

# The CareGiver Style Assessor™

Distributed by:



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Completed for: Your Franchise Company

Your Reference ID:

Candidate ID: 218692

Profile Number: 219839

## Summary of Scores

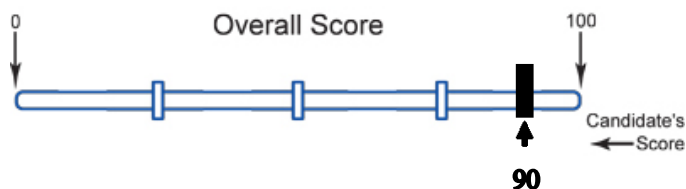
It is very important to remember that NO single selection criteria should account for more than 30% of the final selection decision.

If you have any questions about these results, or any other concerns, please contact Fred Berni at 416-201-0202. We'll be happy to answer any of your questions and respond to any of your comments. Thank you for using The CareGiver Style Assessor!

## How To Use This Report

The following Overall Score is a composite of all the scores in this profile with the exception of Exaggerated Responding. Currently, it **is not a prediction of performance**.

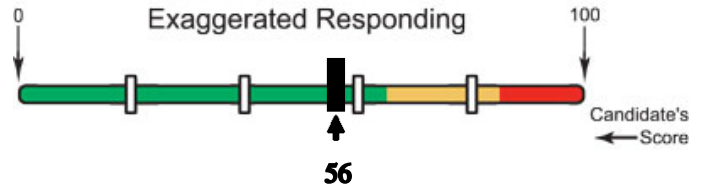
Future studies will allow us to refine this score & enable us to accurately predict performance of the caregiver.



## Summary of Scores

<u>Dimension</u>	<u>Sample's Score</u>
Exaggerated Responding	56
Understanding	98
Warmth	95
Empathy	84
Sympathy	85
Nurturance	87
Kindness/Generosity	93
Toughness	88

**Exaggerated Responding**

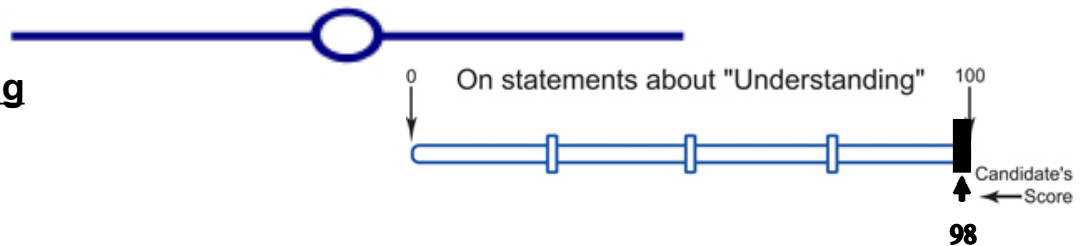


This dimension is designed to measure whether or not Sample was attempting to respond in a way that she thought Your Franchise Company wanted to hear.

Her average score of 56 on this dimension suggests that she was not making an attempt to impress Your Franchise Company by presenting herself in an overly positive light. Sample's profile likely reflects her true feelings, attitudes and preferences.

Even so, it never hurts to double check these results by looking at other data such as her application, background documents and from interviews to confirm her responses. Especially in dimensions that show very high scores.

**Understanding**



This scale consists of a set of questions designed to assess a range of personal characteristics that are likely to be associated with being understanding of others.

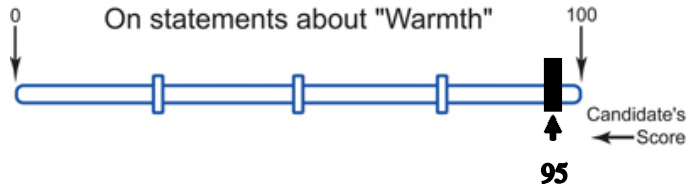
Higher scores on this scale indicate that respondents are in greater agreement with statements one would expect of someone that is understanding of others and the feelings of others. Being understanding of clients is strongly believed to be one of the essential characteristics for success in a caregiving role.

A caregiver's lack of understanding of clients' feelings is readily apparent to clients and may lead clients. Customers generally prefer caregivers to respect their feelings, be interested in them as a person and enjoy being of service.

**Sample's score is 98.**

Sample's responses indicate that she has a very high level of understanding of others' needs and feelings.

