

# Care Worker Assessment Report

**Name**    Sample Report

**Date**    March 2020

## Self Guided Report

This report is designed to help you draw your own conclusions about the psychological profiles of participants you are assessing. This tool should be used for recruitment purposes only and the report cannot be provided to the participant. Feedback should only be provided by a trained assessment advisor, so please do not provide this under any circumstances. If you want more information about how the requirements of specific jobs relate to the scores on this report, please contact SACS Consulting.

## Risk Summary

This is a brief summary of risk calculations and further explanations are provided within this report.

Area of Assessment	Risk Rating
Personality	Medium

## Need Help Interpreting?

*Do you want the opinion of a psychologically trained professional?  
If so email [assessments@sacsconsult.com.au](mailto:assessments@sacsconsult.com.au) to have this report upgraded into a professionally interpreted recruitment or development report.*

## Personality

Personality is a key determinant of success at work. Different jobs require different personality elements, but there are some personality elements which appear to be crucial for any roles. These are emotionality and conscientiousness.

Below is the table of results for the personality assessment.

Factors (Professional Population)		T Score	Meaning
<b>Conscientiousness</b>	High is better	57	High
<b>Extraversion</b>	Depends on role	64	High
<b>Emotionality</b>	Low is better	46	Average
<b>Agreeableness</b>	Low is of concern	59	High
<b>Openness</b>	Low is of concern	63	High
<b>Agreeableness</b>			
Forgiveness	Low is of concern	64	High
Gentleness	Low is of concern	44	Low
Flexibility	Low is of concern	50	Average
Patience	Low is of concern	60	High
<b>Conscientiousness</b>			
Self-Efficacy	High is better	65	High
Orderliness	High is better	60	High
Achievement Striving	High is better	52	Average
Self-Discipline	High is better	52	Average
Cautiousness	High is better	49	Average
<b>Extraversion</b>			
Friendliness	Depends on role	61	High
Gregariousness	Depends on role	59	High
Assertiveness	Depends on role	57	High
Activity Level	Depends on role	56	High
Excitement Seeking	Depends on role	66	Very high
Cheerfulness	Depends on role	66	Very high
<b>Emotionality</b>			
Anxiety	Low is better	47	Average
Anger	Low is better	48	Average
Depression	Low is better	48	Average
Vulnerability	Low is better	42	Low
<b>Openness</b>			
Aesthetic Appreciation	Low is of concern	51	Average
Inquisitiveness	Low is of concern	64	High
Creativity	Low is of concern	63	High
Unconventionality	Low is of concern	58	High

**Personality Risk: Medium** Options are Low, Medium, High - Low Risk is better

## Behavioural Questions

Throughout this report suggested behavioural interview questions will be created when a candidate's scores suggest potential concerns. Behavioural questions are not generated for measures where it "depends on job" whether a high or low score is better. If you wish to see behavioural questions for these items you can find them in the interpretive manual for this assessment which is available on the SACS portal - see your administrator to access. These questions can be asked of candidates themselves or their referees.

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**Gentleness**                      Please give an example of where you have demonstrated an appropriate sensitivity to the feelings of others in a situation at work. How do you decide how strict to be?