Prophecy®
Predicting Employee Success

Using Technology to Improve Nurse Hiring Practices

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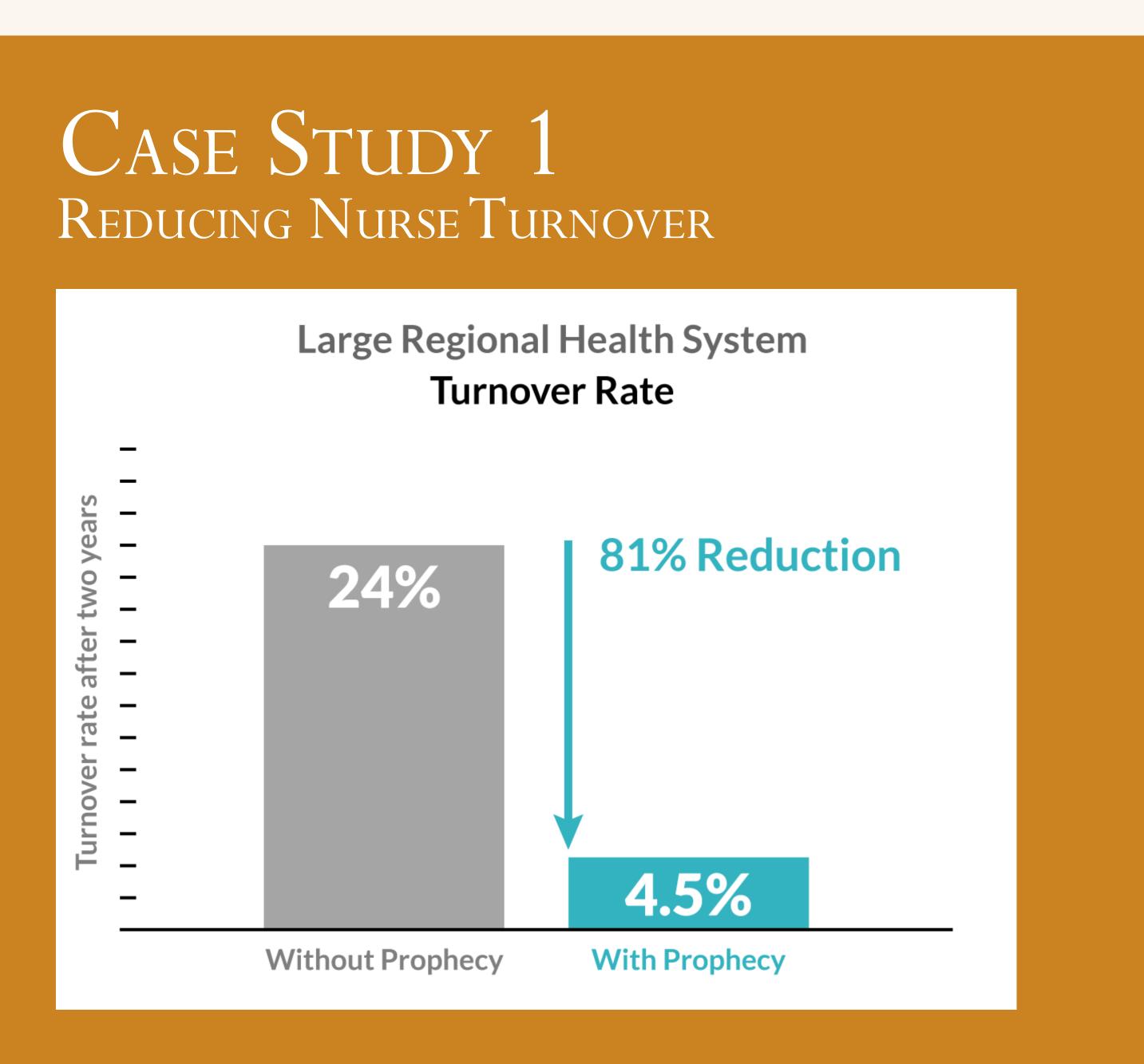**2003**   **2008**   **2011**   **2016**

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 in healthcare staffing firms, 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 remediation, and identify leadership candidates and nurse preceptors.

EVIDENCE–BASED RESEARCH

Between 2008 and 2011 three assessment development firms, two hopsitals 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., Labor & Delivery, Medical-Surgical).
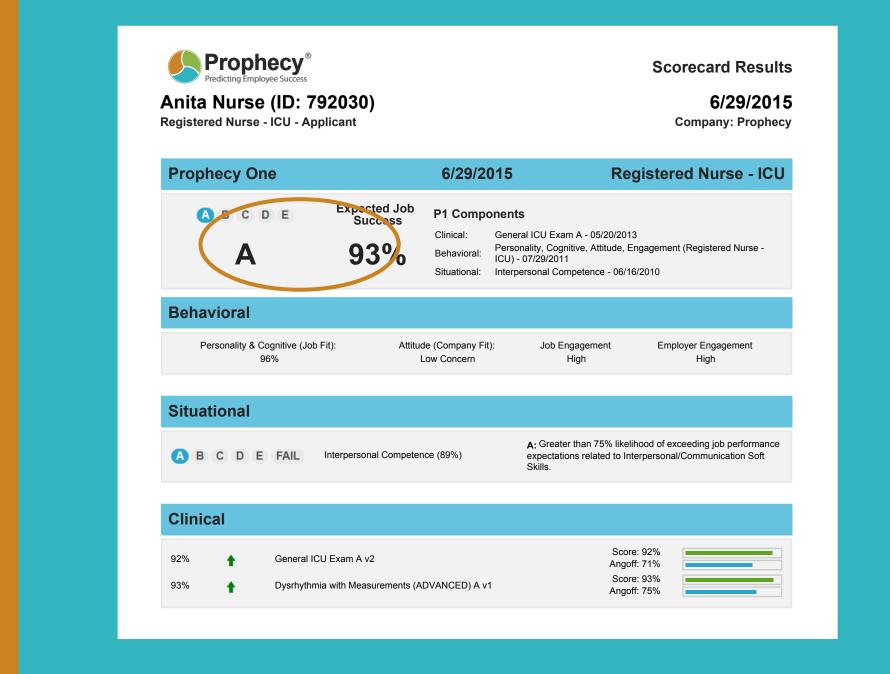
SITUATIONAL: A video-based assessment measuring interpersonal competence in hospital-related situations (e.g., communication, collaboration and conflict resolution).

