



Candidate Information

Candidate : Sample Candidate

Email : candidate_email@mail.com

Assessment Profile:

Project Name: Dental Assistant - Healthcare Aide 7.0

Completion Date: 03-05-2019

Disclaimer :

Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals. You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.

Healthcare Aide 7.0




Instructions


This report is designed to give you information about your relative strengths and weaknesses on the competencies known to be important for success in this type of job. In addition, the report provides valuable on-the-job tips and suggestions to help you excel in the workplace.

The score that you receive describes how your responses compared against our database of responses consisting of your peers. The assessment that you have taken has been scientifically validated by up to 30 years of statistical data collection and analysis. People who score higher on the dimensions tend to perform better on the job in the key areas outlined in the report.

The developmental tips that you receive are intended to help you improve your skills for each specific competency. All of us, regardless of our scores, can improve our job performance by following appropriate developmental solutions and strategically focusing on areas that may require improvement. A commitment to personal improvement signifies initiative and developmental planning, both of which are important to job performance. Try using this feedback to formulate specific development plans that relate to your work goals and objectives. Don't try to do everything at once, as personal development does not happen overnight. If you score in the 'Red Zone', this may be an area where you want to focus your developmental efforts. Even if you score well it is still important for you to use the developmental tips to leverage your strength in this competency.

Details

Patient Focus	<p>This is a measure of 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.</p>
	<p>You will generally meet patient needs and solve patient problems. However, you may also sometimes interrupt or fail to pay attention when patients speak and may socialize with a co-worker while helping patients. You may also forget to give patients special information, or fail to communicate clearly with patients.</p> <ul style="list-style-type: none"> • Be courteous and express appreciation for patients. • Actively listen to patients and identify patients' needs. • Make sure that you understand what patients need by summarizing what they said. • Clearly communicate factual information and suggestions to patients. • Suggest alternatives when what the patient needs cannot be met. • If you can not help a patient, try to direct them to the right person or place for help. • Serve patients with an honest and open approach that stresses concern for meeting their needs. • Follow up on patient messages and questions as quickly as possible.
Following Instructions	<p>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.</p>
	<p>Your response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective professionals. The good match between the profiles suggests that you are likely to be successful in a professional position.</p> <ul style="list-style-type: none"> • Look for opportunities to train others and seek feedback on your training style and effectiveness. • Learn as much as you can about the people you work with and how they can best contribute to projects you are involved in. • Set difficult goals for yourself and reward yourself when you achieve them. • Talk about the success of others and tell people about the role others have played in your success. • Strive for cooperation rather than competition with your co-workers.
Professional Potential	<p>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.</p>
	<p>Your response profile concerning past achievements, social orientation, and work orientation is not fully aligned with the profiles of highly effective professionals. The dissimilarity between the profiles suggests that you may have difficulty achieving success in a professional position.</p> <ul style="list-style-type: none"> • Consider taking courses to increase your knowledge and to obtain a higher level degree. • Consider writing down all the things you have liked and disliked about co-workers you have had and how you could be more or less like those coworkers. • Seek feedback on the quality of your work and how you could improve it. • Make an effort to give your co-workers credit whenever possible. Realize that your accomplishments are sometimes due to their efforts. • Look for opportunities to network across functions in order to meet and learn from people who have different areas of expertise. • Set goals for yourself and tie rewards to achieving these goals.

Achievement	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.
	<p>There are times when you are motivated to accomplish challenging goals and to persist in the face of significant obstacles. Still, in other circumstances, you may be less interested in pursuing goals that seem rushed or that require extraordinary effort purely for the sake of competing with others. When you go the extra mile to complete a task, it is generally out of necessity and not because of a desire to achieve some recognition.</p> <ul style="list-style-type: none">• After a project is launched, evaluate the urgency of remaining tasks periodically to ensure that appropriate effort is directed toward each step.• Consider a project from two views: first, to accomplish the task according to minimum requirements; and second, to exceed expectations. After meeting minimum requirements, seek to surprise others with your extra effort toward exceeding expectations.• After clarifying goals and identifying challenges, focus on execution of your work. Make sure those around you understand the connection between their efforts and the success of the team.• Review the successes and failures of others in your role (within and outside of your organization) and learn how they have overcome challenges. Consider how these approaches might allow you to pursue excellence in your own work.• Set goals that are consistent with the immediate needs of your department while maintaining alignment with the mission of the organization.• When confronted with an obstacle, focus on how your approach might minimize challenges and evaluate alternative steps to avoid further delay.• Avoid the temptation to reduce your efforts when it appears an achievement may be difficult to reach. Allow yourself the opportunity to succeed in the face of obstacles by applying extra effort or new approaches.• As you begin tasks that are less interesting or more difficult, jot down 1-2 ways the accomplishment of these tasks might benefit you, your coworkers, and the organization. Focus on how your efforts will contribute to broader accomplishments.