
Pre-Hire 360[®] Feedback Report

Candidate: Patricia Thomas

Position: RN - Critical Care

Survey: RNs

Candidate IP Address: XX.XX.XX.XX

User: Recruiter

Date: Thursday, April 09, 2015

Report History:

Report Generated: September 23, 2013 - 12:51PM

ABOUT SKILLSURVEY:

SkillSurvey provides solutions that address critical points in the talent lifecycle to help talent management professionals contribute to their organization's business results by obtaining and applying more reliable and valid data and insight to inform their hiring processes. The company's flagship solution, Pre-Hire 360, is an award-winning, patented technology that utilizes a unique combination of behavioral science, talent analytics, and the ability to make comparisons to relevant norm groups. SkillSurvey's Pre-Hire 360 solution is scientifically proven to provide access to data that can be used to drive better hiring decisions based upon feedback provided by references on a candidate's past job performance. SkillSurvey's cloud-based software products are being used by 1,400 companies, institutions and organizations. Visit SkillSurvey at www.skillsurvey.com.

Note:

The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

Overall Score

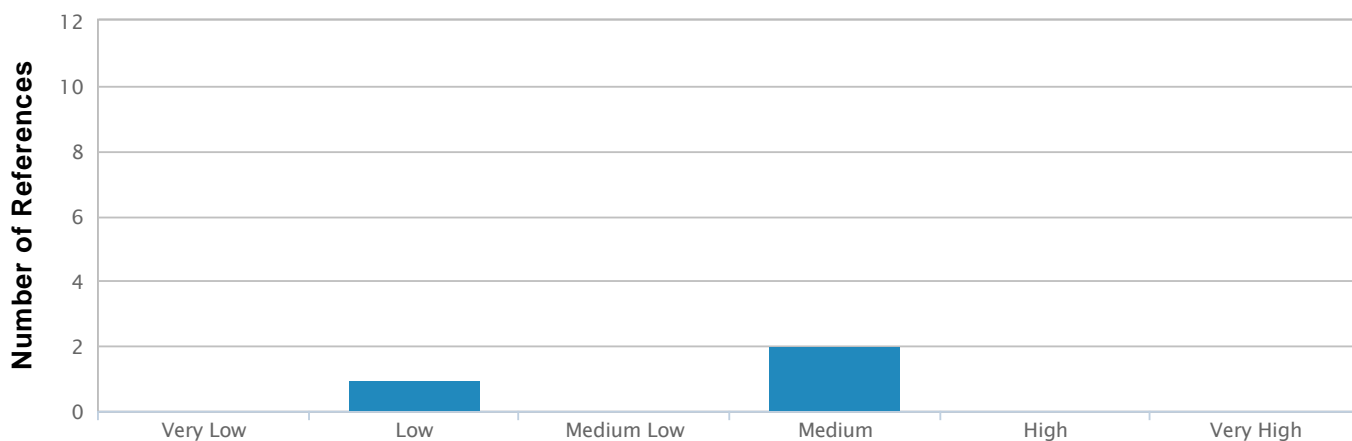
Section I: Overall Summary on Patricia Thomas

