Prophecy Scorecard
Registered Nurse - ICU

Sample results pages from Prophecy Healthcare’s three-tiered approach to assessments:

Behavioral Assessment
Situational Interpersonal Skills
Clinical Comptency Exams

1. Overview
2. Behavioral Results Summary
3. Behavioral Training & Coaching
4. Situational Results
5. Clinical Results: Dysrhythmia with Measurements
6. Clinical Results: General ICU RN

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# Scorecard Results

Anita Good-Nurse (ID: 1957741)  
**Applicant**: Prophecy One  
**8/18/2016**

**Company**: Prophecy

## Expected Job Success

<table>
<thead>
<tr>
<th>Component</th>
<th>Score</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Clinical</strong></td>
<td><strong>B</strong></td>
<td>83%</td>
</tr>
<tr>
<td><strong>Behavioral</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personality &amp; Cognitive (Job Fit):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Registered Nurse - ICU</td>
<td>93%</td>
<td>Low Concern</td>
</tr>
<tr>
<td><strong>Situational</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interpersonal Competence (85%)</td>
<td><strong>B</strong></td>
<td>67% likelihood of exceeding job performance expectations related to Interpersonal/Communication Soft Skills.</td>
</tr>
<tr>
<td><strong>Clinical</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dysrhythmia with Measurements (ADVANCED) A v1</td>
<td>90%</td>
<td>Score: 90% Angoff: 75%</td>
</tr>
<tr>
<td>General ICU RN A v1</td>
<td>80%</td>
<td>Score: 80% Angoff: 71%</td>
</tr>
</tbody>
</table>
Important Note

The report for the APS Behavioral assessment provides information about job applicants and/or employees in several different areas of interest. We recommend that the information contained within this report be viewed as only one source of information that can be used to help employers make decisions about potential (or existing) employees, and that no decision should be made based solely on the information contained within the report. Rather, we recommend using the results to identify areas that might benefit from further investigation during other portions of the selection or placement process, such as during an interview or during an applicant's background review.

Recipient Name: Anita Good-Nurse
Company: Prophecy
Date of Exam: 08/18/2016  Exam Name: Personality, Cognitive, Attitude, Engagement
Exam ID: F8DB6508-6C9A-41CF-AE66-7A15E2801F02

Registered Nurse - ICU

Job Fit Score: 93%

General Reasoning

- Anita's average learning speed may be well-matched to ICU roles since there is ongoing learning but the majority of tasks are routine in nature and it is critical that Anita be able to stay focused on those routine issues without becoming bored
- In times of rapid change or new highly complex procedures to learn, Anita may benefit from extra time to learn those new procedures

Question:
Tell me about a time when you initially felt overwhelmed with a patient's treatment plan. How did you get up to speed and feel more secure in what you needed to do?

Question:
Give me an example of a time when you struggled to interpret information in a patient chart. What happened?

Question:
Describe a time when you had to rush to assist and had limited information about a patient. How did you go about assessing the patient's needs?

Conscientious

- Many ICU environments require a balance between thoroughly managing details with patients and at the same time being prepared to react to unexpected changes; this is well-matched to Anita
- In highly hectic periods of time, it would be good for Anita to double check detailed paperwork to ensure accuracy
Question: How do you maintain an organized schedule in treating your patients and create flexibility in that schedule when a pressing issue occurs?

Question: Describe a time when it may have been difficult for you to balance constant interruptions while keeping track of detailed patient care plans. How did you handle it?

Question: There isn’t always enough time to be super detailed when working with critical needs patients. How do you pay attention to important details while working quickly to complete daily tasks?

Tough Minded

Cooperative, Agreeable

Direct, Determined

- Anita is typically comfortable making decisions and directing patients which can be helpful in ICU environments
- Anita tends to be tough minded and assertive, particularly when there is a difference of opinion
- Important for Anita to remember to be warm with patients whenever possible

Question: Describe a time when you felt over-managed by a physician or fellow nurse in treating a patient. How did you handle that?

