



**Canada Human Resources Centre**

[www.CanadaHRCentre.com](http://www.CanadaHRCentre.com)

# **Care Provider Job Fit Personality Test**

## **Sample Assessment**

1.888.654.0709

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## Graphs

### Overall results



*Conscientiousness*



*Disregard for others*



*Agreeableness*



*Emotional Strength*



*Fortitude*



*Integrity*



### Impression Management



## Details

### Overall results (score 51)

Although user does not appear to be naturally inclined for a career as a caregiver, with a great deal of effort, s/he may be able to develop the required skills and adopt the necessary work habits to be able to succeed as a caregiver. His/Her success in this position would be a challenge; based on our experience, it is rare that an incumbent would be able to manage the job-fit gap on a continuous basis - therefore, his/her chances of failure are greater.

Overall suitability for a job as a caregiver.

### Conscientiousness (score 40)

user scored in the mid-range on this scale, which indicates that s/he is generally reliable and careful in his/her work, but not on a consistent basis. Perhaps when s/he is stressed out or busy, s/he may not be as organized and dependable as usual. Conscientiousness refers to a competency and productivity orientation. It is an important characteristic predicting success in a variety of areas. In the caregiving field, this trait is particularly essential. If a caregiver is careless or disorganized, this can result in serious repercussions. user should continue to strive to improve in this area.

Assesses how organized, reliable, and detail oriented a person is.

### Disregard for others (score 78)

user's responses seem to be reflective of a relatively antagonistic attitude. S/he appears to have some difficulty controlling his/her emotions, and may not show a great deal of concern for other people's feelings. His/Her tolerance for annoyances is rather limited. Given that working with the public is common in this field, poor conduct likely will not be tolerated. user needs to take a moment to self-monitor his/her behavior and reconsider whether his/her response to a situation ? particularly those that irritate him/her - is not overblown or inappropriate.

Assesses the tendency to conduct oneself in a manner that shows disrespect for others or a lack of self-monitoring.

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**Agreeableness (score 59)**

user is fairly agreeable. People generally find him/her approachable and accommodating, but this is not always the case. S/he may find that s/he that making a strong connection with people is not easy for him/her all the time. On days when s/he is not in the best mood, this could cause problems for him/her at work since interacting with others is a requirement in the caregiving field. Patients and co-workers alike will probably turn to user quite often for help, encouragement and support. If a career in caregiving greatly interests him/her, s/he will need to try to be a little more affable and good-natured with others, especially on bad days.

Assesses the willingness to help and cooperate with others.

**Emotional Strength (score 54)**

According to user's results, s/he is somewhat emotionally strong. This means that s/he can generally deal with stressful situations, but it is certainly not the ideal scenario for him/her. Although facing demanding challenges won't necessarily scare him/her, s/he may feel like giving up sometimes and wonder whether s/he has what it takes to get through them. Overall, his/her emotional strength will help get him/her through the difficult times that are common in caregiving, but s/he could face some problems down the line. Learning new ways to cope with the ups and downs of this career would be quite beneficial for him/her.

Assesses the ability to be self-reliant, emotionally tough, and to work well under pressure.

**Fortitude (score 77)**

According to his/her results on the Fortitude scale, user is usually able to accomplish even the most unsavory tasks in a manner beyond reproach. From inserting needles to cleaning up vomit, many caregivers are required to deal with these issues on a daily basis. It seems as though user does not become very squeamish or queasy in the presence of unpleasant medical conditions or physical injuries, although certain situations may still disturb him/her a little. Overall, his/her level of fortitude will allow him/her to effectively assist individuals, regardless of the severity of their illness or injury.

Ability to withstand difficult or distasteful tasks.

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### **Integrity (score 54)**

According to user's responses, s/he does consider integrity rather important, but may not always practice it. S/he has a relatively tolerant attitude towards dishonest behavior, and although s/he seems to be the type of person who will generally follow rules, s/he might not do so in all cases. Integrity is highly prized by almost any employer. In addition, a caregiver must act responsibly and honestly, or the consequences could be dire. user's reputation and the life of the patients s/he cares for are on the line ? s/he needs to consider seriously the possible negative impact of his/her inconsistent level of integrity.

Assesses tendency to show good judgment, to take responsibility for one's actions, and to conduct oneself in an honest manner.

### **Impression Management (score 10)**

This scale assesses to what degree the results on this test are distorted or manipulated, and whether such attempts were conscious or subconscious. Many people will try to present themselves in a better light, especially if the stakes are high.

Answers are compared to responses obtained from a large sample of the general population. When someone systematically selects socially desirable responses that are rarely endorsed by others, there is a good reason to believe that a positive self-presentation bias is at play. A score that is suspiciously high may indicate that a person was lying, which may invalidate the whole test.

Assesses the degree to which the results on this test are distorted or manipulated in a socially-desirable manner.

There was little or no indication in user's results to suggest that s/he was lying or trying to present himself/herself in a favorable light. Therefore, his/her results can be seen as accurately reflecting who s/he is.

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