- Managers
- All References

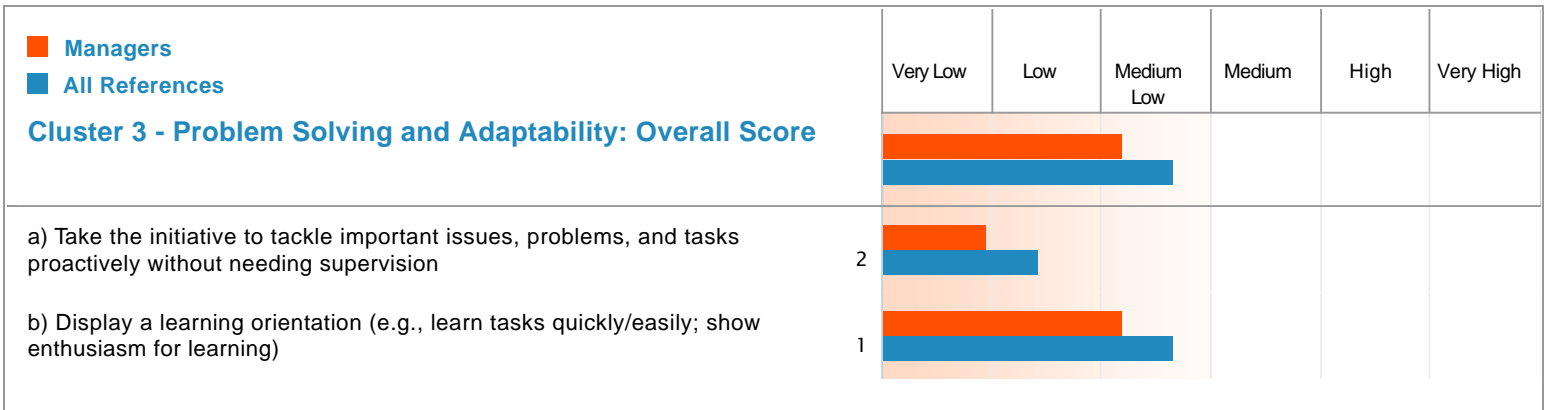
