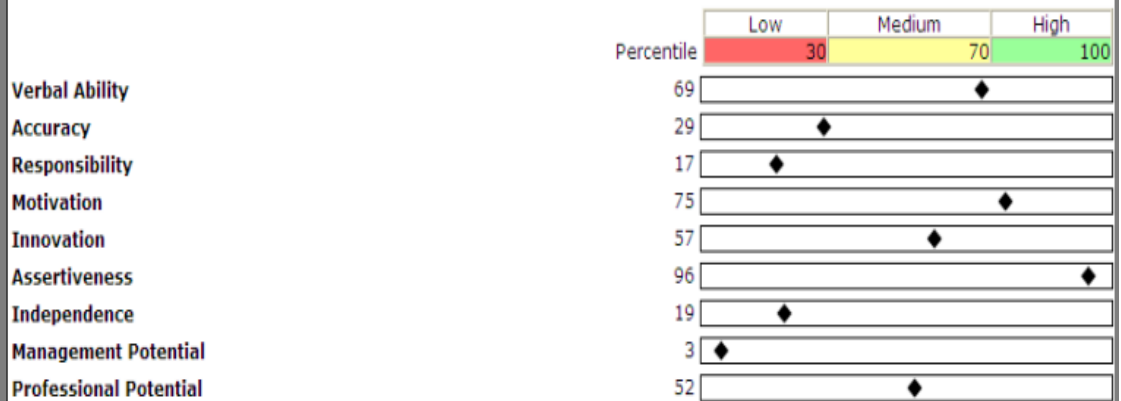
This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

Overall Score

Recommended ✓



Detailed Results



Score Interpretation

Verbal Ability

This assessment measures the ability to extract relevant information from written sources and make objective judgments on the basis of that information, logically complete sentences, and understand relationships between words. It provides an indication of how an individual will perform when working with reports, correspondence, instructions, and research information. Verbal ability is commonly required to support work judgment and decision making in many different types of jobs at all levels.

This report provides information regarding an individual's ability to read and comprehend written passages, understand individual word meanings and word associations, and complete sentences.

This individual demonstrates an average level of verbal ability compared to others in similar job levels. This person is likely to be able to comprehend written information, understand underlying inferences, and evaluate competing information as well as most people in the comparison group. Given sufficient time, this person should be able to analyze and understand moderately complex information.

At work, this person should be able to effectively comprehend a variety of written documents and make logical conclusions based on the information presented. Like most other people who score similarly, however, this person may need to seek additional help or advice when presented with particularly complex information.