

**John Q. Worker**  
 September 28, 2008  
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FIT			
Poor Fit	Potential Fit	Good Fit	Very Good Fit



## Competencies

		Low	High	Suggested Interview Probes	
<b>ACCOUNTABLE</b>	Unreliable	1 2 3 4 5 6 7 8 9 10	Takes Ownership	Tell me about a time when you made a mistake at work. What was the mistake? What did you do? How did it turn out?	
<b>ADAPTABLE</b>	Prefers Consistency	1 2 3 4 5 6 7 8 9 10	Adapts Quickly	Oftentimes our workdays are filled with unexpected events. Tell me about a time when you had to adjust your workday to accommodate unexpected responsibilities.	
<b>COLLABORATIVE</b>	Independent	1 2 3 4 5 6 7 8 9 10	Works Well with Others	Tell me about a time when you pitched in to help a co-worker on the job. What did you do? What was the result?	
<b>EMOTIONAL INTELLIGENCE</b>	Inattentive	1 2 3 4 5 6 7 8 9 10	Caring	Working in a health-related industry forces us to interact with individuals and families with physical and/or mental illness. Tell me about a time when you had to care for a person less fortunate than yourself.	
<b>DECISION MAKING</b>	Poor Judgment	1 2 3 4 5 6 7 8 9 10	Makes Good Decisions	Tell me about a time when you had to make a judgment call about a patient. What was the situation? What kind of decision did you have to make? What happened?	
<b>DEPENDABLE</b>	Likely to be absent or late	1 2 3 4 5 6 7 8 9 10	Likely to be at work and on time	Everyone must miss work at some time or another. Tell me how many unexcused or unapproved absences you think are acceptable for people to have without penalty.	
<b>PATIENT FOCUS</b>	Loses Focus on Patient	1 2 3 4 5 6 7 8 9 10	Puts Patient First	Tell me about the most recent example when you went out of your way to help someone else (e.g., patient, coworker, etc.). What was the situation and what did you do?	
<b>QUALITY FOCUS</b>	Low Quality Focus	1 2 3 4 5 6 7 8 9 10	Strives for Perfection	Tell me about a time when you were able to catch a potential problem because you sensed something was wrong. What was the situation? What was the problem? What happened?	

## Preferences

SHIFT PREFERENCES	
<input checked="" type="checkbox"/> Day Shift	<input checked="" type="checkbox"/> 12-hr Shifts
<input checked="" type="checkbox"/> 2 <sup>nd</sup> Shift	<input checked="" type="checkbox"/> Rotating Shifts
<input checked="" type="checkbox"/> Night Shift	<input checked="" type="checkbox"/> On Call

<b>NURSING INDEPENDENCE</b>	Prefers guidance			✓	Works independently
<b>NURSING CHALLENGES</b>	Desires routine tasks	✓			Needs challenges and variety
<b>TIME WITH PATIENTS</b>	Enjoys spending more time with fewer patients		✓		Enjoys helping numerous patients
<b>NURSING ENVIRONMENT</b>	Prefers quiet/calm environment	✓			Enjoys fast-paced/dynamic environment
<b>SCHEDULE FLEXIBILITY</b>	Prefers predictable schedule		✓		Wants schedule flexibility