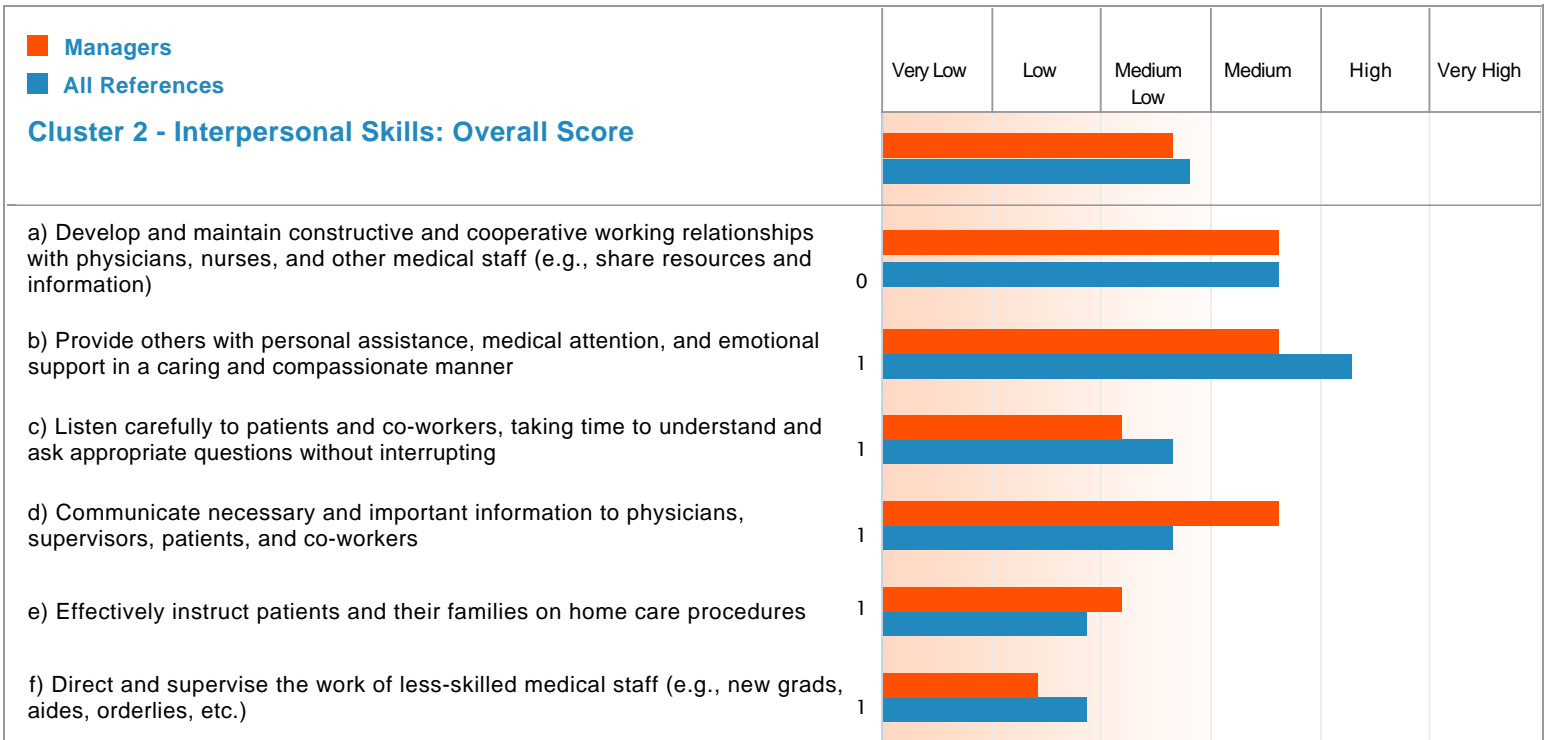
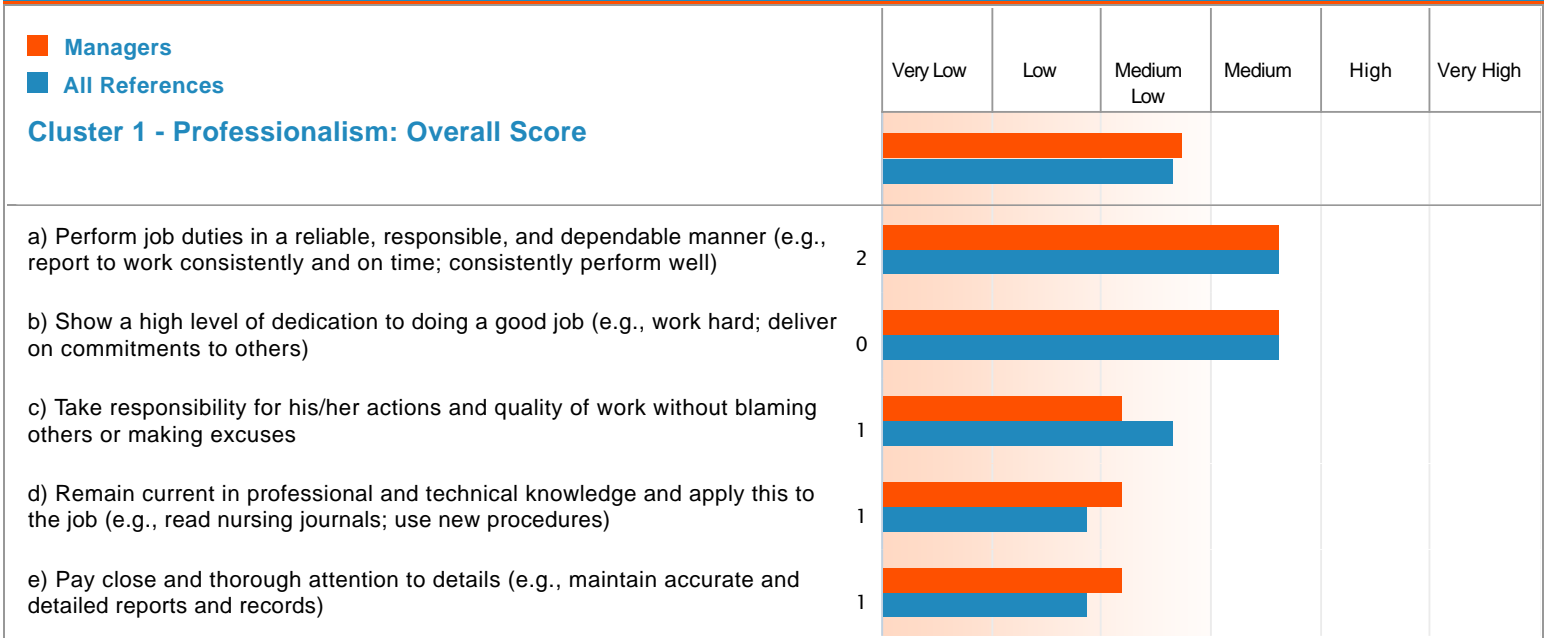
Overall Score

