

CARE ADVANTAGE PLATFORM MANUAL

HIRING MANAGER – VIEW ONLY



CLARITY BEFORE
YOU **DECIDE**

All these instructions, including video tutorials and How To Interpret Guides, are also accessible at our [online Help and Training area](#).

HOW TO ACCESS CARE ADVANTAGE

The Care Advantage platform is accessed via a unique URL for your organisation. Your Care Advantage Super User (often someone from Recruitment/HR) is able to set you up. Alternatively the [Care Advantage](#) team can often help as well.

This URL is sent to you via an email from stmsupport@big5assessments.com after your details have been added to the account. This email also contains your own login details and password.

Check your junk folder if you cannot find your login details. Alternatively contact your local HR/Recruitment team or [Care Advantage Account Manager](#) to resend the login details. Please include your first and surname and company you're working for in the email.

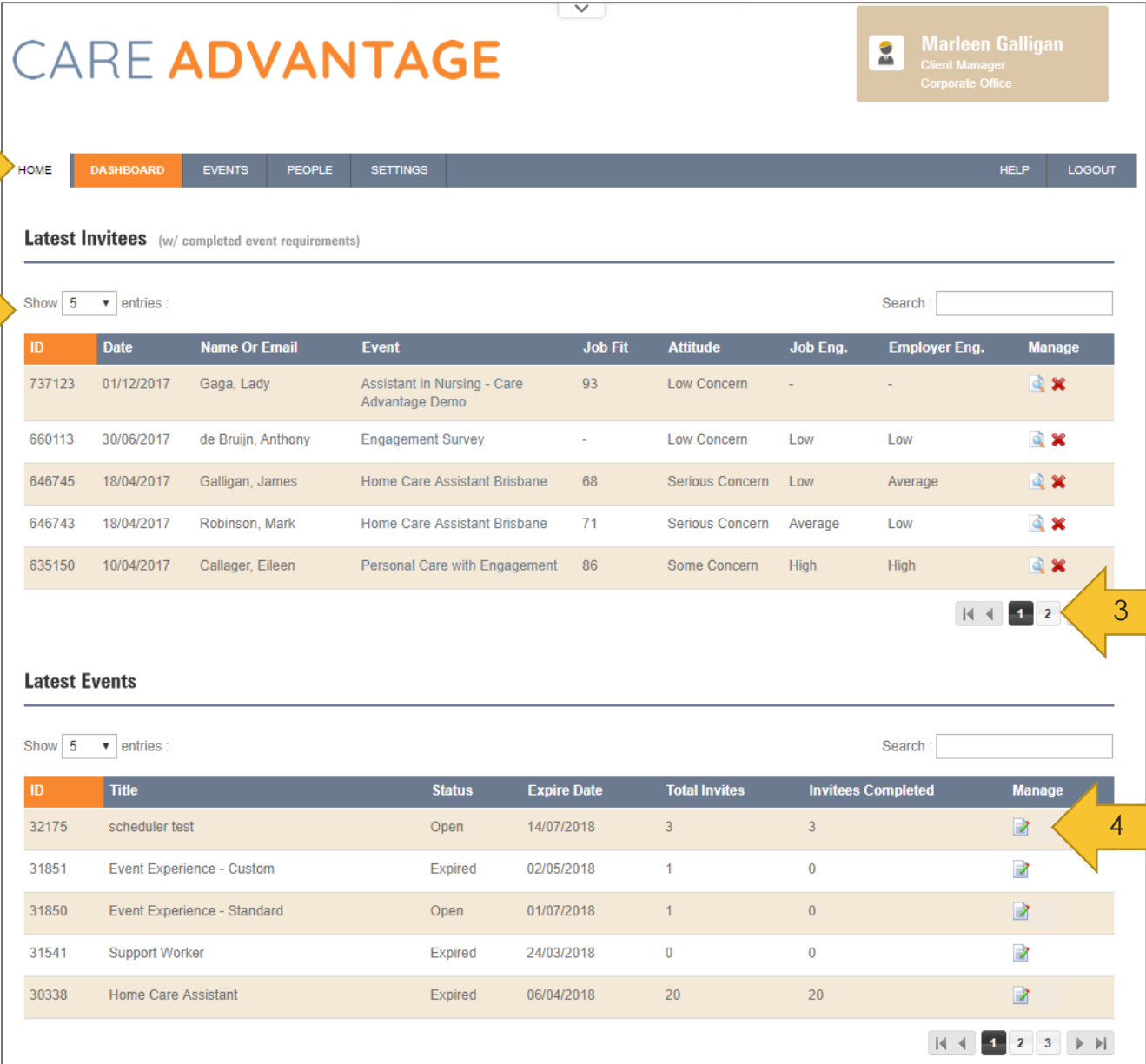
★ *TIP1: Add the login URL to your bookmarks.*

THE DASHBOARD

After logging into the Care Advantage System, the first thing you see is the dashboard.