Question: Patient family members may be very emotional while visiting the ICU. Give me an example of when you handled that sensitive situation while maintaining a direct, firm approach?

Question: It may be important to question a physician's decision when you are unsure if it's the correct course of action for a patient. How have you handled that scenario in the past?

Conventional

Open to New Experience, Flexible

Consistent, Structured

- Anita tends to be consistent and follow patient procedures closely which is critical to most ICU environments
- May have some difficulty working in an environment where procedures are not clear or when emergencies occur that Anita has not dealt with before

Question: ICUs often have access to the newest medical equipment. Describe a time when your unit was introduced to a new piece of equipment. How did that affect your daily routine?

Question: Describe a time when you didn't have the appropriate equipment to follow your normal process with a patient. What happened?

Question: How do you maintain the consistent routine required for many patient treatment plans, while allowing time for unexpected patient issues?

Extroversion

Reserved, Listener

Outgoing, Talker

- Many ICU wards need for staff and visitors to be as quiet as possible and considerate to critical care patients; Anita's reserved nature can match well with this type of environment
- ICU staff and patients will usually find Anita to be a good listener
- Anita's reserved nature may appear to patients as a lack of interest in them

Question: Some patient family members require more conversational time than others. Give me an example of a time when you had to be very social with the family members while maintaining quality patient care.

Question: Describe a time when your coworkers thought you were being too cold or distant. What happened?

Question: Tell me about a time when you took a situation more seriously than some of your fellow nursing staff. What was the
Anita is typically sensitive to the needs of critical care patients as well as other ICU staff members. The stress of working in an ICU environment can become very challenging for Anita to handle on an ongoing basis; more frequent breaks can help. Anita may become tense or excitable when the environment is overly demanding and fast-paced.

**Question:** Tell me about a situation where you were in a hurry and unable to share as much empathy as you would have liked.

**Question:** Describe a time when your actions were criticized and you didn’t handle it as well as you could have. What happened?

**Question:** Give me an example of an incident that was urgent, but perhaps your sense of urgency was too high. How did you handle that?

Generally team oriented but also able to work independently, Anita has a balanced approach in working collaboratively with ICU staff and patients. Anita is team oriented but does appreciate being acknowledged for individual efforts.

**Question:** Describe a time when your work environment maintained fair balance between team tasks and individual accomplishments. How did that balance motivate you?

**Question:** Give me an example of some ways you are able to complete your personal goals while contributing to the overall goals of the medical team.

**Question:** Creating new group solutions is sometimes necessary in the ICU. Tell me about a time when you organized a group to collaborate on a procedural improvement.

Anita has responded with a moderate level of exaggeration, but still within acceptable levels.
Interview Question(s):

- We all have trigger points when we get so frustrated that it’s tough to control our anger. Can you tell me about a time when this happened to you at work and you handled that situation? How often do you have feelings like that?
Interview Question(s):

- It’s easy to use one’s workplace computer to take care of personal business, even though doing so may be a violation of company policy. Tell me about a time when you’ve done that. What were the consequences? How often do you use your workplace computer to take care of personal business?

- It’s easy to find inappropriate websites using a search engine on a work computer. How often have you done this? If you were discovered doing this, would there be negative consequences for you?
Overall, a high level of engagement has been detected for Anita with the work involved in doing the previous job. Anita reports high levels of job satisfaction, pride in doing the job, and found it easy to maximize efforts in doing the job. Anita's high level of job engagement indicates a very good fit with that previous job and a high degree of commitment to expending effort at work. The following questions can help determine how well Anita would fit with the present job opening:

**Question:** Describe your last job and what parts of it you liked versus those parts you found frustrating. When you had to deal with the parts you didn't like, how did you handle it?

**Question:** Tell me about a time when you had a job you found less satisfying. What was it that didn't work for you and what caused you to leave?

