

Healthcare Professional – One Sitting

Assessment Fact Sheet

Overview

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

Details

Average Testing Time (minutes)	70 minutes
Maximum Number of Questions	224 questions
Number of Sitzings	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



If I am uncertain how to handle a patient's needs I:

- a) use my best judgment.
- b) ask my supervisor or coworker.
- c) rely on previous experiences to guide me.
- d) do what the patient requests.

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.) D's appointment is after F's appointment.
- b.) E's appointment is before D's appointment.
- c.) D's appointment is later than G's appointment.
- d.) E's appointment is the day immediately after G's appointment.
- e.) 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:

- a) outstanding
- b) very good
- c) good
- d) fair
- e) poor
- f) none of my supervisors has really helped me

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.

Overall Score

Recommended ✓

	Low	Medium	High
Percentile	30	70	100

Overall Score

85 ◆

Detailed Results

	Low	Medium	High
Percentile	30	70	100
Deductive Reasoning Ability	60	◆	
Professional Potential	100		◆
Business Acumen	50	◆	
Building Relationships	57	◆	
Self Motivation	57	◆	
Drive For Results	62	◆	
Multitasking Ability	95		◆

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 individual'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.