

# PRO HOME CARE SKILLS®

“Pro Home Care Skills®” measures the criteria expected in personal services professions, for which real professional know-how is required, but also mastery of essential social skills.



## THE STRONG POINTS OF THIS TEST

- ✓ Secure recruitment in a high-turnover sector
- 🎯 Reliable choices in the face of massive recruitment tensions
- ☀️ Identification of candidates with real human qualities
- 📊 Reducing recruitment time in a tense market
- 🔍 Guaranteeing the quality of support for vulnerable people
- ⚡ Anticipation of growing needs through reliable recruitment



## BENEFITS

**Pro Home Care Skills®** is the benchmark solution for **recruiters**, **HR managers** and **support professionals** who want to **make their recruitment more reliable**, **reduce casting errors** and **enhance human capital** in a sector under pressure. This **rapid**, **reliable** and **scientifically validated psychometric test** allows for the precise assessment of **key skills**, **interpersonal skills** and **personal qualities** required for quality support.

Thanks to a rigorous multidimensional approach, you quickly identify **committed**, **caring** and **operational profiles**, reduce **recruitment time** and secure your decisions, even in the event of a shortage of candidates. By aligning recruited talent with business requirements, you **raise the level of your services**, **reduce turnover** and **strengthen beneficiary satisfaction**.

By integrating **Pro Home Care Skills®** into your recruitment strategy, you adopt a **predictive** and **effective HR tool** to face the challenges of **recruitment in the home care professions**, **high turnover**, **candidate qualification** and **team performance**. You professionalize your process, enhance your employer brand and invest in **sustainable**, human and quality-of-service recruitment.



## PSYCHOMETRY

### Test construction:

Pack: Recruitment

Questionnaire type: Ipsative

Number of questions: 120

Completion time 20 minutes

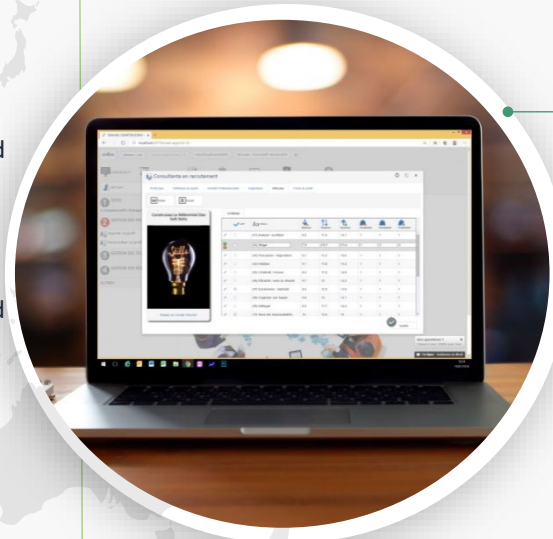
### Test validation:

Double external validation

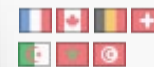
Internal validation, consistency

Loyalty

Reliability



Test available in



24 job descriptions  
included

# PRO HOME CARE SKILLS ®



## DIMENSIONS AND CRITERIA EVALUATED

### PROFESSIONAL DIMENSION

- **Personal organization** and efficient task management
- **Group animation** and boosting of collective activities
- **Creativity** in support and problem solving
- **Compliance with hygiene rules** and protocols
- **Demand** in the quality of the service provided
- **Stress management** in various situations

### RELATIONAL DIMENSION

- **Ease of contact** and creation of a climate of trust
- **Teamwork** and harmonious cooperation
- **Active listening** and needs analysis
- **Clear communication** and ability to advise
- **Patience** and availability in support
- **Tact**, diplomacy and management of sensitive situations
- **Teaching capacity** and adapted transmission
- **Adaptability** to different audiences and contexts

### TECHNICAL DIMENSION

500 multiple-choice questions on professional knowledge and know-how

### PERSONAL DIMENSION

- **Sense of responsibility** and reliability
- **Vigilance** and attentive observation
- **Discretion** and respect for confidentiality
- **Physical resistance** and endurance
- **Initiative** and autonomy