⇒ A job or vacancy for which you have invited participants to complete assessments for is called an **(assessment) event**.

1. The menu bar lets you manage or create events, search for applicants and change your settings.
2. The dashboard shows the 5 most recent invitees (applicants) and 5 most recent events. You can change the number of entries shown by using the drop-down menu.
3. Any more applicants or events are listed on further pages
4. Click this pen/paper icon to enter the assessment event.



CARE ADVANTAGE

Marleen Galligan
Client Manager
Corporate Office

HOME **DASHBOARD** EVENTS PEOPLE SETTINGS HELP LOGOUT

Latest Invitees (w/ completed event requirements)

Show 5 entries : Search :

ID	Date	Name Or Email	Event	Job Fit	Attitude	Job Eng.	Employer Eng.	Manage
737123	01/12/2017	Gaga, Lady	Assistant in Nursing - Care Advantage Demo	93	Low Concern	-	-	
660113	30/06/2017	de Bruijn, Anthony	Engagement Survey	-	Low Concern	Low	Low	
646745	18/04/2017	Galligan, James	Home Care Assistant Brisbane	68	Serious Concern	Low	Average	
646743	18/04/2017	Robinson, Mark	Home Care Assistant Brisbane	71	Serious Concern	Average	Low	
635150	10/04/2017	Callager, Eileen	Personal Care with Engagement	86	Some Concern	High	High	

« 1 2 »

Latest Events

Show 5 entries : Search :

ID	Title	Status	Expire Date	Total Invites	Invitees Completed	Manage
32175	scheduler test	Open	14/07/2018	3	3	
31851	Event Experience - Custom	Expired	02/05/2018	1	0	
31850	Event Experience - Standard	Open	01/07/2018	1	0	
31541	Support Worker	Expired	24/03/2018	0	0	
30338	Home Care Assistant	Expired	06/04/2018	20	20	

« 1 2 3 »

ACCESSING & DISTRIBUTING THE REPORTS

There are a couple of options when it comes to accessing the applicants' reports. You can choose the best option for your requirements. These options are accessible from within the assessment event.

Available Assessment Reports

The following Assessment Reports are available for each candidate. Most clients choose to use the Personality and Attitudes assessments for their frontline candidates and add cognitive for more senior roles.

Personality / Job Fit (+ Cognitive score)

Assessment Report

Assessments Required	Personality – Cognitive is optional for additional information about the processing speed of the candidate
Useful for	<ul style="list-style-type: none"> 🔗 Pre-employment screening 🔗 Development 🔗 Lateral Moves / Promotion 🔗 Vocational

This report describes the person's personality traits (based on the industry-standard "Big 5" personality factors). It describes how the person naturally prefers to approach their work, which is an important element in job performance. This report then compares the person's personality against the chosen benchmark resulting in a job-fit percentage.

Attitudes

Assessment Report

Assessments Required	Attitude
Useful for	<ul style="list-style-type: none"> 🔗 Pre-employment screening

This assesses an individual's 'fit' with working culture and role by measuring three areas of potentially counter-productive work behaviours, hostility, integrity and conscientiousness (dependability).

Engagement

Assessment Report

Feedback Report

Assessments Required	Engagement
Useful for	<ul style="list-style-type: none"> 🔗 Pre-employment screening 🔗 Probation check 🔗 General engagement screening

This report provides additional information about the applicant's engagement with their current role and employer.

Accessing the Reports

Option 1 - View/send reports individually

Log into Care Advantage and via the Dashboard go to “Manage Events”.
Enter your Event, by clicking on the pen and paper icon.

Rank you applicants and/or select the applicant you wish to view by clicking on their name.

