

## BEHAVIORAL-BASED EXPECTATIONS SURVEY

The Brevard Healthcare Workforce Consortium's Soft Skills Committee with the consent of the Consortium is sending this survey regarding behavioral-based expectations in specific healthcare occupations to member healthcare industry representatives. The purpose of this survey is to provide information that will equip workforce development organizations and educational institutions with the knowledge needed to better assess behavioral-based competencies of individuals interested in pursuing these roles as well as prepare those soon to complete training for interviews and occupational success. Please take a few minutes to complete this survey. The information you provide should assist with the development of appropriate talent in the targeted occupations.

1. Please provide your organization's three most important behavioral-based competencies for a Homemaker Companion.
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  - d. N/A – My organization does not hire Homemaker Companions (If this is the response, skip to 3)
2. Please provide two examples of questions used during the interview process to assess behavioral-based competencies of a Homemaker Companion applicant as well as examples of an appropriate response to each question.
  - a. Question: \_\_\_\_\_
  - b. Response: \_\_\_\_\_
  - c. Question: \_\_\_\_\_
  - d. Response: \_\_\_\_\_
3. Please provide your organization's three most important behavioral-based competencies for a Home Health Aide.
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  - d. N/A – My organization does not hire Home Health Aides (if this is the response, skip to 5)
4. Please provide two examples of questions used during the interview process to assess behavioral-based competencies of a Home Health Aide applicant as well as examples of an appropriate response to each question.
  - a. Question: \_\_\_\_\_
  - b. Response: \_\_\_\_\_
  - c. Question: \_\_\_\_\_
  - d. Response: \_\_\_\_\_
5. Please provide your organization's three most important behavioral-based competencies for a Certified Nursing Assistant.
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  - d. N/A – My organization does not hire Certified Nursing Assistants. (If this is the response, skip to the end of the survey.)

6. Please provide two examples of questions used during the interview process to assess behavioral-based competencies of a Certified Nursing Assistant applicant as well as examples of an appropriate response to each question.
- a. Question: \_\_\_\_\_
  - b. Response: \_\_\_\_\_
  - c. Question: \_\_\_\_\_
  - d. Response: \_\_\_\_\_

Thank you for participating in this survey. The information shared will be aggregated and provided to Consortium workforce development and education partners as a tool to develop appropriate talent in these roles.

DRAFT