



How Personality Assessments Empower You to Hire the Ideal Caregivers



What You'll Learn:

The Problems With
Hiring in Home Health

Why Personality Assessments
Are the Solution

How Personality Assessments Help
You Hire the Ideal Caregivers

How Others Have
Achieved Success

The Steps to Become the
Next Success Story



“The caregiver industry in particular is one heavily reliant upon personality; therefore, this is an industry which would specifically benefit from the implementation of personality assessment tools.”

The Problems With Hiring in Home Health

Due to increased life expectancy and improvements in medical care, senior adults account for one of society's fastest-growing segments [3]. Health care companies must step up to meet the needs of this population. However, that becomes increasingly challenging when faced with the high turnover rates plaguing the home health industry.

How can you provide people with consistent, top-quality care when caregivers don't stay long-term? As a result, you're forced to spend precious resources constantly recruiting, screening and training new applicants.

You don't want to simply hire anyone in an effort to keep up with demand, though, especially since the quality of work is favored over quantity in the home health care industry [1]. It's important to focus on identifiers of safety, competence and compassion more than the applicant's abilities and work experience [1].

Plus, caregivers regularly report high stress levels, which negatively affect productivity while increasing the likelihood of withdrawal from patients and the workplace altogether [1]. Care facilities must do more to identify caregivers of the necessary caliber to provide adequate support to their clients.

Do All of Your Caregivers Possess These Traits?



Safety



Competence



Compassion



“Care providers must do more to identify caregivers of the necessary caliber to provide adequate support to their clients.”

Why Personality Assessments Are the Solution

Individuals are attracted to certain employers based on how they perceive their own needs, norms and personality [2]. The next step is for you to analyze these applicants for your needs and preferred personality traits. This is where personality assessments come into play. These pre-employment tests match the right people to the right possibilities based on the applicant's traits and the company's needs.

Out of the companies on the Fortune 1000 list, 20% have incorporated personality testing into their recruitment process, and another 20% intend to implement some form of online testing in the future [4]. Will you stay ahead of this trend or get left behind?



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How Personality Tests Improve Your Hiring Process



Identify Key Characteristics

Ensure your applicants possess ideal personality traits, such as sympathy and compassion.



Measure Employee "Fit"

Receive an accurate prediction of whether or not the applicant will succeed in the role and stay long-term.

How Personality Assessments Work

Taking a scientific approach to caregiver hiring is necessary to combat the issue of poor performance and retention. Personality tests, like Sprockets' Applicant Matching System, combine natural language and artificial intelligence to predict an applicant's likelihood of success at a particular location.

It's not magic — it's logic.

First, you ask your current top-performing employees to complete a brief survey, and our sophisticated solution creates a benchmark success profile. Then, as each applicant completes the survey, Sprockets automatically assigns them a "fit score" within a matter

of minutes to ensure you hire caregivers that are the precise fit for your needs and stay long-term. Hiring applicants with a high match score significantly improves retention, ultimately reducing the need to spend time and money on sourcing new caregivers.

We have worked with numerous companies in the home health industry, including Home Instead, Visiting Angels, and Comfort Keepers. Over time, these Sprockets users shift from an emphasis on sourcing applicants to improving staff performance via a data-supported hiring process.

Utilization of Assessments in the Hiring Process

01

Give assessments at beginning of application & hiring process



02

Narrow down to applicants with the best fit from assessment scores



03

Proceed through hard skill assessments & rest of hiring process



04

Hire and retain the best caregiver for your company and clients



How Others Have Achieved Success

We want you to be confident in choosing to implement Sprockets' personality assessments into your hiring process. That's why we conducted a case study involving over 20 different brands with locations all across the United States. The results we gathered tell a powerful story. From saving time in the hiring process to reducing operating costs through improved retention, every Sprockets user experienced a dramatic improvement in caregiver hiring. The data presented reflects the average user results for a home health location.

Sprockets by the Numbers



37%

37% less time was spent on sourcing, screening, and hiring



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Improving retention saved \$10,000 in operating costs in 3 Months



43%

90-day retention improved by 43%



20%

Annual turnover dramatically dropped by an average of 20%

TESTIMONIALS

“Sprockets is no doubt helping us to cut through the noise and select awesome team members that are able to thrive with us and make our business better! I would recommend Sprockets to other Comfort Keepers.”

COMFORT KEEPERS - WISCONSIN

“I have hired some Sprockets recommendations that I would have otherwise passed on, based on the applicant's resume alone. And vice-versa; I have passed on some individuals who were qualified, but would have otherwise been a bad fit on my team.”

RIGHT AT HOME - OREGON

“It helps us make better hiring choices, and we love the personality break downs that Sprockets gives us for each applicant.”

COMFORCARE - CONNECTICUT

The Steps to Become the Next Success Story

In an industry with such a high turnover rate, it's essential to incorporate Sprockets' Applicant Matching System into your hiring process. Our solution is backed by data and the testimonials of numerous business owners in the home health industry. Visit www.sprockets.ai to learn more about how Sprockets empowers you to hire the ideal caregivers, improve retention, reduce costs and enhance the care you're able to provide patients. Then, schedule a brief demo to see the platform in action. Once you're ready, we'll put the power of Sprockets at your fingertips. You'll instantly see the benefits of using our personality assessments — and wish you signed up sooner!



Sources Referenced

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