Overall, a high level of engagement has been detected for Anita with the prior employer. Anita reports having pride in working for this prior company, caring about its future success, and having confidence in the company's management. If this high level of employer engagement can be developed on the next job, you may expect Anita to become a valued and productive employee. This requires a clear understanding of the match between Anita's expectations of an employer and what your organization can provide, that is, the characteristics of your work situation and environment. Understanding the underlying reasons for Anita's positive attitude towards the former employer is crucial. The following questions can help uncover how to create a high level of engagement in this new position:

**Question:** Describe your last manager and what you specifically felt they did well in managing the team. What are some areas that they could have improved to be a more effective manager?

**Question:** Tell me about the things you really liked about your previous company and how they treated their employees. What could they have done better that would have been more motivating to team members?

**Engagement Summary**

Overall, the assessment results indicate that on the previous job Anita was highly engaged both with the work itself and with the employer. This pattern of responses suggests a very good fit between Anita and the previous job and also with the
employer. Given this high degree of job and employer fit, an important question is why Anita is now seeking employment. If this question can be answered satisfactorily and a high likelihood exists of a similar good fit between Anita, the job and the organization, Anita has the capacity to be a highly productive and loyal employee.
Introduction

As many leaders and human resource professionals know, the orientation process of a new team member or development process of an existing team member can be critical to setting the stage for their motivation, engagement and productivity. This report is designed to help a manager better understand the personality characteristics and learning style of a new or existing team member. By understanding these characteristics and how they can affect basic work behaviors, the manager can better understand how to maximize their performance and get them off to a great start within the company. This report is broken down into basic work behaviors that affect most jobs. Tips will be given for some areas that can be used to improve performance, training and coaching of team members over time. It is critical to note that there are 3 major components that affect actual performance on the job. Personality/Learning Style, Attitudes/Motivations and Skills/Experience. This report is only focused on the first component of Personality/Learning Style and does not take into consideration the background, experience, attitudes or other aspects of the individual that could affect their behavior or potential for success. The manager can use the information in this report in conjunction with other information such as skills, experience and attitudes to more effectively develop Anita.

Learning & Solving Problems

- Since Anita tends to learn new things at the same rate of speed as the majority of the population, a balance between routine and complex problems to solve will likely be best
- Tasks that are overly routine may cause boredom and low productivity for Anita over time

  **Tip:** In situations where Anita is faced with continual complex issues to deal with or rapid learning, provide a little extra time and hands on experience when possible

  **Tip:** To avoid a loss in productivity, when possible, use technology or other means to deal with highly routine tasks, so that Anita can focus on less routine day to day issues

Friendliness

- Most people would likely view Anita as quiet and reserved
- Positions that require Anita to be outwardly friendly and sociable frequently during the day will be more difficult
- Quiet and introspective nature typically makes Anita a good listener

  **Tip:** Make sure your environment allows Anita to have some space to work free from continual interaction during the day

  **Tip:** Remember that there are times when this quiet nature may cause others to think Anita is not interested or enthusiastic about a project or task
Teamwork
• Highly competitive environments will be less motivating
• Situations where Anita is able to have a balance between working closely with team members but also having some independent tasks will likely work best
  
  Tip: Be sure that there are ways Anita can occasionally stand out from time to time and be rewarded for individual performance

Taking Direction From Others
• As Anita tends to be direct and outspoken in terms of opinions and questioning things, others may find it more stressful to direct and manage Anita
• Tends to be skeptical, stubborn and question things which can be difficult for situations when Anita should simply listen and follow directions
• The more Anita is able to participate in the decision making process for training, work tasks, etc. the more motivating it will be
  
  Tip: Anita tends to perform better when in positions that need an outspoken approach to the job
  
  Tip: Important to recognize that Anita should have time to learn the job before expected to have well thought out opinions

Consistently Following Procedures
• There is a preference for an environment where necessary changes are integrated at a reasonable pace
• Typically, you should find that Anita follows rules and procedures consistently
• When procedures are not present, Anita typically looks to implement some standard for the future
  
