



CARE ADVANTAGE  
clarity before you decide

## Case Study 1

# CAN CARE ADVANTAGE CORRECTLY PREDICT THE PERFORMANCE OF NEW CARE WORKERS?

### Method

44 care workers employed by London Care – a large UK home care provider – completed the personality assessment (job fit) and the attitude assessment (to identify heightened safeguarding risk). Their assessment results were “sealed” for later review. Each of the 44 employee’s performance and tenure was monitored and recorded between January and April 2015.

### Findings

The Care Advantage assessment of a “Good” or a “Bad” candidate aligned with the manager’s assessment in all but 2 of the cases, where Care Advantage did not identify a “Bad” candidate.

**Care Advantage correctly predicted subsequent employee performance in almost 95% of the cases.**



### Scoring

The employees were scored independently by their manager and rated as “good or bad”. This evaluation was based on the opinion of the manager taking into account a variety of factors during training and early employment. After 3 months their assessment reports were reviewed.

For the purpose of this evaluation:

A “good” employee was identified as having a care worker job fit score of at least 75% with no serious concern rating in their attitude assessment.

A “bad” employee were those identified as exaggerating heavily in responding, scoring below 75% job fit and/or rating at least one serious concern in their attitude assessment.