Event: Home Care Assistant
[Back to Event Index](#)

Event Link: <https://careadvantagedemo.big5assessments.com/groups/32833> | [Email me this link](#)

Manage Participants:

Percent Complete:
100%

Total Incomplete:
0 | [View All](#)

Total Complete:
20 | [Export to CSV](#)

Add Participants:

[Existing](#) [New](#)

Event Notifications:

[Add Notifications](#)

Report Manager

Reports for participants will be sent automatically to:

Sends report via XML to API

[Options](#)

Event Message

Thank you for your interest in working with us. The next stage of our process is to ask you to complete an online questionnaire. These are general questions about you and how you like to work. There are 2 parts to the questionnaire and it will take between 10 and 15 Full Formatted Message...

Complete Participants


Show entries :

Date	Name Or Email	Job Fit	Attitude	Status
22/06/2018	Bloom, Alice *	93	Low Concern	<input type="text" value="Suitable"/>
22/06/2018	Good Carer, lamavery *	71	Low Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Davis, Elizabeth *	79	Low Concern	<input type="text" value="Hired"/>
22/06/2018	de Bruijn, Anthony *	89	Low Concern	<input type="text" value="Suitable"/>
22/06/2018	Gaga, Lady *	71	Low Concern	<input type="text" value="Suitable"/>
22/06/2018	Smith, Angela *	71	Serious Concern	<input type="text" value="Suitable"/>
22/06/2018	McKinlay, Belle *	61	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Silver, John *	50	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Thomas, Peter *	64	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Lawson, Tina *	82	Serious Concern	<input type="text" value="Suitable"/>
22/06/2018	Robinson, Mark *	79	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Galligan, James *	57	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Flower, Doris *	61	Serious Concern	<input type="text" value="Unsuitable"/>

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The reports available are shown in the boxed area underneath the applicant's name. Click on the report to open.

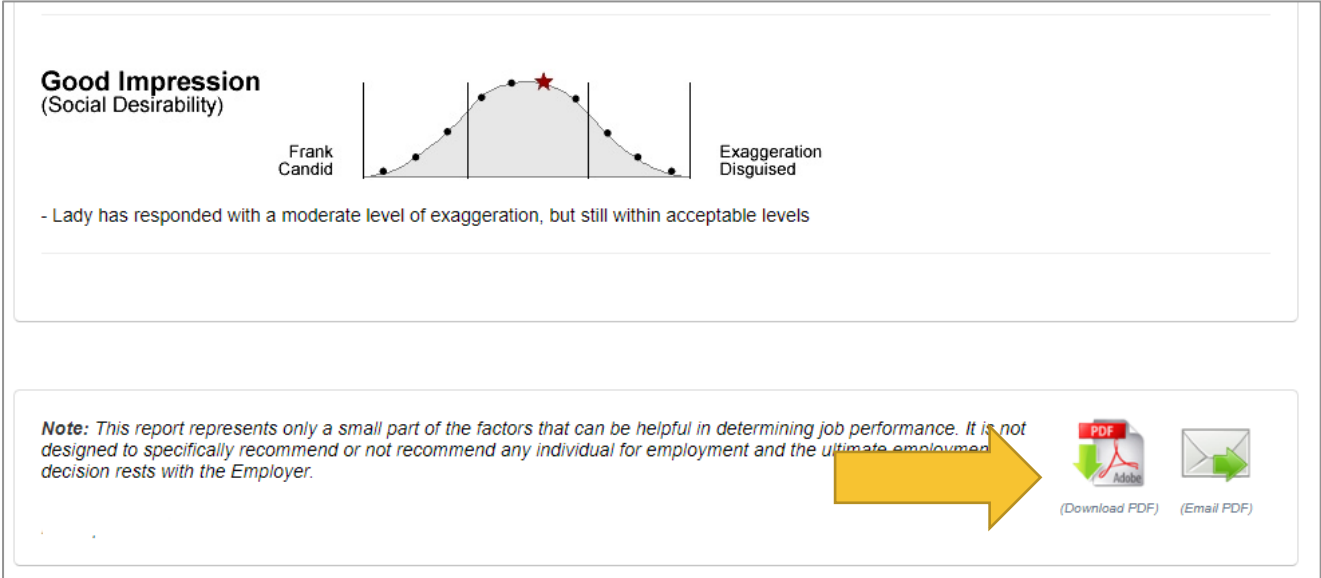


HOME DASHBOARD EVENTS PEOPLE SETTINGS HELP LOGOUT


Lady Gaga : Home Care Assistant [Return To Participants](#)

<u>Job Fit Score</u> 93 Click to View Report	<u>Attitude</u> Low Concern Click to View Report	<u>Job Engagement</u> Average Click to View Report	<u>Employer Engagement</u> Average Click to View Report
---	---	---	--

Once opened you can print or email the report from the bottom of the page.



