



## Talking Points: Premium Care Selection

### Identifies:

#### Candidates who are most likely to succeed as:

Certified Nursing Assistant

Memory Caregiver

Licensed Nurse

Admin & Support

#### Candidates who admit to:

Employee Theft

Workers' Compensation Fraud

Illegal Drug Use

Workplace Violence

### Measures:

#### Characteristics critical to success:

Compassion

Communication Skills

Trust

Dedication

Honesty

Dependability

Maintaining Confidentiality

Ability to Follow Directions

Respect

Patience

Care/ Concern for Others

Avoiding Counterproductive Behaviors

Willingness to perform minimum requirements of the job

### Human Resources:

#### Employee Turnover

Identifies those likely to stay on the job and those likely to turnover

Identifies those who are most likely to succeed in the position

Identifies those likely to avoid counterproductive behaviors

#### Legality

Reviewed by third party law firm and found to be compliant with federal employment regulations.

Millions of Insight assessments administered across the U.S. and this screening tool remains legally defensible.

#### Compliance

EEOC compliant (tracked for adverse impact)

ADA compliant (multiple languages and verbal options)

Integrated hiring policy for consistency among hiring managers

### Administration:

#### Ease of Use

Can be taken on any internet-ready computer and most tablets/ smart phones

Potential integration into current ATS

#### Time Involvement

30-45 minutes to complete

Results available immediately