

CARE ADVANTAGE HARD AND SOFT STOP GUIDELINES

for Frontline Care Applicants

The assessment results are only one part of the overall picture you are establishing of your applicants; however, you can use these guidelines to help you identify the order in which to proceed with their job application for a frontline care role (PCW, EEN, RN etc).

Guidelines

OK to proceed, add result to overall picture of candidate	OK to proceed but rely more on other parts of screening process	Soft Stop – dig deeper	Hard Stop for frontline care roles
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Attitude Result

	Low Concern	Some Concern	Serious Concern	Notes
Hostility				
Conscientiousness				Check Conscientious Scale in Job Fit Report. If low (towards left) as well, be extra cautious.
Integrity				
Good Impression		Dig Deeper	Dig Deeper	

Job Fit Result

If benchmark used accurately reflects the role (these job fit scores are guidelines only, as each job will have its unique "environment" in which it operates that could affect the kind of personality traits better suited.)

	≥79%	64-79%	<64%	Notes
Good Impression ≠ 10		Dig Deeper	Dig Deeper	Look at scores at the extreme ends of the scales and dig deeper there. Also any score aligned with the "red zone" (poor performers in benchmark).
If Good Impression in Job Fit Report is all the way to the right (10), then rely more on other parts of the screening process and the Attitude Result.				

The cognitive score does not have hard or soft stops, however the result should be reviewed in light of the specific job requirements. We recommend including the Cognitive Assessment for subject-matter expert roles (Allied Health, RN, Rostering etc) and managerial roles.