Good Impression
(Social Desirability)

Frank Candid  Exaggeration Disguised

- Lady has responded with a moderate level of exaggeration, but still within acceptable levels

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.

[Download PDF](#) [Email PDF](#)

You can repeat this for the additional reports, however there is a faster way to send multiple reports in one go...

Accessing the Reports

Option 2 – Send reports as a Fit Report Packet

A “Fit Report Packet” enables you to email an applicant’s full report suite, for the benchmark they were invited to complete assessments against, in one PDF directly to yourself or other members of staff (I.e. Hiring Managers).

From the dashboard, select “Manage Events” (or via search field).

Click on the event name to go into the event or Select the “Modify” icon (pen and paper) to enter the event.

Then select the applicant for whom you want to create the report packet by clicking on their name.

Event: Home Care Assistant
[Back to Event Index](#)

Event Link: <https://careadvantagedemo.big5assessments.com/groups/32833> | [Email me this link](#)

Manage Participants:

Percent Complete:
100%

Total Incomplete:
0 | [View All](#)

Total Complete:
20 | [Export to CSV](#)

Add Participants:

[Existing](#) [New](#)

Event Notifications:

[Add Notifications](#)

Report Manager

Reports for participants will be sent automatically to:

Sends report via XML to API

[Options](#)

Event Message

Thank you for your interest in working with us. The next stage of our process is to ask you to complete an online questionnaire. These are general questions about you and how you like to work. There are 2 parts to the questionnaire and it will take between 10 and 15 Full Formatted Message...

Complete Participants

Show entries :

Date	Name Or Email	Job Fit	Attitude	Status
22/06/2018	Bloom, Alice *	93	Low Concern	<input type="text" value="Suitable"/>
22/06/2018	Good Carer, lamavery *	71	Low Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Davis, Elizabeth *	79	Low Concern	<input type="text" value="Hired"/>
22/06/2018	de Bruijn, Anthony *	89	Low Concern	<input type="text" value="Suitable"/>
22/06/2018	Gaga, Lady *	71	Low Concern	<input type="text" value="Suitable"/>
22/06/2018	Smith, Angela *	71	Serious Concern	<input type="text" value="Suitable"/>
22/06/2018	McKinlay, Belle *	61	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Silver, John *	50	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Thomas, Peter *	64	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Lawson, Tina *	82	Serious Concern	<input type="text" value="Suitable"/>
22/06/2018	Robinson, Mark *	79	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Galligan, James *	57	Serious Concern	<input type="text" value="Unsuitable"/>
22/06/2018	Flower, Doris *	61	Serious Concern	<input type="text" value="Unsuitable"/>

Select "Create Fit Report Packet" from "Other Actions" on the right-hand side of the screen.

HOME
DASHBOARD
EVENTS
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SETTINGS
SMART REPORT
SMART SORT
SMART SOURCE
SUPPORT
LOGOUT

Lady Gaga : Home Care Assistant Return To Participants

Job Fit Score

93

Click to View Report

Attitude

Low Concern

Click to View Report

Job Engagement

Average

Click to View Report

Employer Engagement

Average

Click to View Report

Basic Info

Apply Date: **22/06/2018**

User Name: **LadyGaga**

Email:

Phone:

Address:

Status: Suitable

Education: Yes

Paid Exp. Yes, more than 6 months

Unpaid Exp: No

Additional Information

How To Interview Your Prospective Employer

Leadership Self-Development

How to Pick Your Next Employer

Career Trait Profile

Leadership Identifier

Training and Coaching New Employees (On-Boarding)

Training and Coaching Existing Employees

Leadership - Management

Other Actions


Job Fit Interview Questions

Attitude Interview Questions

Create Fit Report Packet

Create Development Packet

View All Scores & Activity



Lastly, select your desired reports.

