

Nurse – One Sitting

Assessment Fact Sheet

Overview

The Nurse solution is for professional-level healthcare nursing positions that require licensing or registration. Sample tasks for these jobs include, but are not limited to: assessing the health conditions of patients, documenting patients' medical information, creating a nursing care plan, and educating patients' about healthcare issues. Potential job titles that use this solution are: Registered Nurse, Charge Nurse, Licensed Practical Nurse, and Clinic Nurse.

Job Level	Professional
Job Family/Title	Healthcare

Details

Average Testing Time (minutes)	66 minutes
Maximum Number of Questions	183 questions
Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Multiple Choice – Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Deductive Reasoning Ability: Measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision-making in many different types of jobs at many levels.

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.

Medical Terminology: Measures the candidate's knowledge of common medical terms, prefixes, and suffixes being used today. Designed for all health care professionals, this test covers the following topics: Anatomical Mapping, Cardiovascular System, Digestive System, Endocrine System/Lymphatic/Urinary Systems, Musculoskeletal System, Nervous System, Reproductive System, Respiratory System, and Specific Field-Related Terms/Etymology. This test will verify an individual's knowledge of the concepts and subjects tested. The results of this test do not imply that the individual possess the necessary skills to perform a specific procedure, nor treatment, nor is licensed, nor authorized, to practice any health care profession under any applicable laws.

Patient Management: Measures the tendency to: stay calm and collected when confronted with adversity or frustration; speak with confidence and believe in one's abilities; be persuasive and impact the thoughts and actions of others; focus on finding a single best answer rather than proposing multiple possibilities; and use a systematic approach to guide thinking.

Commitment & Responsibility: Measures the tendency to: be reliable and filled with a sense of moral obligations. This trait is characterized by: a desire to do what is right; a drive to meet moral and legal obligations; following through on assignments and commitments; keeping promises; and accepting the consequences of one's own actions.

Interpersonal Facilitation: Measures the tendency to: understand what others are experiencing and to convey that understanding back to them; desire to listen to others; understand and accept others' problems; be concerned about the welfare of others; be described by others as warm and friendly; be eager to help others.

Work Focus: Measures the tendency to: be self-disciplined in one's approach to work; have efficient work habits; be planful and organized; be able to concentrate on what is most important at the moment; have enough energy and stamina to work for long or extended periods; demonstrate a relaxed approach to stressful situations; and tolerate stress imposed by other people or circumstances.

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.

You are scheduling appointments with clients C, D, E, F, and G for Monday through Friday, during the 9 to 10 A.M. slot.

G gets the Monday appointment and C the Friday appointment.
F has an appointment exactly two days after E.

Referring to the information above, which one of the following CANNOT be true?

- a.) D's appointment is after F's appointment.
- b.) E's appointment is before D's appointment.
- c.) D's appointment is later than G's appointment.
- d.) E's appointment is the day immediately after G's appointment.
- e.) D's appointment is on Wednesday.

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

You have been treating a patient regularly for several months now and her insurance will no longer cover further treatment. You have seen some progress, though not much more can likely be done. How would you approach your discharge conversation with this patient?

- a.) Tell the patient how much you have enjoyed working with her and wish her well. You would be overstepping your authority to do anything more for her.
- b.) Ask the patient to petition her insurance company so that she can be approved for more treatment sessions.
- c.) Tell the patient how much you have enjoyed working with her and offer some additional steps the patient can take at home to maintain and possibly enhance her recovery.

Example Report

Recruiter Report : Healthcare 5.5: Nurse - Short Form



Applicant Information

Name

Application Date:Thu Oct 29 16:22:00 EDT 2009

Applicant ID:12408787

Session ID:716201422624078064

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 ✓

	Low	Medium	High
Percentile	30	70	100

Overall Score

59

Detailed Results

	Low	Medium	High
Percentile	30	70	100
Deductive Reasoning Ability	94		◆
Professional Potential	52	◆	
Medical Terminology	84		◆
Patient Management	54	◆	
Commitment & Responsibility	20	◆	
Interpersonal Facilitation	30	◆	
Work Focus	29	◆	

Score Interpretation

Deductive Reasoning Ability

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individual's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates an above average level of deductive reasoning ability compared to others in similar job levels. This person is likely to be very skilled at making logical arguments, developing sound solutions based on available data, and identifying flaws in the logic of others.

At work, this individual is likely to utilize complex data effectively and make well-reasoned decisions. This person appears to have the ability to identify and understand unstated assumptions in logical arguments as well as know how to develop solutions to problems that stand up under close review.

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 moderately similar to the profiles of highly effective professionals. The moderate match between the profiles suggests that this candidate is somewhat likely to be successful in a professional position.