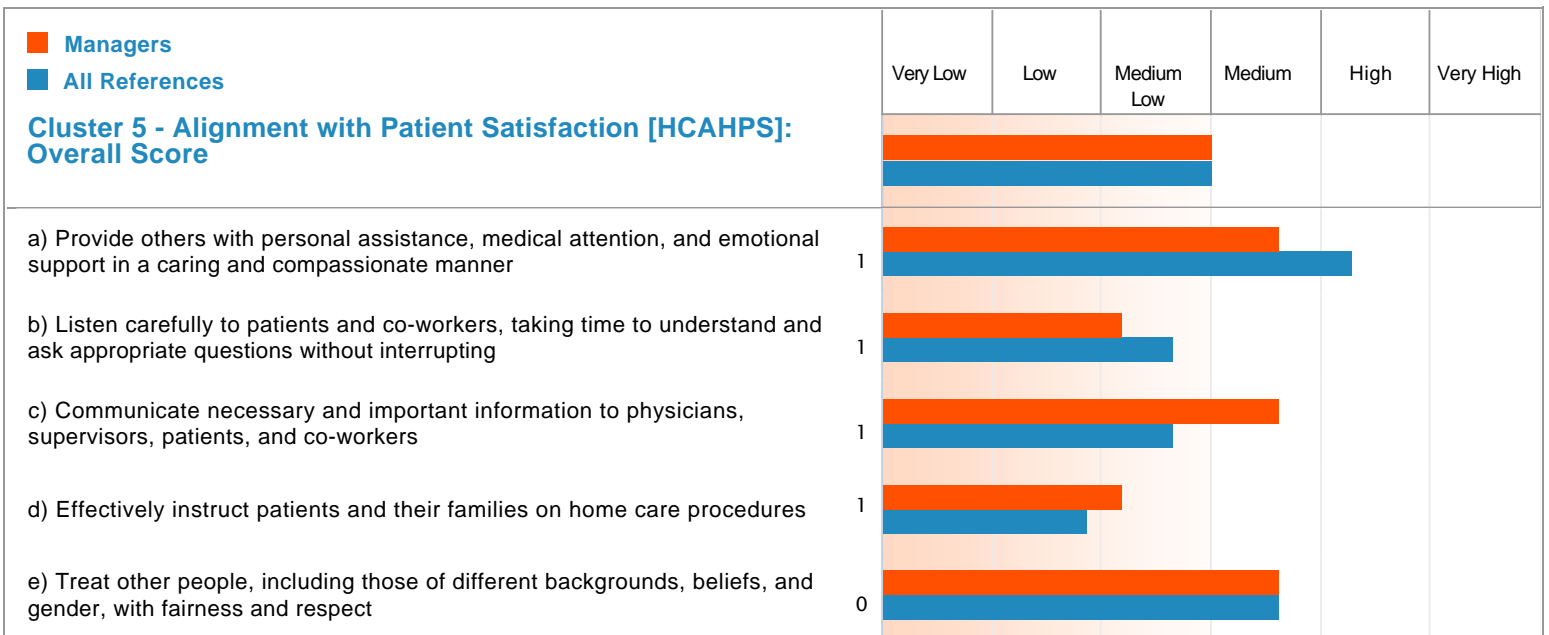
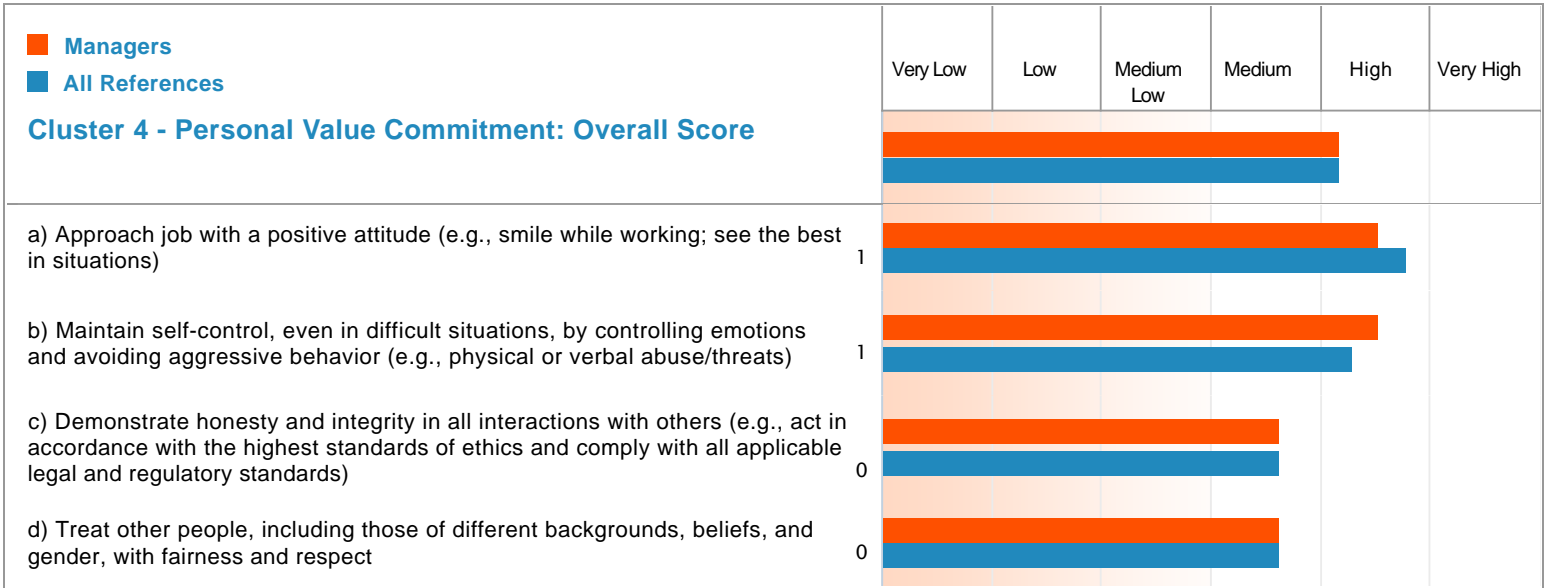
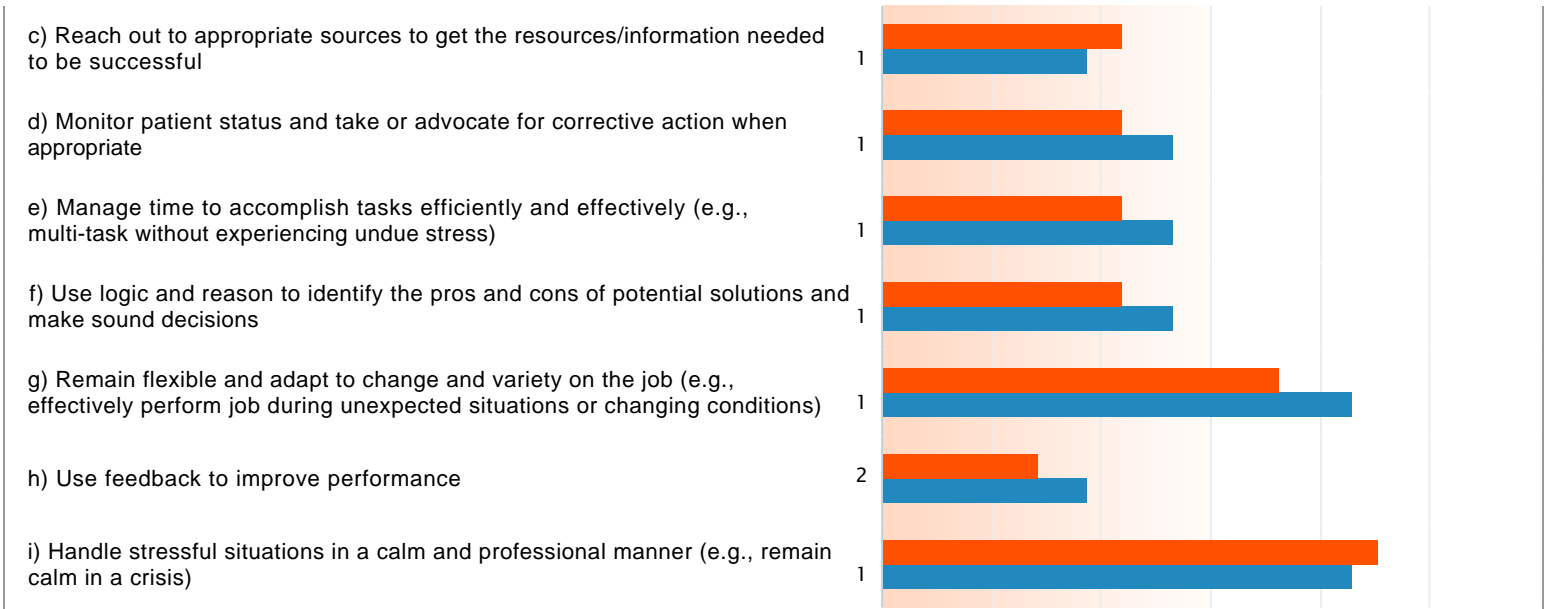
Very Low	Low	Medium Low	Medium	High	Very High
1	1	1	1		
	1	1	1		
	1	1	1		
	1	1	1		