Enter the email address(es) of the receivers (e.g. Hiring Manager) in the box below and the reports will be sent. From there they can be saved, forwarded and printed.

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LOGOUT

Fit Report Packet Back

Select Packet Contents: Participant Info Job Fit Report Job Fit Interview Questions Attitude Report Attitude Interview Questions

Enter Emails In the Box Below. *(Multiple emails can be entered but must be separated by commas)*

Send Report

RANKING APPLICANTS

Ranking enables you to quickly identify those applicants with more desirable results so you can focus on those potentially better suited applicants first. Applicants can be ranked from within the assessment event screen or via the Smart Sort tool.

Ranking from within the Assessment Event

- Applicants are initially listed in chronological order
- Applicants can be ranked on their Job Fit Score or Attitude results
- Ranking lists the applicants highest to lowest or vice versa

By clicking on the “**Job Fit**” column in the menu your applicants will be ranked according to their job fit score. Clicking on the “**Attitude**” column ranks them by their attitude scores.

HOME
DASHBOARD
EVENTS
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SETTINGS
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LOGOUT

Event: Home Care Assistant

Back to Event Index

Event Link: <https://careadvantagedemo.big5assessments.com/groups/30338> | [Email me this link](#)

Manage Participants:

Percent Complete:
95%

Total Incomplete:
1 | [View All](#)

Total Complete:
20 | [Export to CSV](#)

Add Participants:

Existing New

Event Notifications:

Event Message

Thank you for your interest in working with us. The next stage of our process is to ask you to complete an online questionnaire. These are general questions about you and how you like to work. There are 2 parts to the questionnaire and it will take between 10 and 15 Full Formatted Message...

Complete Participants

Show entries :

Date	Name Or Email	Job Fit	Attitude	Manage
05/02/2018	Bloom, Alice	93	Low Concern	Remove
05/02/2018	Good Carer, lamavery	71	Low Concern	Remove
05/02/2018	Davis, Elizabeth	79	Low Concern	Remove
05/02/2018	de Bruijn, Anthony	89	Low Concern	Remove
05/02/2018	Gaga, Lady	93	Low Concern	Remove

☆ **TIP1:** Many of our clients are using Care Advantage to create so-called “go/no-go gates”. For example, they will only interview applicants who have scored a job fit of 70% or higher and have no “serious concern” in the attitude report.

☆ **TIP2:** Candidates with a Low Concern in their Attitudes report and a relative high Job Fit Percentage score would be your higher calibre, lower risk candidates, based on their assessment results.

Via the Smart Sort tool

To quickly identify higher calibre, lower risk candidates in large candidate pools, we recommend using the Smart Sort tool.

The Smart Sort tool works best if the **Personality and Attitudes assessments** were included in the assessment event, because it will automatically sort and rank your applicants based on their job fit % and attitudes scores. If the Cognitive Assessment and/or Engagement survey were included, the results will be shown as well.

The Smart Sort tool uses the data from the 'Scores Report' .csv file which can be found in the assessment event in the Report Manager section. Download this .csv file by clicking on 'Export to CSV'. Once downloaded, save it somewhere where you can easily find it again or leave it in the bottom of your internet window to easily drag and drop it into Smart Sort.

Event Link: <https://careadvantagedemo.big5assessments.com/groups/48422> | [Email me this link](#)

Manage Participants:

Percent Complete:
98%

Total Incomplete:
0 | [View All](#)

Total Complete:
64 | [Export to CSV](#)

Add Participants:

[Existing](#) [New](#)

Event Notifications:

[Add Notifications](#)

Report Manager

Reports for participants will be sent automatically to:

Sends report via XML to API

[Options](#)

Scores Report:
[Export To CSV](#)


Event Message

Thank you for your interest in working with us. The next stage in our recruitment process is a pre-employment assessment which consists of a number of general questions that focus on you and how you like to work. To ensure your application progresses in a timely manner it is important that Full Formatted Message...

