

CARE WORKER REPORT

Sample Organisation

Sample Candidate

28 January 2023

SAMPLE CANDIDATE

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 a specific role relate to the results of 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	Low
Counterproductive Work Behaviours	Low
Gender	Low
Ethnicity	Medium
Age	Medium
Disability	Low

Need Help Interpreting?

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

To understand what each measure means within this report, please click on the  which appears next to each measure, and you will be taken to a brief explainer video.

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.

■ Concerns raised
 ■ Neutral
 ■ Favourable

Factor		Score	Meaning
Emotionality i	Low is better	35	Very Low
Extraversion i	Depends on role	63	High
Agreeableness i	Depends on role but low is of concern	79	Very High
Conscientiousness i	High is better	67	Very High
Openness to Experience i	Depends on role	69	Very High
Emotionality i	Low is better	35	Very Low
Anxiety i	Low is better	36	Low
Anger i	Low is better	38	Low
Depression i	Low is better	39	Low
Vulnerability i	Low is better	38	Low
Extraversion i	Depends on role	63	High
Friendliness i	Depends on role	61	High
Gregariousness i	Depends on role	61	High
Assertiveness i	Depends on role	57	High
Activity Level i	Depends on role	56	High
Excitement Seeking i	Depends on role	56	High
Cheerfulness i	Depends on role	62	High

Agreeableness ⓘ	Depends on role but low is of concern	79	Very High
Forgiveness ⓘ	Depends on role but low is of concern	73	Very High
Gentleness ⓘ	Depends on role but low is of concern	57	High
Flexibility ⓘ	Depends on role but low is of concern	80	Very High
Patience ⓘ	Depends on role but low is of concern	66	Very High
Conscientiousness ⓘ	High is better	67	Very High
Self-Efficacy ⓘ	High is better	60	High
Orderliness ⓘ	High is better	64	High
Achievement Striving ⓘ	High is better	61	High
Self-Discipline ⓘ	High is better	65	High
Cautiousness ⓘ	High is better	59	High
Openness to Experience ⓘ	Depends on role	69	Very High
Aesthetic Appreciation ⓘ	Depends on role	63	High
Inquisitiveness ⓘ	Depends on role	56	High
Creativity ⓘ	Depends on role	71	Very High
Unconventionality ⓘ	Depends on role	62	High

Personality Risk: **Low**

Options are Low, Medium, High - Low is better

Counterproductive Work Behaviours i

There has been significant research into Counterproductive Work Behaviours (CWBs) which indicates that the more a person has engaged in CWBs in the past, the more likely they are to do so in the future. The CWB scale below assesses ten of the most common CWBs and is normed against a sample of Australian and New Zealand employees from a wide range of employment sectors. The results come in the form of a score and admissions. The score is produced by the combination of items which affect the candidate's results in comparison with the normative sample. The admissions are items which the participant has admitted to, and you should interpret scores by the number (50 is average) and the risk ratings shown. You should interpret the admission information according to your value set as an organisation and judge whether you are comfortable to have an employee who has behaved in this way in the past.

The scores come in three categories - overall CWB risk, Interpersonal CWB risk and Organisational CWB risk. Interpersonal CWBs are those which disadvantage colleagues, such as snubbing and being impolite to others, and Organisational CWBs are those directed against the organisation, such as speaking critically of the organisation to others or taking the property of the organisation.

■ Concerns raised
 ■ Neutral
 ■ Favourable

Counterproductive Work Behaviour	Score	Meaning
Total	Low is better	22 Very Low
Interpersonal i	Low is better	28 Very Low
Organisational i	Low is better	24 Very Low

Admissions

No Admissions

Counterproductive Work Behaviour Risk: Low

Options are Low, Medium, High - Low is better

Attitudes Toward Diversity i

These measures assess an individual's attitude towards gender, ethnicity, age and disability. Low scorers tend to have positive attitudes towards individuals from different ethnic backgrounds, are likely to feel comfortable reporting to a female manager, and be accepting and inclusive of working with people who are elderly or have a disability, whereas high scorers tend to have more negative attitudes.

■ Concerns raised
 ■ Neutral
 ■ Favourable

Factor		Score	Meaning
Gender i	Low is better	38	Low
Ethnicity i	Low is better	50	Average
Age i	Low is better	53	Average
Disability i	Low is better	34	Very Low

Gender Risk: Low

Options are Low, Medium, High - Low is better

Ethnicity Risk: Medium

Options are Low, Medium, High - Low is better

Age Risk: Medium

Options are Low, Medium, High - Low is better

Disability Risk: Low

Options are Low, Medium, High - Low is better