

# HOW TO INTERPRET THE JOB FIT REPORT

## 1 Job Fit Benchmark & Percentage Job Fit Score

This is the template of the ideal applicant as determined by a number of scientific studies and previous research of where the best applicants score. The report gives you an overall percentage job fit score for the applicant when compared to the ideal fit for the job role. The lower the score, the less likely the applicant will be successful in the job. The report will also highlight any areas where the applicant scored in a "red zone".

## 2 General Reasoning Ability

This tells you how well applicants have scored on the Cognitive Ability Test and is an indication of how well applicants can solve problems, learn new things and, process information and what level of challenge they can handle. This bell-curve only appears in the report if the Cognitive Assessment was included in the assessment event.

## 3 Bell Curve Score

The red star illustrates where applicants actually scored for each specific trait in relation to all the other participants that have completed the Care Advantage assessment.

## 4 Narrative Description

The narrative description provides an interpretation of the applicant's score and a summary of their preferred behavioural approach to work in relation to the each specific trait.

### Care Worker Job Fit Report for Neville Newton

#### 1 Overall: 64%

The participant has scored in the "red zone" in 2 areas.

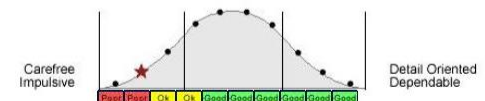
#### 2 General Reasoning (Cognitive)



#### 4

- Neville learns new information very quickly and may expect others to be able to do the same
  - Better suited for roles that require more complex problem solving
  - Can easily become bored which could be problematic in many care worker roles where Neville would not likely find the intellectual challenge and complex problem solving opportunities
- Question: Describe a time when you cared for someone and they were not able to communicate effectively with you regarding their needs. What was that like?

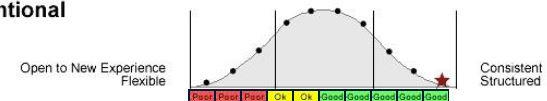
#### Conscientious (Organization)



- Neville tends to be easy going and comfortable dealing with things as they come up rather than planning ahead
- May be better suited to care worker roles where they are not required to keep track of a lot of details or to be thorough
- Service Users who are less predictable in their needs and require a more reactionary care worker may be more suitable for Neville

Question: Tell me about a time when you forgot to do something in your job and it created a problem. What was the situation and how did it turn out?

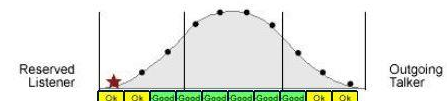
#### Conventional (Rules)



- Neville prefers a working environment that is structured and predictable
- Tends to be consistent and follow service user and care procedures closely
- May have difficulty working in a care environment where the rules are not clear and/or the service user is unwilling to follow them

Question: Describe a time when you had to begin working and didn't know what you were supposed to do because you had not really been trained yet. What was it like?

#### Extroversion



- Neville tends to be reserved, quiet and prefers less interaction with people than the average person which may work well in care worker environments where the service user prefers or needs a quiet environment versus one where the care worker is enthusiastically talking and high energy
- May not be as quick to interact with service users in a friendly manner

Question: Tell me how you handle situations when others want to chat with you even though you need to move on to the next task in your schedule.

## 5 Benchmark Indicator (red/yellow/green bars)

This illustrates the level of job fit the applicant has against the template of the ideal applicant and is specific for each trait. Applicants scoring in the Green area represent a good fit for the role, applicants scoring in the Yellow area represent an OK level of job fit and applicants scoring in the Red area represent a poor level of job fit.

## 6 Applicant Specific Interview Questions

This gives you a suggested interview question to ask the applicant that is specific to the job role and the applicants score for each trait. Use the interview questions to help you probe and verify the applicants level of job fit.

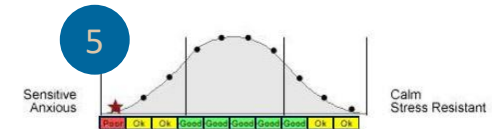
## 7 Good Impression Scale

This gives you an indication as to whether the applicant has responded in an honest and open way to the assessment or if they have tried to exaggerate and disguise their responses, perhaps in an attempt to fake or second guess the assessment.

### 3 Top Tips for Selecting the Best Applicant

- 1 Check the applicants overall level of job fit using the percentage job fit score and determine if they are a applicant you want to invest time assessing further. Remember, the higher the job fit score, the more likely it is they will go on to be successful in the job role.
- 2 Next, check to make sure they have a "valid" profile by assessing the applicant's score on the "Good Impression" scale. Remember, too high a score would suggest the applicant may have disguised or exaggerated their answers casting some doubt on the accuracy of the report.
- 3 Finally, review each of the scales to understand the applicants level of job fit. Remember, you should use the interview questions to help you probe and verify the applicants scores at interview.

## Stable



- Neville tends to feel stress quicker than the average person, so it may be important to make sure the care worker environment is not highly challenging or stressful
- Typically has a heightened sense of urgency to get tasks done and to express sensitivity to the service user and their needs
- It may be beneficial for Neville to be able to work with a service user that is not overly demanding and difficult to work with

## 6

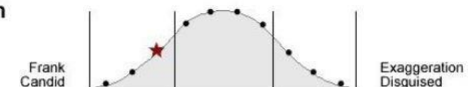
Question: Describe a time when you had to deal with a high amount of stress in your job. What was that like?

## Team



- Neville tends to look for a win-win result for everyone which works well in care worker environments to ensure everyone has their needs met

## Good Impression (Social Desirability)



- Neville's responses have been frank and open

**Note:** This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.