

THE BOTTOM LINE:

Nurse Success Starts With Hiring Decisions



Get Nurses Involved in Patient Care Faster With Job Fit Assessments:

During a five-year period, Relias evaluated 1,700+ nurses at 13 hospitals with proprietary, statistically-valid, pre-hire behavioral assessments, assigning each candidate a score of 0-100 (where 100 indicates best job fit). Candidates with scores of 75 or higher experienced 6.5 fewer days of orientation post-hire, on average.

Reducing orientation time by 6.5 days:

- + Decreases training expenses
- + Boosts staff morale
- + Reduces burden on preceptors
- + Increases nurse independence

KEY FINDING

6.5

fewer days of orientation post-hire

WHY JOB FIT MATTERS IN NURSINGS

Stressors for New Nurses:

- + Lack of confidence
(can lead to) → delayed decision making.
- + Trouble adapting to work environment
(can lead to) → increased turnover rates.
- + Not fitting in with unit's culture
(can lead to) → moving to a different unit that's not the best fit.
- + Unstructured and lengthy orientation
(can lead to) → feelings of boredom or lack of independence.
- + Feeling overwhelmed and unsupported
(can lead to) → delays in readiness to practice.

How Job Fit Helps:

- + Setting nurses up for success on best-fitting unit
- + Taking nurses' personality attributes into consideration
- + Providing nurses with an understanding of which unit is the best fit
- + Shorter orientation times, increasing speed to independent practice
- + Breaks between cohorts for preceptors, based on decrease in orientation time