

# Nursing Assistant – One Sitting

## Assessment Fact Sheet

### Overview

The Nursing Assistant solution is for entry-level positions in a clinic or hospital environment. Sample tasks for this job include, but are not limited to: turning and re-positioning bedridden patients, feeding patients who cannot feed themselves, and observing patients' conditions, including measuring and recording food intake. Potential job titles that use this solution are: Certified Nursing Assistant, Nursing Aide, Patient Care Technician, and Hospital Attendant.

Job Level	Entry Level
Job Family/Title	Healthcare

### Details

Average Testing Time (minutes)	41 minutes
Maximum Number of Questions	221 questions
Number of Sitzings	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



	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
It is easy to provide excellent patient service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sometimes it is challenging to feel compassion for strangers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some patients deserve to be treated better than others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 get confused when faced with a new problem.

Your friends have mostly the same likes and dislikes as you.

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

- a.)  I am fairly good at abiding by rules and procedures when I complete a task.
- b.)  I sometimes remind others about the extra challenges I face if they notice a mistake I have made.

**Example Reports**

**Recruiter Report : Healthcare 5.5: Nursing Assistant - Short Form**

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**Applicant Information**

**Name:**  
**Application Date:** Thu Oct 29 16:01:00 EDT 2009  
**Applicant ID:** 12426257  
**Session ID:** 606541422603347380

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.

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**Overall Score**

**Recommended** ✓

	Low	Medium	High
Percentile	30	70	100
Overall Score	70 <span style="float: right;">◆</span>		

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**Detailed Results**

	Low	Medium	High
Percentile	30	70	100
<b>Professional Potential</b>	1 <span style="float: right;">◆</span>		
<b>Emotional Resilience</b>	64 <span style="float: right;">◆</span>		
<b>Patient Focus</b>	55 <span style="float: right;">◆</span>		
<b>Motivation</b>	92 <span style="float: right;">◆</span>		
<b>Assertiveness</b>	91 <span style="float: right;">◆</span>		
<b>Responsibility</b>	99 <span style="float: right;">◆</span>		

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**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.