**Warmth**



This scale consists of a set of questions designed to assess a personal characteristic commonly referred to as "Warmth". These characteristics include being interested in people and their well-being, knowing how to comfort others, making others feel at ease and making them feel welcome.

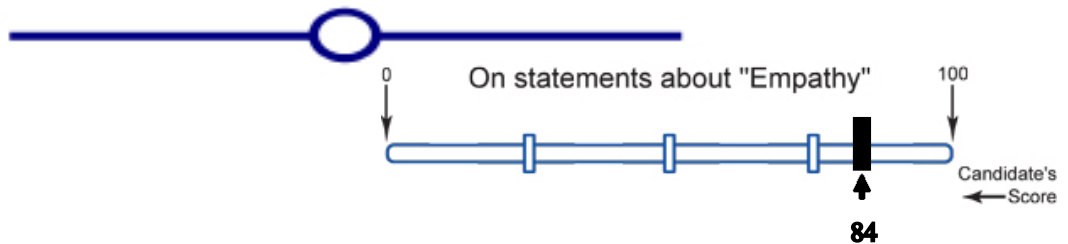
Higher scores on this scale indicate that respondents are in greater agreement with statements one would expect of someone that is perceived as being "warm" to others. Lower scores on this scale indicate that the caregiver could be perceived by clients and others as aloof. Being "warm" to clients is strongly believed to be one of the essential characteristics for success in a caregiving role.

A caregiver's lack of warmth to clients is readily apparent and may lead clients, in turn, to avoid the interaction necessary with the caregiver. Clients generally prefer caregivers to respect their feelings, be interested in them and make them feel welcome.

**Sample's score is 95.**

Sample's responses indicate that she may be perceived as being very warm. She is very interested in others' well-being and knows how to comfort others and make them feel important.

**Empathy**



This scale consists of a set of questions designed to assess a personal characteristic commonly referred to as "Empathy". Empathy is the capability to share your feelings and understand another's emotion and feelings.

Empathy does not necessarily imply compassion, sympathy, or empathic concern because this capacity can be present in individuals that display either compassionate or cruel behavior.

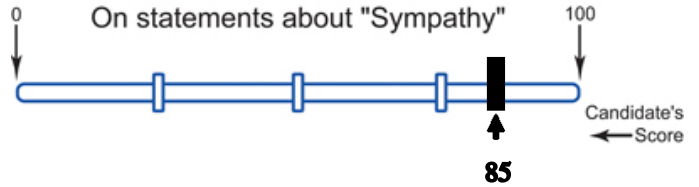
Higher scores on this scale indicate that respondents are in greater agreement with statements one would expect of someone that is empathic with others. Lower scores on this scale indicate that the caregiver could be perceived by clients and others as not being understanding.

Being empathetic with clients is strongly believed to be one of the essential characteristics for success in a caregiving role.

**Sample's score is 84.**

Sample's responses indicate that she may be perceived as being very interested in the situations others find themselves in. She has a very high level of ability to "put herself in another's shoes".

**Sympathy**



This scale consists of a set of questions designed to assess a personal characteristic commonly referred to as "Sympathy". Sympathy is a social affinity in which one person stands with another person, closely understanding his or her feelings. It also can mean being affected by feelings or emotions. Thus the essence of sympathy is that one has a strong concern for the other person.

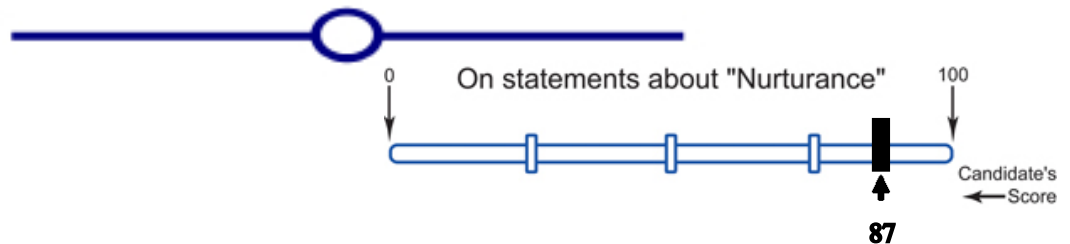
Sympathy is closely linked with that of compassion, empathy and empathic concern. Although empathy and sympathy are often used interchangeably, a subtle variation in ordinary usage can be detected. To empathize is to respond to another's perceived emotional state by experiencing feelings of a similar sort. Sympathy not only includes empathizing (but not always), but also entails having a positive regard or a non-fleeting concern for the other person.