  Tip: During times of rapid change, take the time to explain why the changes are being made
  
  Tip: When possible, avoid environments for Anita that are not well established and where there is great uncertainty day to day about objectives or strategy

Detail Orientation
• A balance between highly detailed and pre-planned projects and those that allow for a little more spontaneity will likely be best for Anita
• Positions that are very detail oriented may be less productive and more difficult
  
  Tip: In times when a project requires a high level of detail, it is important that Anita remembers to double check their work
Dealing With Stress

- Anita may become anxious and tense under pressure
- Anita's emotional sensitivity and sense of urgency can be beneficial at times for understanding what may be going on and demonstrating to others that they are paying attention
- In situations where there is a great deal of stress and pressure, Anita typically reacts quicker than the average person to that stress

**Tip:** Coach Anita that when stressful things occur, try to remember to step back long enough to calm down rather than just reacting to the situation

**Tip:** If your environment is highly stressful, make sure there is a way for Anita to step away and takes breaks from the action during the day
Introduction

For leaders to be effective, they must develop and grow their skills in 3 key areas. Certainly they need to continue to get day to day experience of leading other people to accomplish objectives. They must also work on their attitudes and motivation to learn and lead others in a positive way. Lastly, they need specific core traits to exist to enable them to put their energy into doing the job as opposed to trying to fit the job of leadership. The less fit someone has for leadership, the more of their daily energy will have to be expended to compensate for the lack of fit as opposed to doing the work itself. This report is designed to assist in exploring areas where Anita's core behavioral traits can be developed as a leader in a managerial role. This report is broken down into sections covering behavioral areas such as Solving Problems and Making Decisions. Tips will be given for some areas and can be used to improve performance when the particular behavior is important for the job.

Learning & Solving Problems

- Anita's average rate of learning speed usually allows for a nice balance between being able to deal with normal day to day issues while also able to deal with more complex problems on occasion
- If daily problem solving is too routine, Anita can become bored and be less productive
- Solving complex problems may take a little longer whereas more tactical problem solving will be easier

Tip: When dealing with more complex problems, it can be helpful for Anita to utilize help from others to work through them

Presenting Ideas

- Anita's lower level of extroversion can make it much more stressful for Anita to give presentations especially if they need to be upbeat and energetic
- In situations where a high energy presentation must be made, Anita should take extra time to make sure the content is well rehearsed so that all of Anita's focus can be applied to delivering an energetic presentation
- May be more comfortable making presentations that are more technical in nature

Tip: If it is necessary to deliver high energy presentations on a daily basis, Anita may want to solicit the help of others to deliver the presentations and Anita can be available to answer questions and provide supporting material as needed

Tip: Important to spend time developing presentation skills which may include personal coaching and following up to practice making presentations

Decision Making

- Determination and directness may cause Anita to make decisions without taking the time to get buy in from others
Since Anita is more tough minded and direct than the average person, it may be more natural for Anita to make decisions and direct the work of others.

**Tip:** Sometimes decisions and objectives do not ultimately get implemented because the individuals who are supposed to carry them out do not buy in; be sure to work at getting input from others in order to ultimately make effective decisions.

### Time Management

- Anita has a good balance between the need for planning and at the same time being comfortable to reacting to unexpected situations.
- Anita tends to be moderately conscientious which typically leads to a moderate level of planning and organization.
- In situations that call for a very detailed plan, Anita may have more difficulty.

**Tip:** In times when the planning needs to be very detailed, Anita may want to consider either soliciting help from others who are highly detailed to review the plan and assist in filling in the gaps or to learn and utilize a strong time management system.

### Dealing With Confrontation

- Anita's direct nature tends to make it more comfortable for them to quickly handle confrontational situations.
- May be overly skeptical and questioning of others which can create a more confrontational atmosphere even when it is not necessary.

