

# **Healthcare Professional – One Sitting**

## Assessment Fact Sheet

## Overview

**Details** 

The Healthcare Professional solution is for professional-level positions in a healthcare environment. Sample tasks for these jobs include, but are not limited to: analyzing financial information, recruiting potential employees, and gathering competitive information. Potential job titles that use this solution are: Human Resources Generalist, Accountant, and Marketing Analyst.

Job Level	Professional		
Job Family/Title	Healthcare Professionals/HR Professionals		
Average Testing Time (minutes)	70 minutes		
Maximum Number of Questions	224 questions		
Number of Sittings	One		
Designed for Unproctored Environment	Yes		
Question Format	Multiple Choice, Multiple Choice – Adaptive, Simulation		

Knowledge, Skills, Abilities and Competencies Measured

**Deductive Reasoning Ability**: Measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision-making in many different types of jobs at many levels.

**Professional Potential**: This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

**Business Acumen**: This is a measure of the tendency to analyze and detect underlying themes when solving problems. This is a trait characterized by: visualizing future needs and problems; being creative and innovative when generating new ideas; systematically looking at data; and planning and organizing tasks.

**Building Relationships**: This is a measure of the tendency to understand and impact the thoughts and feelings of others. This trait is characterized by: being open to the ideas of others; being supportive and concerned about others; and gaining the support and commitment of others.

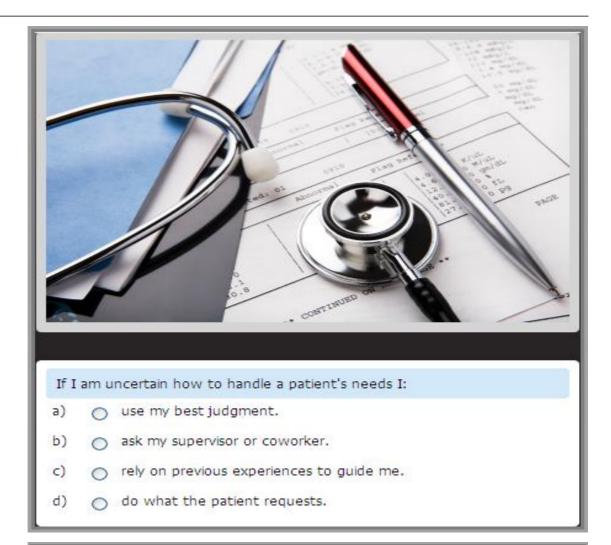
**Self Motivation**: This is a measure of the tendency to be even-tempered and responsible in the workplace. This trait is characterized by: being dependable; behaving in accordance with high ethical standards; being optimistic; and remaining relaxed in stressful situations.

**Drive for Results**: This is a measure of the tendency to take a leadership role within an organization. This trait is characterized by: taking pride in reaching difficult goals; enjoying a fast-paced lifestyle; having high self-confidence in his/her abilities; and taking charge in group situations.



**Multitasking Ability**: This is a measure of the ability to adeptly work on more than one task simultaneously. This trait is characterized by maintaining efficiency and effectiveness when interrupted or switching between tasks.

## **Example Questions**



You are scheduling appointments with clients C, D, E, F, and G for Monday through Friday, during the 9 to 10 A.M. slot.

G gets the Monday appointment and C the Friday appointment. F has an appointment exactly two days after E.

Referring to the information above, which one of the following CANNOT be true?

- a.) O's appointment is after F's appointment.
- b.) O E's appointment is before D's appointment.
- c.) O's appointment is later than G's appointment.
- d.) C's appointment is the day immediately after G's appointment.
- e.)  $\ \bigcirc \ \ \mathsf{D}$  's appointment is on Wednesday.



Choose which of the two statements below is more true of you.					
a.)   I think I have some shortcomings that affect my work.  b.)   Achieving personal success is very motivating for me.					
The on-the-job help I've gotten from supervisors I've had has been:					

u	The	on-the-job help I've gotten from supervisors I've had has been:
	a)	outstanding outstanding
•	b)	very good
•	c)	ogood good
•	d)	○ fair
•	e)	o poor
l	f)	onone of my supervisors has really helped me
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## Example Report

## Recruiter Report : Healthcare 5.5: Healthcare Professional - Short Form



#### **Applicant Information**

Name:

Application Date: Tue Oct 27 22:45:00 EDT 2009

Applicant ID:12412240

Session ID:308371421099654180

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that PreVisor offers, please contact your account representative.

	Low	Medium		High
Percentile	30		70	100
85 [				•
	Low	Medium		High
Percentile			70	100
60[		<b>+</b>		
100				•
50 [		•		
57 [		•		
57 [		•		
62[		•		
95 [				•
	Percentile 60 [ 100 [ 50 [ 57 [ 57 [ 62 ]	Percentile 30 85  Percentile 30 60 100 50 57 57 62	Percentile 85    Low   Medium	Percentile 30 70 85

## Score Interpretation

#### Deductive Reasoning Ability

This assessment measures the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

This report provides information regarding an individuals's ability to use sound logic to solve problems, strengthen arguments, and identify weaknesses in the propositions of others.

This individual demonstrates an average level of deductive reasoning ability compared to others in similar job levels. This person can draw logical conclusions from available data and make sound arguments as well as most people who score in this zone. He/she has an average ability to solve problems effectively and identify underlying assumptions in arguments.

At work, this individual should be able to use data and information as effectively as most others in developing solutions to problems. Like most other people in the comparison group, however, this person may require additional time or assistance to put together solutions for particularly complex problems.

### Professional Potential

This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

This candidate's response profile concerning past achievements, social orientation, and work orientation is highly similar to the profiles of highly effective professionals. The good match between the profiles suggests that this candidate is likely to be successful in a professional position.