DDI’s Nurse Career Battery (NCB) helps accelerate and improve hiring by quickly identifying individuals who possess the profile critical to success in today’s fast moving and changing health care environment. The NCB can be used as part of a process for hiring new nursing employees or as a way to place current employees into new or existing nursing roles.

### Target Audience

The NCB is appropriate for candidates applying for patient facing nurse positions across functional areas in any health care provider environment.

### Common Job Titles

- Registered Nurse
- Nurse

### Sample Results

This organization used DDI’s Nursing Career Battery to help identify top nursing candidates. Our research study found that high scorers were:

- 183% more likely to positively contribute to patient satisfaction
- 68% less likely to make errors than their peers
- 96% more likely to stay with the organization

### Outputs

Candidate Profile Reports are automatically generated and include the following sections:

- Band or Overall Score
- Performance Indicators
- Performance Outcomes
- Interview Questions
- Development Tips
- Verification Questions

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**Candidate Reactions to DDI’s Tests:**

**Overall Reaction to Online Assessment (N = 262,905)**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>The time it took to complete this assessment was reasonable.</td>
<td>96%</td>
</tr>
<tr>
<td>The technology delivering this assessment functioned well.</td>
<td>95%</td>
</tr>
<tr>
<td>This assessment was fair and objective.</td>
<td>92%</td>
</tr>
</tbody>
</table>
# Tests at a Glance

## Example Item for Situational Judgment

Situational items require candidates to evaluate written, work-related situations and choose the most effective response.

### Example Item for Situational Judgment

1. Several members of a patient’s family have tried to speak to the patient’s doctor at different times, but have not been able to get the doctor’s attention. What would be your response to this situation?
   - a. Interrupt the doctor to make sure she knows the family wants to speak to her.
   - b. Gather the family and schedule a time when they can speak to the doctor together.
   - c. Contact one of the family members to let him or her know why the doctor is busy.
   - d. Mention the incident to your nurse manager who might be able to answer the family’s questions.
   - e. Find out the family’s questions, then ask the doctor yourself and provide the answers back to the family.

## Example Item For Bio-Data

Bio-data items ask about past work activities that are related to the activities that may be required on the targeted job.

### Example Item For Bio-Data

1. Administering physical patient care interventions (e.g., heat, cold, massage, pressure).
2. Developing appropriate solutions in response to patient or customer needs.
3. Monitoring work environments for impending crisis or out-of-control situations.

## Example Item For Disposition

Dispositional items measure a candidate’s personal preferences or tendencies to react in certain ways.

### Example Item For Disposition

1. Strongly Disagree
2. Disagree
3. Neither Agree Nor Disagree
4. Agree
5. Strongly Agree

### Extensive Experience

1. Administering physical patient care interventions (e.g., heat, cold, massage, pressure).
2. Developing appropriate solutions in response to patient or customer needs.
3. Monitoring work environments for impending crisis or out-of-control situations.
4. At work, I am able to solve problems more quickly than my coworkers.
5. Past work associates have treated me in ways that often made me angry.
6. I am comfortable not immediately knowing the reason for an important event.
7. I set goals for my work in advance and have a well-planned strategy for achieving them.

## Example Interactive Assessment Item:

These items are less fake-able, more engaging, and more realistic. They build on the strengths of our current tests and improve measurement richness.

Read the scenario. Then, from the set of eight actions, identify which four you would most likely take. Drag and drop each action you choose into the appropriate zone on the right, arranging them into the order you would do them. Actions you have selected can be returned to any empty zones on the left if you change your mind. Click Next to submit your response.