**Tip:** Sometimes matters can be handled by compromise and a gentler approach; recognize that a tough minded approach may contribute to the confrontational situation rather than help to move it to resolution.

### Motivating Others

- Anita may make the assumption that the idea or objective in and of itself should be exciting and motivating, but some people need that outspoken, cheerleader type of interaction to add the motivational component.
- Anita’s more reserved nature may make it more difficult for Anita to provide an upbeat and motivating environment for the team.

**Tip:** Anita can either have someone who is more outspoken and enthusiastic present important ideas or projects on their behalf, or Anita could spend time developing specific presentation skills that will provide additional energy and enthusiasm to others.
Recipient Name: Anita Good-Nurse
Company: Prophecy
Assessment: Interpersonal Competence
Date Completed: 08/18/2016

Obtained Score: 93/109
Percentage Score: 85%
Band: B

Band B: 67% likelihood of exceeding job performance expectations related to Interpersonal/Communication Soft Skills.

<table>
<thead>
<tr>
<th>Sub-Score Breakdown</th>
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</thead>
<tbody>
<tr>
<td>Collaboration:</td>
<td>82%</td>
</tr>
<tr>
<td>Conflict Resolution:</td>
<td>82%</td>
</tr>
<tr>
<td>Critical Thinking &amp; Problem Solving:</td>
<td>80%</td>
</tr>
<tr>
<td>Customer Service:</td>
<td>63%</td>
</tr>
<tr>
<td>Honesty/Ethics:</td>
<td>85%</td>
</tr>
<tr>
<td>Medication Accuracy &amp; Knowledge:</td>
<td>83%</td>
</tr>
<tr>
<td>Patient Rapport:</td>
<td>95%</td>
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</table>

To maintain the security of this validated assessment, we cannot release answer choices specific to vignettes presented throughout the assessment. This assessment helps to determine the test takers ability to correctly identify the most effective and least effective responses when presented with complex situations involving the use of interpersonal communication skills. The scores achieved in each subcategory are provided as a resource to assist continuing education efforts and professional development initiatives.
**Recipient Name:** Anita Good-Nurse  
**Exam Name:** Dysrhythmia with Measurements (ADVANCED) A v1  
**Date of Exam:** Aug 17, 2016  

**Company:** Prophecy  
**Exam ID:** 420627627518783  
**Content Outline:**  
[Download Dysrhythmia with Measurements (ADVANCED) A v1](#)  

<table>
<thead>
<tr>
<th>Score Breakdown</th>
<th>Caregiver Score</th>
<th>Modified Angoff Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heart Rate Interpretation</td>
<td>100% (5 of 5)</td>
<td></td>
</tr>
<tr>
<td>PR Interval Measurement</td>
<td>80% (4 of 5)</td>
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<tr>
<td>QRS Complex Measurement</td>
<td>100% (3 of 3)</td>
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<tr>
<td>Rhythm Interpretation - Atrial</td>
<td>100% (6 of 6)</td>
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</tr>
<tr>
<td>Rhythm Interpretation - Heart Blocks</td>
<td>90% (9 of 10)</td>
<td></td>
</tr>
<tr>
<td>Rhythm Interpretation - Junctional</td>
<td>70% (7 of 10)</td>
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<tr>
<td>Rhythm Interpretation - Paced</td>
<td>100% (2 of 2)</td>
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<tr>
<td>Rhythm Interpretation - Sinus</td>
<td>100% (6 of 6)</td>
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<tr>
<td>Rhythm Interpretation - Ventricular</td>
<td>92% (12 of 13)</td>
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</tr>
</tbody>
</table>

**Recommended Learning Opportunities**  
Customize individual education plans using learning recommendations based on identified areas for development.
<table>
<thead>
<tr>
<th>National Rank</th>
<th>Company Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Anita Good-Nurse</strong> scored better than: <strong>79%</strong> of all exam scores</td>
<td><strong>Anita Good-Nurse</strong> scored better than: <strong>66%</strong> of all exam scores</td>
</tr>
<tr>
<td><strong>Anita Good-Nurse</strong> scored the same as: <strong>5%</strong> of all exam scores</td>
<td><strong>Anita Good-Nurse</strong> scored the same as: <strong>12%</strong> of all exam scores</td>
</tr>
</tbody>
</table>

As of 08/18/2016:
- **14941** exams have been scored.
- **24** exams have been scored.