Complete Participants

Show entries : Search :

Date	Name Or Email	Job Fit	Attitude	Status
07/12/2020	Caresimo, Mauro	71	Serious Concern	Manage ▼
07/12/2020	Caresimo, Mauro	71	Serious Concern	Unsuitable ▼
07/12/2020	Janny, Julie *	68	Serious Concern	Suitable ▼
07/12/2020	Axel, Alex	82	Serious Concern	Unsuitable ▼
07/12/2020	Rivers, Jake *	71	Serious Concern	Unsuitable ▼
07/12/2020	Smith, Jane *	64	Serious Concern	Unsuitable ▼
07/12/2020	Caresimo, Mauro	57	Serious Concern	Unsuitable ▼
07/12/2020	Hensworth2, Miles2	71	Serious Concern	Suitable ▼
07/12/2020	Hensworth, Miles	71	Serious Concern	Suitable ▼
07/12/2020	Mene, Jene *	71	Serious Concern	Suitable ▼
07/12/2020	Hensworth, Miles *	71	Serious Concern	Suitable ▼
07/12/2020	Cobden, James *	68	Serious Concern	Unsuitable ▼
07/12/2020	Ball, Rose *	64	Serious Concern	Suitable ▼
07/12/2020	Dummy, Danny *	71	Serious Concern	Suitable ▼
07/12/2020	Penny, Jenny *	82	Serious Concern	Suitable ▼
07/12/2020	Sample, Simon *	71	Serious Concern	Suitable ▼



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Then click on the Smart Sort button in the top menu which opens the Smart Sort tool in a separate tab or window.



Here you can either drag and drop that same .csv file you just downloaded from the assessment event in the box or upload it from your computer.



Smart Sort then automatically sorts the results by Attitudes first (Low Concern, Some Concern, Serious Concern) and then by Job Fit Score (High to Low) and 'ticks' candidates who scored over 80% Job Fit with a Low Concern in their attitudes.

⇒ This cut-off percentage is arbitrarily set at 80%. Choose your own cut-off depending on the role, the candidate pool, the benchmark etc.

Smart Sort also tells you whether a candidate has scored high on the "Good Impression Scale", what their cognitive score was and their detailed Attitudes Scores.

You can also drill down further by setting a date range or a proximity to a certain postcode.

Show only candidates who completed the assessments for this event in a certain date range or who live in a certain proximity to the site.



Export the results

Change the screening criteria and which candidates get a "green tick"

RESIDENTIALRN - 07.01.2021

New + PDF Excel

Date: From DD/MM/YYYY To DD/MM/YYYY Clear

Postcode: In a radius of 8 km around postcode 4000 in Australia Clear

≥ 80 %

Low Mid High

Low Some Serious

Attitude result detail H C I E

Yes No

>6m <6m

Yes No

	Surname	First name	Email	Phone	Date	Postcode	Job fit %	Cognitive	Attitude	Education /Quals	Relevant Experience Paid	Relevant Experience Unpaid	Notes/Status
<input checked="" type="checkbox"/>	Tost	Mohammed	email@email.com	0414123456	26/06/2020	4003	100	Mid	Low				Suitable
<input checked="" type="checkbox"/>	Sample	Sarah	email@email.com	0414123456	11/07/2020	4001	96	High	Low		No	Yes	Unsuitable
<input checked="" type="checkbox"/>	Jain	Jim	email@email.com	0414123456	7/12/2020	4001	96	Low	Low		No	Yes	
<input checked="" type="checkbox"/>	Axel	Alex	email@email.com	0414123456	7/12/2020	4000	82	Low	Low		>6m	Yes	
<input type="checkbox"/>				0414123456	15/05/2020	4002	75	High	Low				Suitable
<input type="checkbox"/>				0414123456	7/10/2020	4001	74	Low	Low	Yes	>6m	No	Suitable
<input type="checkbox"/>				0414123456	11/11/2020	4051	71	Low	Low	Yes	>6m	No	Suitable
<input type="checkbox"/>	Kraue	Amandeep	email@email.com	0414123456	7/10/2020	4051	64	Low	Low	Yes	>6m	No	Suitable
<input type="checkbox"/>	Roan	Real	email@email.com	0414123456	12/12/2020	4051	71	Low	Some	Yes	>6m	Yes	Suitable
<input type="checkbox"/>	Sample	Sam	email@email.com	0414123456	8/10/2020	4002	68	Mid	Some				Unsuitable
<input type="checkbox"/>	Breakfree	Betty	email@email.com	0414123456	2/06/2020	4001	61	High	Some				
<input type="checkbox"/>	Hiro	Tuan	email@email.com	0414123456	5/12/2020	4051	96	Low	Serious				
<input type="checkbox"/>	Hopkins	John	email@email.com	0414123456	4/05/2020	4000	82	Low	Serious	Yes	<6m	No	
<input type="checkbox"/>	Bopoline	Trom	email@email.com	0414123456	7/10/2020	4001	74	Low	Serious	Yes	No	No	Unsuitable
<input type="checkbox"/>	Mene	Jene	email@email.com	0414123456	12/12/2020	4002	71	Low	Serious	Yes	>6m	No	
<input type="checkbox"/>	Nishan	Udara	email@email.com	0414123456	19/03/2020	4012	54	Mid	Serious	No	No	No	Unsuitable

