

# Using the Personality Report to assess resilience

### Residential - Personal Carer Job Fit Report for Simon Sample

**Overall: 82%**  
The participant has scored in the "red zone" in 1 area

#### 1 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  
- Simon may find it difficult to deal with change and will need extra time to adapt to changes made in health care procedures  
Question: Describe a time when you had to deal with several changes in your job all at once. How did you handle it?

#### 2 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: Describe a time when you had to work with people who loved to talk a lot during the day. How did this affect your productivity?

#### 3 Stable

- 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

There is robust evidence indicating a link between resilience and the Big5 personality traits, the framework on which the Care Advantage Personality Assessment is built. While all 5 traits have been linked to resilience, the three most significant linkages are: Stable (Neuroticism) , Extroversion and Conscientiousness.

Across all 5 traits, these links appear logical, for example:

- Higher on the **Stability Scale**: Less inclination to feel anxious, insecure, impulsive, overwhelmed by stress.
- Higher on the **Extroversion Scale**: Associated with positive emotions and seeking out /maintaining interpersonal relationships (the latter being an important tool for building/maintaining resilience).
- Higher on the **Conscientious Scale**: Associated with being planned, organised, and action oriented. People scoring high may be inclined to address challenges in a managed, structured and pragmatic way.
- Lower on the **Conventional Scale**: Associated with thinking flexibly, being open and adaptive to change/new situations, and willing to try new things in the face of challenges.
- Lower on the **Tough-Minded Scale**: Associated with individuals who are helpful, cooperative, and supportive. These individuals may be less inclined to become involved in conflict and may attract reciprocal help/support from others when they are going through difficult times themselves.

To quickly gauge an applicant's resilience, we recommend looking at the following three scales:

- 1 **Conscientious**    2 **Extroversion**    3 **Stable**

Is the applicant's score in the **middle or to the right of the curve** for these traits? If yes to all three, then that is a good indication that the applicant may well be more resilient. If the score is all the way to the left on any of these scales, dig deeper during the interview.

Keep in mind that resilience can increase through life experience, one's social network and training. The personality assessment helps to identify people who are possibly naturally better equipped to overcome difficulties.