These numbers are based on all Dysrhythmia with Measurements (ADVANCED) A exams scored nationally.

* The Cutoff score indicated above is a Modified or Unmodified Angoff Score. Angoff scores are a statistical indicator of the minimum score which identifies sufficient knowledge and/or performance. Modified Angoff scores are adjusted for unreliability and/or adverse impact for one or more demographic. We recommend the Angoff score or, if available, the Modified Angoff score, to be used as a cutoff score for performance evaluation.

**Incorrectly Answered Questions:**

Due to security reasons and copyright protection, we can only reveal the questions you answered incorrectly without the correct answer (only your answer).

**PR Interval Measurement Question:**

*What is the PR Interval?*

![Electrocardiogram](image)

- 0.20

**Rhythm Interpretation - Heart Blocks Question:**

*What is the cardiac rhythm?*
**Rhythm Interpretation - Junctional Question:**

What is the cardiac rhythm?

- Sinus Bradycardia

**Rhythm Interpretation - Junctional Question:**

What is the cardiac rhythm?

- Sinus Rhythm with 1st Degree AV Block

**Rhythm Interpretation - Junctional Question:**

What is the cardiac rhythm?
Recipient Name: Anita Nurse
Exam Name: General ICU RN A v1
Date of Exam: June 8, 2016

Company: Prophecy
Exam ID: 0000
Content Outline: Download General ICU RN A v1

Caregiver Score: 80%
Modified Angoff Score: 71%
(the recommended minimum score to pass this exam)*

[- hide score breakdown]

Score Breakdown

<table>
<thead>
<tr>
<th>Category</th>
<th>Score</th>
<th>(Questions)</th>
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<tbody>
<tr>
<td>Cardiovascular</td>
<td>78%</td>
<td>(7 of 9)</td>
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<tr>
<td>Endocrine</td>
<td>50%</td>
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<tr>
<td>Gastrointestinal/Genitourinary</td>
<td>67%</td>
<td>(2 of 3)</td>
</tr>
<tr>
<td>General ICU Pharmacology</td>
<td>80%</td>
<td>(8 of 10)</td>
</tr>
<tr>
<td>General Knowledge</td>
<td>89%</td>
<td>(8 of 9)</td>
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<tr>
<td>Multisystem</td>
<td>75%</td>
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<tr>
<td>Neurological</td>
<td>100%</td>
<td>(6 of 6)</td>
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<tr>
<td>Pulmonary</td>
<td>88%</td>
<td>(7 of 8)</td>
</tr>
<tr>
<td>Renal</td>
<td>75%</td>
<td>(3 of 4)</td>
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Recommended Learning Opportunities
Customize individual education plans using learning recommendations based on identified areas for development
The Cutoff score indicated above is a Modified or Unmodified Angoff Score. Angoff scores are a statistical indicator of the minimum score which identifies sufficient knowledge and/or performance. Modified Angoff scores are adjusted for unreliability and/or adverse impact for one or more demographic. We recommend the Angoff score or, if available, the Modified Angoff score, to be used as a cutoff score for performance evaluation.

Incorrectly Answered Questions:
Due to security reasons and copyright protection, we can only reveal the questions you answered incorrectly without the correct answer (only your answer).

**Cardiovascular Question:**
Which of the following is considered a normal range of Central Venous Pressure (CVP)?
- 10-20 mm Hg

**Cardiovascular Question:**
Your patient was admitted with acute renal failure and you note the appearance of the U wave on the ECG tracing. This would indicate that the nurse check laboratory values for the presence of:
- Hyperkalemia