Manually change the colour of the circle by ticking the box and clicking on the traffic light.

H = Hostility
C = Conscientiousness
I = Integrity
E = Exaggeration

Red box behind the Job Fit score means that the candidate had an extreme score on the "Good Impression" scale (extreme exaggeration of 10)

Yellow = some concern | Red = serious concern
So last candidate has an overall Attitude rating of Serious Concern with Some Concern in Integrity and Serious Concern in Hostility.

ADDITIONAL REPORTING OPTIONS

Care Advantage comes with a number of additional reporting options, all based on the assessments the applicant has taken. Use these additional options to:

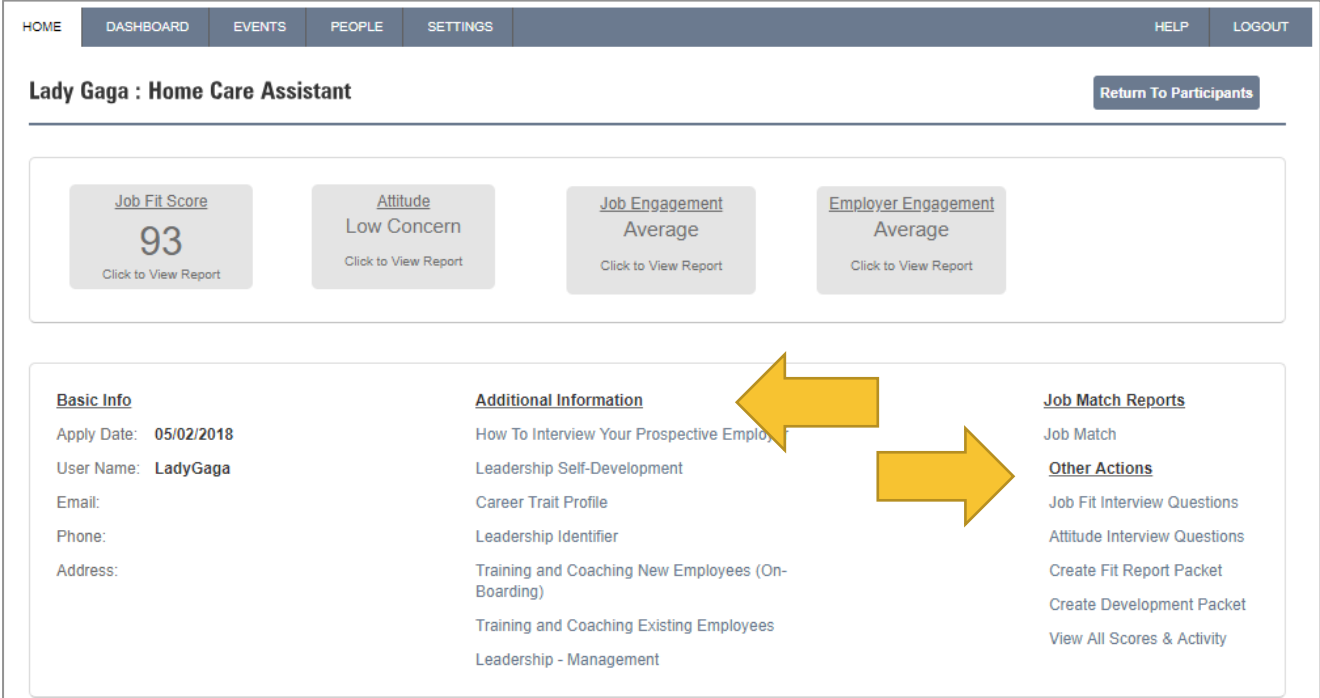
- Generate more interview questions (job fit or attitude focus) to attach to your reports.
- Provide an On-boarding Report to a supervisor, buddy or for yourself.
- Generate additional (development) reports, such as the leadership report and the career trait profile report.

