

Focus on Hiring the Right Candidates

“Select International was able to create a standardized approach to selection for our clinics across the country, reducing subjectivity and reducing time to fill by over 50%.”

Scott Snyder,
Director of Recruiting, Healogics

HEALTHCARE-SPECIFIC, EASY-TO-USE BEHAVIORAL SCREENING TOOLS HELP YOU MAKE THE RIGHT HIRING DECISIONS.

Nothing impacts patient care and satisfaction more than placing the best candidates in every position. Technical and clinical skills are important, but the patient experience, patient safety, and your culture depend on behavioral competencies. **Select International's Fit screening tools** can help you reduce turnover, improve hiring efficiency, enhance legal defensibility, and contribute to building the patient-centered culture you need. It will improve the accuracy of your hiring decisions and help you to identify candidates with the competencies critical to meeting your goals—compassion, healthcare-specific emotional intelligence, conscientiousness, collaboration, and patient focus.

Tests can be configured specifically for nursing, allied health, and any other professional or support position, as NurseFit, AlliedHealthFit, or ServiceFit for Healthcare. It goes beyond a basic personality test and uses multiple modes of measure, while reporting results in a useful, healthcare-specific context.

| John Q. Worker September 25, 2008 412-358-8595 jworker@valtop.com 412-412-358595 | | FIT | | | | NurseFit® | |
|--|-----------------------------|---|---------------|-------------------------------------|-------------------------------------|--------------------------------------|---|
| | | Poor Fit | Potential Fit | Good Fit | Very Good Fit | | |
| Competencies | | | | | | | |
| Competencies | Low | High | | | | Suggested Interview Probes | |
| ACCOUNTABLE | Unreliable | 1 2 3 4 5 6 7 8 9 10 | | | | Takes Ownership | Tell me about a time when you made a mistake at work. What was the mistake? What did you do? How did it turn out? |
| ADAPTABLE | Poor Consistency | 1 2 3 4 5 6 7 8 9 10 | | | | Adapts Quickly | Often times our applicants are filled with unexpected events. Tell me about a time when you had to adjust your workflow to accommodate unexpected responsibilities. |
| COLLABORATIVE | Independent | 1 2 3 4 5 6 7 8 9 10 | | | | Works well with Others | Tell me about a time when you pitched in to help a co-worker on the job. What did you do? What was the result? |
| EMOTIONAL INTELLIGENCE | Insensitive | 1 2 3 4 5 6 7 8 9 10 | | | | Caring | Working in a healthcare setting is often filled with individuals and families with physical and/or mental illness. Tell me about a time when you had to care for a person less fortunate than yourself. |
| DECISION MAKING | Poor Judgment | 1 2 3 4 5 6 7 8 9 10 | | | | Makes Good Decisions | Tell me about a time when you had to make a judgment call about a patient. What was the situation? What kind of decision did you have to make? What happened? |
| DEPENDABLE | Likely to be absent or late | 1 2 3 4 5 6 7 8 9 10 | | | | Likely to be on time and on time | Everyone must miss work at some time or another. Tell me how many unexcused or unapproved absences you think are appropriate for people to have without penalty. |
| PATIENT FOCUS | Lower Focus on Patient | 1 2 3 4 5 6 7 8 9 10 | | | | Fully Patient Care | Tell me about the most recent example when you went out of your way to help someone else (e.g., patient, co-worker, etc.). What was the situation and what did you do? |
| QUALITY FOCUS | Low Quality Focus | 1 2 3 4 5 6 7 8 9 10 | | | | Strives for Perfection | Tell me about a time when you were able to catch a potential problem because you checked something out early. What was the situation? What was the problem? What happened? |
| Preferences | | | | | | | |
| SHIFT PREFERENCES <input type="checkbox"/> Day Shift <input type="checkbox"/> 12-hr Shifts <input type="checkbox"/> 2-Shift <input type="checkbox"/> Rotating Shifts <input type="checkbox"/> Night Shift <input type="checkbox"/> On Call | | NURSING INDEPENDENCE Prefers guidance | | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Wants independence | |
| | | NURSING CHALLENGES Dislikes routine tasks | | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Wants challenge and variety | |
| | | TIME WITH PATIENTS Prefers spending more time with their patients | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Enjoys helping numerous patients | |
| | | NURSING ENVIRONMENT Prefers quiet/calm environment | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Enjoys high energy/noisy environment | |
| | | SCHEDULE FLEXIBILITY Prefers predictable schedule | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Wants schedule flexibility | |

Rather than a generic personality test, Fit screening tools are designed specifically for healthcare, incorporating multiple modes of measure.

IMPACT

- Improve your ability to hire staff with the behavioral skills you seek
- Reduce turnover
- Improve hiring efficiency and reduce time to fill positions
- Improve employee performance
- Reduce negative work behaviors
- Improve patient satisfaction scores
- Help to build and support the culture you envision

FEATURES:

- Built specifically for healthcare incorporating multiple modes of measure
- Short (approximately 25 minute), online, and easy to use
- Easy to understand, one page results report—including scores in key competencies, motivational fit factors, and suggested interview probes
- The report is designed for use by the hiring manager for both selection and development
- Can be used as an additional data point in the hiring process or to eliminate lowest performers from further consideration, thereby improving hiring efficiency
- Easily integrates with any applicant tracking system
- Over 98% candidate completion rate and outstanding candidate reaction data
- Configurable to specifically capture competencies important to you and covering nearly every position
- Supported by a database and system that has administered over 70 million assessments in over 80 countries and dozens of validation studies
- Supported by Select's Healthcare Solutions consulting and research teams
- Designed for integration into a holistic and effective selection system, including a behavioral interview program
- Rather than a generic personality test, it is designed specifically for healthcare, incorporating multiple modes of measure
- Can add a level of standardization in the hiring decision process that enhances legal defensibility

INITIATIVES AND GOALS SUPPORTED:

- Improve patient satisfaction and experience
- Reduce employee turnover
- Create a patient-centered culture

RECOMMENDED FOR:

- Nurses
- Allied health
- Professional staff
- Technical and support staff

Developed by:

