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BACKGROUND

In 2003, one RN set out to change the way nurses were hired. After a decade of experience as a registered nurse, Ron Gonzalez MS BSN pursued progressively senior roles, where he realized organizations across the country were not doing an adequate job evaluating the skills and job fit of nurses placed at client facilities. After repeatedly seeing nurse candidates failing in their roles, he thought there had to be a better way to hire and place nurses.

Ron believed that validated, web-based assessments would complement behavioral interviews to provide a more complete understanding of the competencies that matter most to a nurse’s success. And, so Prophecy was born.

Today, hospitals using Prophecy are more likely to hire high performing staff with the right mix of clinical and patient care skills. For incumbent staff, assessments offer quantitative results used to coach performance, design individualized learning plans. Results are used to inform hiring decisions, customize orientation and create improved, more targeted onboarding, shortened orientation, and increased nurse engagement.

Prophecy helps hospitals improve staff/patient communication, HCAPHS scores and patient outcomes.

EVIDENCE-BASED RESEARCH

Between 2008 and 2011 three assessment development firms, two hospitals and over 900 nurses conducted one of the largest and most comprehensive test validation research projects in the history of nursing. The three-year research study investigated the effectiveness of using three pre-employment assessments to hire nurses:

CLINICAL: Online assessments measuring critical thinking and job knowledge relevant to specific clinical practices areas (e.g., communication, collaboration and conflict resolution).

SITUATIONAL: A video-based assessment measuring interpersonal competence in hospital-related situations (e.g., communication, collaboration and conflict resolution).

BEHAVIORAL: A personality-based assessment measuring behavioral attributes to help determine job fit (e.g., conscientiousness, tough-mindedness, conventional, extraversion, stability and teamwork).

Results

Evidence concluded that combining the assessments measured the areas critical to a nurse’s success and enables hospitals to predict the likelihood of a nurse’s success in a particular clinical specialty.

The study validated the Prophecy platform, which delivers immediate results and analytics the moment an assessment is completed. Results are used to inform hiring decisions, customize orientation and create individualized learning plans.

Facilities currently using Prophecy assessments report measurable outcomes including:

- Improved retention rates
- Shortened orientation cycles
- Streamlined onboarding

Clients report 70% and higher reductions in turnover rates, better candidate selection, more targeted onboarding, shortened orientation, and increased nurse engagement.

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Case Study 1: Reducing Nurse Turnover

“Since 2013, this facility, who employs 2,500+ nurses, lowered the turnover rate (for experienced nurses) from 23.8% to 4.5% ... after implementing Prophecy. This noticeable reduction in turnover ... triggered a statistical significance test, showing the results are a ‘beyond chance’ occurrence (p < .025). The facility has since expanded the use of Prophecy to include allied health and non-clinical candidates.”

- Anne Hackman BSN RN MPA, NE-BC

“The Phase of The Post-Assessment on Staff Retention”

Case Study 2: Shortening Orientation Times

“The formal classroom training was reduced ... saving significant staffing dollars. The evaluations ... included positive statements from newly hired experienced nurses regarding varied teaching strategies to build knowledge and opportunities to dialogue.”

- Emily Winters MSN, RN

“Technology-Assisted Rapid Onboarding of Experienced Nurses”

For more information on Prophecy, please call 1-877-PRE-HIRE or visit www.prophecyhealth.com.