These additional reports are found in the applicant's profile and are mostly for use during the employee lifecycle for development, for feedback to candidates or for vocational purposes. They can be found under the heading "Additional Information" and "Other Actions".

☆ *NOTE: Applicants are required to undertake at least the Personality Assessment to generate the development reports under Additional Information.*

Adding the Cognitive assessment will include more detail on the applicant's general reasoning ability in those additional reports.

☆ *NOTE: The reports in the Care Advantage system available to you may vary depending on your licence, settings or new report releases.*



Training and Coaching New Employees (On-Boarding)

Development Report

Assessments Required	Personality – Cognitive is optional for additional information about the processing speed of the candidate
Useful for	<ul style="list-style-type: none"> 🕒 Development

This report helps a manager or supervisor better understand the character and style of their new employee. It is broken down into 7 areas and includes tips to ensure the new incumbent is off to a great start.

Leadership Identifier

Assessment Report

Development Report

Assessments Required	Personality – Cognitive is optional for additional information about the processing speed of the candidate
Useful for	<ul style="list-style-type: none"> 🕒 Pre-employment screening 🕒 Development 🕒 Lateral Moves / Promotion

This report is useful to identify strengths and gaps in generic leadership skills and style and is written as a development tool. It can also be used during the job interview for an internal promotion into a leadership role as it has targeted interview questions. Current Care Advantage clients use it mostly to identify the areas where training can be useful to become better leaders.

Leadership Management

Development Report

Assessments Required	Personality – Cognitive is optional for additional information about the processing speed of the candidate
Useful for	<ul style="list-style-type: none"> 🕒 Pre-employment screening 🕒 Development 🕒 Lateral Moves / Promotion

The Leadership Management report is designed to assist in the development process for leadership and managerial roles.

Leadership Self-Development

Development Report

Assessments Required	Personality – Cognitive is optional for additional information about the processing speed of the candidate
Useful for	<ul style="list-style-type: none"> 🕒 Pre-employment screening 🕒 Development 🕒 Lateral Moves / Promotion

This report can be used for leadership development and is intended to be sent to the employee. It guides the employee in their exploration of a leadership role as part of their future. For 8 different areas, relevant to leadership roles it explains what the employee's style is and where necessary, provides guidance.

Training and Coaching Existing Employees

Development Report

Assessments Required	Personality – Cognitive is optional for additional information about the processing speed of the candidate
Useful for	<ul style="list-style-type: none"> 🔗 Development

This report is designed to help a supervisor or manager better understand the personality characteristics and learning style of an employee for the potential of maximizing training and coaching efforts. It includes insights into the employee's work style as well as useful tips.

Career Trait Profile

Applicant Report

Vocational Report

Assessments Required	Personality
Useful for	<ul style="list-style-type: none"> 🔗 Candidate Feedback 🔗 Development 🔗 Vocational

The career trait profile is the report available to applicants after they have completed the assessments. It explains 6 universal career traits and provides feedback to the applicant in relation to these traits. It also includes Resume and Interview tips. Many psychometric assessment tools do not provide a report for applicants however this report is available for feedback to unsuccessful applicants or for vocational guidance purposes. We do not recommend sending the detailed assessment reports (e.g. job fit / attitude) to your applicant.

How to interview your prospective employer

Applicant Report

Vocational Report

Assessments Required	Personality
Useful for	<ul style="list-style-type: none"> 🔗 Candidate Feedback 🔗 Development

This report is intended to provide specific questions for the applicant to ask any prospective employer, so that they can determine if the environment, management style and reward systems are a good fit based on their core personality traits and learning style.

How to pick your next employer

Applicant Report

Vocational Report

Assessments Required	Personality – Cognitive is optional for additional information about the processing speed of the candidate
Useful for	<ul style="list-style-type: none"> 🔗 Candidate Feedback 🔗 Development

This report provides the applicant another piece of data that they can use when choosing their next employer. Based on their self-assessment of their personality (Big5) and learning style, the report highlights things to consider when choosing their next position/employer.