

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.

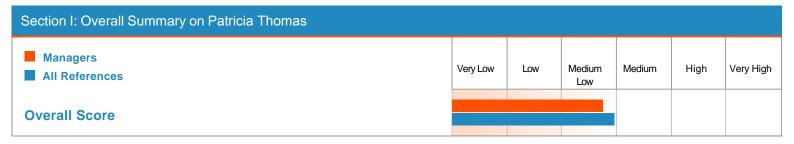
Note:

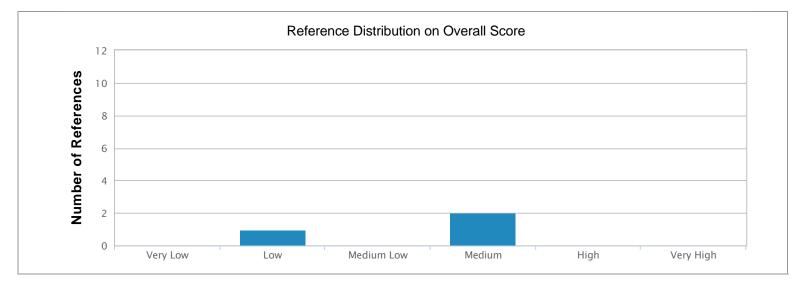
The information provided in this report is based solely on Reference feedback submitted through SkillSurvey's Pre-Hire 360 solution. This report should not be shared with the Candidate.

Candidate: Patricia Thomas



Overall Score





Managers All References		Very Low	Low	Medium Low	Medium	High	Very High
Cluster 1 - Professionalism: Overall Score							
a) Perform job duties in a reliable, responsible, and dependable manner (e.g., report to work consistently and on time; consistently perform well)	2						
b) Show a high level of dedication to doing a good job (e.g., work hard; deliver on commitments to others)	0	-	-				
c) Take responsibility for his/her actions and quality of work without blaming others or making excuses	1						
d) Remain current in professional and technical knowledge and apply this to he job (e.g., read nursing journals; use new procedures)	1						
 Pay close and thorough attention to details (e.g., maintain accurate and detailed reports and records) 	1			-			

Managers All References Cluster 2 - Interpersonal Skills: Overall Score		Low	Medium Low	Medium	High	Very High
a) Develop and maintain constructive and cooperative working relationships						
with physicians, nurses, and other medical staff (e.g., share resources and information) 0						
b) Provide others with personal assistance, medical attention, and emotional support in a caring and compassionate manner						
c) Listen carefully to patients and co-workers, taking time to understand and ask appropriate questions without interrupting						
d) Communicate necessary and important information to physicians, supervisors, patients, and co-workers						
e) Effectively instruct patients and their families on home care procedures ¹						
f) Direct and supervise the work of less-skilled medical staff (e.g., new grads, aides, orderlies, etc.)						

 Managers All References Cluster 3 - Problem Solving and Adaptability: Overall Score 	\	√ery Low	Low	Medium Low	Medium	High	Very High
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a) Take the initiative to tackle important issues, problems, and tasks proactively without needing supervision	2						
 b) Display a learning orientation (e.g., learn tasks quickly/easily; show enthusiasm for learning) 	1						

c) Reach out to appropriate sources to get the resources/information needed to be successful

d) Monitor patient status and take or advocate for corrective action when appropriate

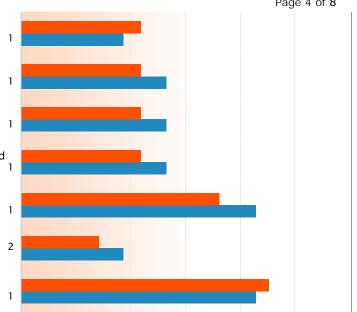
e) Manage time to accomplish tasks efficiently and effectively (e.g., multi-task without experiencing undue stress)

f) Use logic and reason to identify the pros and cons of potential solutions and make sound decisions

g) Remain flexible and adapt to change and variety on the job (e.g., effectively perform job during unexpected situations or changing conditions)

h) Use feedback to improve performance

i) Handle stressful situations in a calm and professional manner (e.g., remain calm in a crisis)



Managers All References	Very	/Low	Low	Medium Low	Medium	High	Very High
Cluster 4 - Personal Value Commitment: Overall Score							
a) Approach job with a positive attitude (e.g., smile while working; see the best in situations)							
b) Maintain self-control, even in difficult situations, by controlling emotions and avoiding aggressive behavior (e.g., physical or verbal abuse/threats)							
c) Demonstrate honesty and integrity in all interactions with others (e.g., act in accordance with the highest standards of ethics and comply with all applicable legal and regulatory standards)	D						
d) Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect	o 📒	-					

 Managers All References Cluster 5 - Alignment with Patient Satisfaction [HCAHPS]; 		Very Low	Low	Medium Low	Medium	High	Very High
Cluster 5 - Alignment with Patient Satisfaction [HCAHPS]: Overall Score							
a) Provide others with personal assistance, medical attention, and emotional support in a caring and compassionate manner	1						
 b) Listen carefully to patients and co-workers, taking time to understand and ask appropriate questions without interrupting 	1						
 c) Communicate necessary and important information to physicians, supervisors, patients, and co-workers 	1						
d) Effectively instruct patients and their families on home care procedures	1						
e) Treat other people, including those of different backgrounds, beliefs, and gender, with fairness and respect	0						

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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: (in business days)	0.47	Reference Response Time: (median # business days)	0.43
Candidate Response Time: (in calendar days)	0.50	Reference Response Time: (median # calendar days)	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
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
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 wan	t 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: Phone#:	Subordinate (or Direct Report) Work: 555-555-5555
IP Address:	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

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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
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

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

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	
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.