

# Information for applicants about suitability assessments.



ADVANTAGED CARE  
ENJOY THE EXCELLENCE

As part of our selection procedure, applicants will complete a suitability assessment.

The assessment consists of a questionnaire designed to assess each applicant's suitability for the role. This process is one of the many important steps we take to ensure that those who are most suitable to this role are selected.

We are looking for those with the ability to satisfactorily complete our training. In addition, we look for things such as sound interpersonal skills, good judgement and strong teamwork.

If you should be selected to advance after the suitability assessment, this does not guarantee employment at Advantaged Care Pty Ltd. This is because all of the other selection requirements must be met. Even then, we are obliged to select the most competitive people among those who meet all the criteria.

If you are not successful in the suitability assessment, this simply means that there were other people in the group of applicants who were more competitive than you.

If you are unsuccessful you may apply at the next recruitment drive. However, applicants may undertake the suitability assessment only once every 12 months. If you should apply before the end of 12 months your earlier results will be carried over to the new application.

## Suitability Assessment Sample Questions:

This document provides a sample of the type of questions you may be asked to complete.

### Ability Questions:

In the sample items below, the first word in each line is printed in capital letters. Opposite it are four other words. You will be asked to circle the one word which means the same thing, or most nearly the same thing, as the first word.

1. <b>SMALL</b>	a. Blue	b. Little	c. Noisy	d. Dry
2. <b>OBVIOUS</b>	a. Abstract	b. Local	c. Sharp	d. Clear
3. <b>PUNITIVE</b>	a. Weak	b. Rewarding	c. Retributive	d. Erroneous

#### Answers

1) b. Little

2) d. Clear

3) c. Retributive

There will also be questions where you are asked to fill in either a letter or number for each dash ( \_ ) which follows information you are given.

1.     D     E     F     G     \_

2.     2     4     6     8     \_

**Answers**

1) H

2) 10

### Questions about Society

Here you will be given two statements about aspects of life in our society. You will be asked to choose the one which you more strongly believe.

For example:

1. **People tend to be successful mostly through working hard.**
2. **People who achieve things in life are mainly those who tend to have good luck.**

### Workplace Procedures

Here you will be given some statements about what goes on in many work places.

You'll be asked to indicate whether you agree, disagree or feel uncertain about the statement.

Examples:

Key:                      **A.** Agree                      **?:** Uncertain                      **DA:** Disagree

1. For most people, how much they get paid is the most important part of their job: **A / ? / DA**
2. If they put their mind to it, most people can learn how to do more than one job: **A / ? / DA**

### Your Personal History and Opinions

Here you will be given a series of statements. You will be asked to indicate whether the statement is True or False as it applies to you.

For example:

1. People who know me would usually say that I am pretty even tempered.     **T / F**
2. When I'm working I find that I get easily bored.     **T / F**