Higher scores on this scale indicate that respondents are in greater agreement with statements one would expect of someone that perceived as being sympathetic to others. Lower scores on this scale indicate that the caregiver could be perceived by clients and others as not being sympathetic. Being sympathetic with clients is strongly believed to be one of the essential characteristics for success in a caregiving role.

**Sample's score is 85.**

Sample's responses indicate that she may be perceived as having a strong concern for the the feelings or emotions of clients. She likely has a very high level of understanding and appreciation of other people.

**Nurturance**



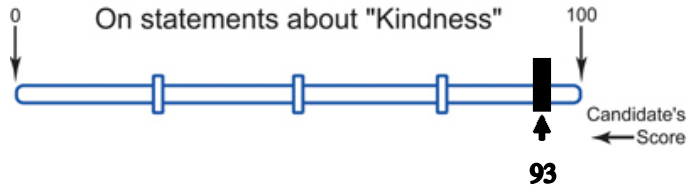
This scale consists of a set of questions designed to assess a personal characteristic commonly referred to as "Nurturance". Nurturance can best be defined providing physical and emotional care and nourishment or as providing affectionate care and attention. Thus the essence of nurturance is that one has a strong interest in helping others.

Higher scores on this scale indicate that respondents are in greater agreement with statements one would expect of someone that is nurturing. Lower scores on this scale indicate that the caregiver could be perceived by clients and others as not being nurturing. Being nurturing with clients is strongly believed to be one of the essential characteristics for success in a caregiving role.

**Sample's score is 87.**

Sample's responses indicate that she may be perceived as having a very high level of concern for providing clients with the essentials for growth, development or education.

**Kindness/Generosity**



This scale consists of a set of questions designed to assess a personal characteristic commonly referred to as "Kindness" or "Generosity". Kindness is the act or the state of being kind and marked by charitable behaviour, marked by mild disposition, pleasantness, tenderness and concern for others.

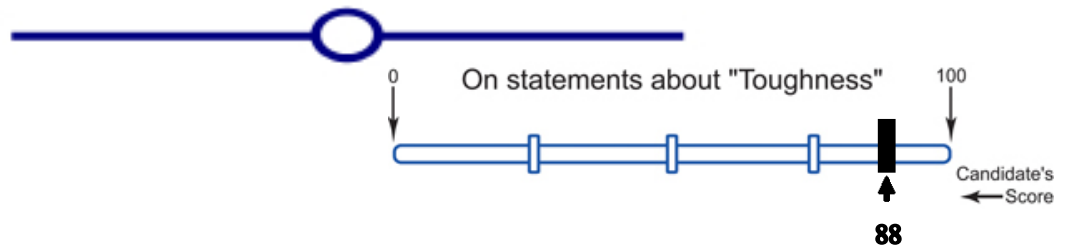
Generosity is the habit of giving without coercion. Often equated with charity as a virtue, generosity is widely accepted in society as a desirable habit. can also be spending time, money, or labour, for others, without being rewarded in return. Generosity includes the individual's pure intentions of looking out for society's common good and giving from the heart. Generosity should reflect the individual's passion to help others.

Higher scores on this scale indicate that respondents are in greater agreement with statements one would expect of someone that is kind and generous. Lower scores on this scale should be avoided in individuals in a caregiving role. Kindness and generosity are strongly believed to be one of the essential characteristics for caregivers.

**Sample's score is 93.**

Sample's responses indicate that she may be perceived as having a very high level of concern for the welfare of others.

**Toughness**



This scale consists of a set of questions designed to assess a personal characteristic commonly referred to as "Mental Toughness". Mental toughness is having the natural or developed psychological edge that enables an individual to generally cope better with the demands that are placed on the individual.

Mental toughness includes being calm under pressure and quickly recognizing possibilities.

Higher scores on this scale indicate that respondents are in greater agreement with statements one would expect of someone that is mentally tough. Lower scores on this scale indicate the applicant tends to panic easily, is afraid of doing the wrong thing and feels threatened easily.

**Sample's score is 88.**

Sample's responses indicate that she may be perceived that her own internal distractions (worry, negative mind chatter) have minimal effect on her. She also likely has a very strong ability to regain psychological control following unexpected events.