Reference Distribution on Overall Score



Section II-A: Detailed Competency Report on Patricia Thomas





Section II-C – Additional Feedback on Patricia Thomas

1. Responses to the question, "Were you involved in the decision to hire this person at your company?"

Yes: 0/3 (0%)

No: 3/3 (100%)

2. Responses to the question, "Would you work with this person again?"

Yes: 3/3 (100%)

No: 0/3 (0%)

Section III: Verbatim Comments on Patricia Thomas

Note: Individual comments separated by horizontal lines

STRENGTHS:

great attitude Very flexible Great with patients/families

Patricia is empathetic and caring in her interactions with her patients and families. Patricia takes time to teach and explain the plan of care to her patients. Patricia communicates well with her charge nurses and physicians

Very flexible and positive attitude. works well with all staff and has spent time in both the ICU and PCU.

COULD IMPROVE:

Patricia has a calm and respectful approach but could try and be more assertive in certain interactions with her colleagues. Become more proficient with EPIC Expand her knowledge of skin assessment

Section IV: Custom Question Results

No Custom Questions Enabled

Section V: Reference Information on Patricia Thomas


Submitted to Candidate on:	September 20, 2013 - 12:39PM	Number of References Entered:	6
References Submitted by Candidate:	September 21, 2013 - 12:44AM	Number of Responses:	3
Report Finalized on:	September 23, 2013 - 12:51PM	Reference Response Rate:	50%
Candidate Response Time: <i>(in business days)</i>	0.47	Reference Response Time: <i>(median # business days)</i>	0.43
Candidate Response Time: <i>(in calendar days)</i>	0.50	Reference Response Time: <i>(median # calendar days)</i>	2.4

Section VI: Reference Detail for Patricia Thomas

Managers

Reference Information

Name: Ms.

