

CARE ADVANTAGE SCORE GUIDELINES

for Frontline Care Applicants

The Care Advantage assessment results are one part of the overall picture you are establishing of your applicants and generally we recommend considering all screening information you have for each applicant before making a hiring decision.

In saying that, these guidelines will help you identify which scores are OK to proceed with and which ones require further investigation. We have also highlighted some scores that would be considered a “extreme caution” or “hard stop” for job applicants for frontline care roles specifically, due to the nature of the work and often vulnerable clientele.

Guidelines

OK to proceed, add result to overall picture of candidate	OK to proceed but dig deeper during other screening activities	Soft Stop – dig deeper	Extreme Caution / 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				

Job Fit Result

If the benchmark used accurately reflects the role. Please note that 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 (far right)		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 Assessment /General Reasoning 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.