



Secret Sauce

Your Custom Hiring Blueprint

Fill the benchmark gaps, hire with confidence

You already have access to our generic Personality Job Fit benchmarks, but now you can go further and easily create custom benchmarks for any role - from Therapy Assistant to Enrolled Nurse. In minutes!

The new Secret Sauce tool guides you in specifying the key traits and behaviours that drive success for each of your job roles. It helps you to define what **good looks like** for the ideal candidate, giving you a tailored benchmark to compare every one of your candidates against.

89% of hiring failures happen because of a behavioural mismatch... not skills*

Identify soft skills for every job

- ✓ Planning & Organising
- ✓ Handling change
- ✓ Communicating
- ✓ Working with others & making decisions
- ✓ Dealing with pressure
- ✓ Team approach

Secret Sauce:

Quick custom benchmark

For the Personality Assessment

Think about which role you want to create a custom benchmark for, whether it's your most frequently recruited position or a role currently without an existing benchmark.

Then, put in an order for Secret Sauce Credits. One credit = one custom benchmark. Buy a single credit for \$590[^] or save on a pack of 5 credits for \$2,600[^].

You can also order credits via the Support button in the top menu in the Care Advantage portal.

From the portal, head to Secret Sauce and start building your custom benchmark by selecting the ideal traits for the role. For the most accurate results, we recommend gathering input from:

- Hiring manager(s)
- Current role incumbent(s)
- The job description
- Personality reports of current high-performing employees (if available)

And if you need any help, the Care Advantage team is here to support you via support@careadvantage.com.au

Submit your creation and the Care Advantage team will do a quick sanity check before coding it into the platform.

[Purchase Secret Sauce Credits](#)

[^]AUD and ex GST

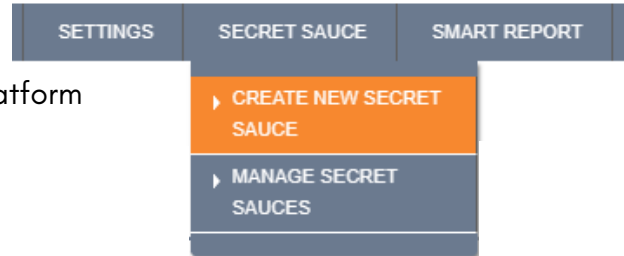


Secret Sauce:

Your Custom Hiring Blueprint

How it works

- 1 Go to Secret Sauce in the Top Menu in your platform
Create New Secret Sauce



- 2 Start creating your custom benchmark (only available if you have credits).

Create New Secret Sauce

A screenshot of the 'Create New Secret Sauce' form. The 'Basic Info:' section has a 'Name:' label and an input field. An orange arrow points from a text box to this field. Below the input field is a line of text: 'Complete the form below, or have a colleague or client complete'. To the right, there is a checkbox labeled 'Send to a client or Colleague' and an input field for 'Enter their email address:'. An orange arrow points from a text box to the checkbox. The form is light gray with white text and orange highlights.

Choose a benchmark name that makes sense as it will be placed at the top of the Personality/Job Fit Report

Optionally: send the form to someone else to complete.

- 3 For each of the traits drag the sliders to the ideal range.

A screenshot of the 'Behaviours & Traits Required' section. It features a slider for 'Handling Pressure' with a score range of 4 to 8. The slider is a horizontal line with a green bar in the middle and white circles at the ends. Below the slider is a table with two columns: 'Sensitive / Anxious' and 'Calm / Stress Resistant'. The 'Sensitive / Anxious' column lists: 'Will show empathy.', 'Relates to others.', 'Sensitive to others.', and 'High sense of urgency.' The 'Calm / Stress Resistant' column lists: 'Calm and confident.', 'Handles pressure well.', 'Can handle rejection.', 'No need to feel a sense of urgency.', and 'No need to empathise well.' Below the table is a section for 'Importance of Handling Pressure:' with a question 'How important is Handling Pressure for success in this type of role?' and three radio button options: 'Very important', 'Somewhat important', and 'Not very important'.

- 4 Press submit and our team will do the magic for you! This takes approx. 5 business days.

Secret Sauce: Your Custom Hiring Blueprint

What you get

The end result is a custom benchmark applied to the Personality/Job Fit report. By default, the report text is based on the "General - Other" benchmark, but you can choose a different benchmark that's more closely aligned to your role. The trait descriptions in the report will then reflect the benchmark you've chosen. Once you've submitted your custom benchmark, we'll be in touch to confirm this.

Custom benchmark name

Residential - Personal Carer Job Fit Report for Simon Sample

Overall: 82%

The participant has scored in the "red zone" in 1 area

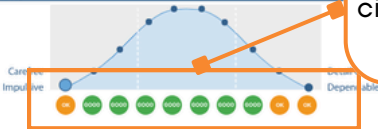
General Reasoning (Cognitive)



- Simon tends to solve problems and learn new information more slowly than others
- May have some difficulty with nursing assistant roles where it is expected to regularly learn new and complex information
- Should be allowed more time for initial training and for learning new health care procedures and job requirements

Question: Tell me about a time when you were asked to handle a new task in your job when you had not before.

Conscientious (Organisation)



- Simon is usually better than most at handling the common interruptions and disruptions that happen throughout the day within many nursing assistant roles
- Be sure that Simon receives appropriate and thorough training for roles where detailed paperwork is critical and must be accurate
- Be sure to reinforce daily plans for medicine and other items that must be followed on a time sensitive schedule

Question: Tell me about a situation where you forgot to handle an important detail and it caused a problem. What happened?

Tough Minded



- Simon can be direct with patients when necessary, but can also use tact to put others at ease
- Usually comfortable pointing out issues and dealing with tough situations unless the situation is particularly confrontational
- The more challenging nursing assistant patient situations may be more difficult for Simon to handle on a regular basis

Question: Describe a time when you had to deal with a difficult person. What did you do to put them at ease?

Conventional (Rules)



- Simon is usually very consistent and structured when it comes to following health care standards and safety procedures which is typically very important in nursing assistant roles

Question: Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

Extroversion



- Simon tends to have good listening skills which can be very helpful in nursing assistant roles
- Important that Simon know when a more friendly and warm approach is necessary to make a patient feel comforted and cared for
- Some Nursing assistant roles require a quiet and calm environment and Simon is usually comfortable with this approach

Question: Tell me about a time when you had to work with people who loved to talk a lot during the day. How did this affect your productivity?



- Simon is usually able to remain calm and at the same time demonstrate sensitivity to patients
- Generally relaxed and poised unless the environment or situation is particularly stressful

Question: Tell me about a time when you worked in a highly stressful environment and you had an unexpected serious issue to resolve. How did you deal with the stress of the situation?

Team



- Simon is generally competitive and enjoys individual achievement which may make it difficult to feel motivated in many nursing assistant roles where the focus is purely on helping the patient
- May have difficulty working on a team and being collaborative

Question: Tell me about a time when you were particularly motivated to do your job every day. What was the situation and how were you rewarded for your efforts?

Good Impression (Social Desirability)



- Simon's responses have been frank and open

[Purchase Secret Sauce Credits](#)