Completed:  9/23/2013 12:39:00 PM (1 Business day, 2 Calendar day)

Email: ABC Company

Reference Job Title: Clinical Manager, Critical Care

Relationship: Manager

Phone#: Work: 555-555-5555

IP Address: XX.XX.XX.XX

Candidate Information

Candidate Job Title:

Dates: 05/21/2012 To 09/21/2013 (1 year, 4 months)

Company Information


Company: ABC Healthcare

Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Reference Information

Name: Ms.

Completed:  9/22/2013 11:02:00 AM (0 Business days, 1 Calendar days)

Email: email@def.com

Reference Job Title: Director of Critical Care & Emergency Services

Relationship: Manager

Phone#: Work: 555-555-5555

IP Address: XX.XX.XX.XX

Candidate Information

Candidate Job Title:

Dates: 04/01/2012 To 09/21/2013 (1 year, 6 months)

Company Information

Company: DEF Healthcare


Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Non-Managers

Reference Information

Name: Mrs.

Completed:  9/23/2013 10:26:00 AM (0 Business day, 2 Calendar day)

Email: email@abc.com

Reference Job Title: Critical Care Charge Nurse

Relationship: Subordinate (or Direct Report)
Phone#: Work: 555-555-5555

IP Address: XX.XX.XX.XX

Candidate Information

Candidate Job Title:
Dates: 05/21/2012 To 09/21/2013 (1 year, 4 months)

Company Information

Company: ABC Healthcare
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Reference Information

Name: Ms.
Completed: 9/25/2013 5:03:00 PM (0 Business days, 0 Calendar days)
Email: email@def.com
Reference Job Title: Registered Nurse
Relationship: Subordinate (or Direct Report)
Phone#: Work: 555-555-5555
IP Address: XX.XX.XX.XX

Candidate Information

Candidate Job Title:
Dates: 04/01/2012 To 09/25/2013 (1 year, 6 months)

Company Information

Company: DEF Company
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Reference Information

Name: Ms.
Completed: 9/26/2013 2:29:00 PM (4 Business days, 6 Calendar days)
Email: email@def.com
Reference Job Title: Critical Care Charge Nurse, Shift Administrator
Relationship: Subordinate (or Direct Report)
Phone#: Work: 555-555-5555
IP Address: XX.XX.XX.XX

Candidate Information

Candidate Job Title:
Dates: 04/01/2012 To 09/21/2013 (1 year, 6 months)

Company Information

Company: DEF Company
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: No

Reference Information

Name: Ms.
Completed: ✓ 9/24/2013 12:43:00 PM (2 Business days, 4 Calendar days)
Email: email@abc.com
Reference Job Title: Critical Care Charge Nurse
Relationship: Subordinate (or Direct Report)
Phone#: Work: 555-555-5555
IP Address: **XX.XX.XX.XX**

Candidate Information

Candidate Job Title:
Dates: 05/21/2012 To 09/21/2013 (1 year, 4 months)

Company Information

Company: ABC Company
Address: United States

Does Reference/Referee want to be informed of professional development opportunities?: Yes

How to interpret the Red text for an IP Address:

An IP Address usually represents a unique computer that belongs to an individual. A **bold red color text** for an IP address on the report indicates that the same IP Address was used more than once and that there could be a problem with the authenticity of the References that a Candidate has provided. The following scenarios would trigger the **bold red color text**:

- If the Candidate IP Address is in red text, this means that the Candidate's IP address also matches the IP Address of one or more of the provided References
- If the Candidate IP address is not in red text, but one or more the References have a matching IP address in red text

We cannot guarantee that the above situations definitely mean that the references are not authentic. There is a possibility that Candidates and References can have the same IP address for legitimate reasons. For example, this may happen when some organizations have a corporate security policy where all outgoing traffic to the Internet is set to the same IP Address.

In instances where the Candidate and References do not work for the same organization, there is an increased probability that it's an issue with authenticity.