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

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

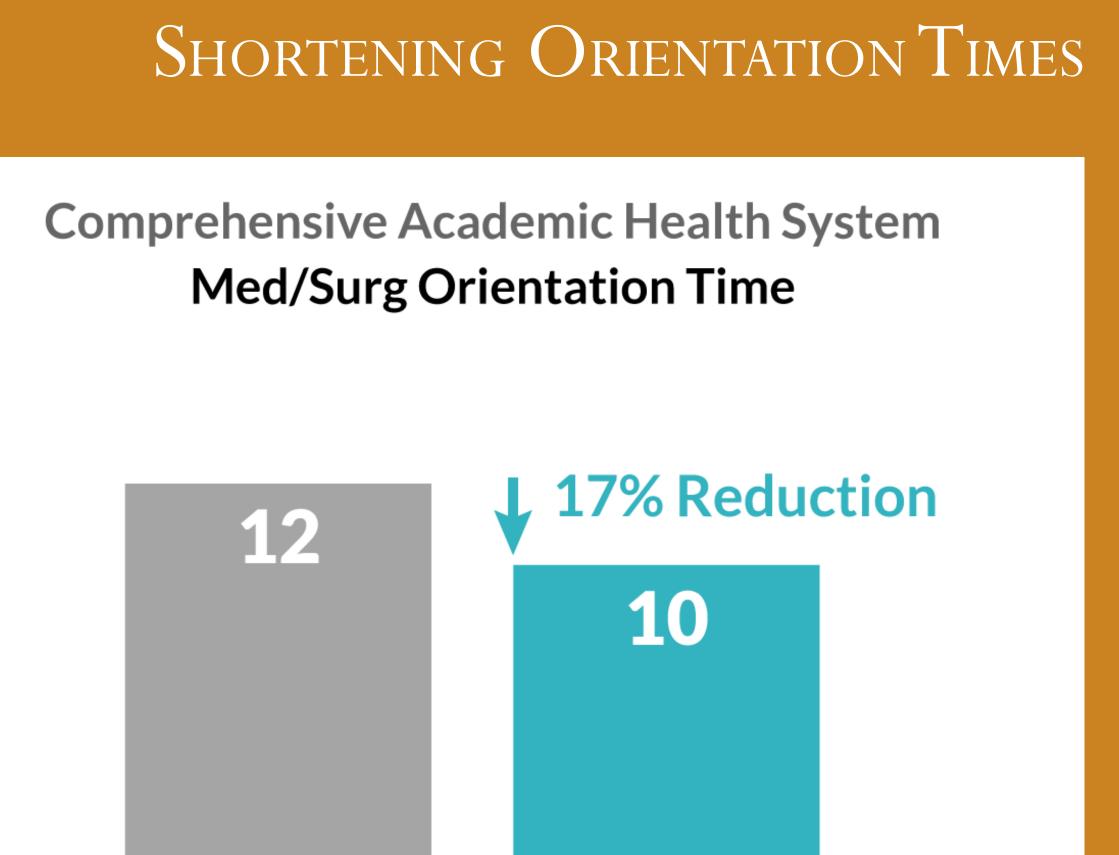## EXPANSION

Informatics nurses joined Prophecy to continue test development and educate hiring managers on how a scientific approach yielded better results than subjective interview techniques alone. By 2014, the company had developed over 200 unique assessments in nearly all clinical specialties and nursing roles. Subject matter experts (RNs) from across the country participate in a rigorous content validation process prior to the launch of each assessment.

With **over 5 million assessments completed**, the company has helped hundreds of hospital systems and staffing agencies nationwide select and retain the best health professionals.

In late 2015, Prophecy merged with APS, a technology company that works with health systems to build better patient care teams. Current efforts are focused on linking assessment results to suggested e-learning modules, providing a streamlined solution for clinical education. Through targeted assessments and education, clinicians are empowered to reach their highest potential.

CASE STUDY 1
Reducing Nurse Turnover

Large Regional Health System
Turnover Rate

Turnover rate after two years

24%   **81% Reduction**   4.5%

Without Prophecy   With Prophecy

"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 Power of Pre-Hire Assessments on Staff Retention"

PROPHECYONE SCORE™

THE PROPHECYONE SCORE™ HAS BEEN PROVEN TO ACCURATELY PREDICT A NURSE'S LIKELIHOOD OF SUCCESS IN A ROLE.

Anita Nurse (ID: 792030)   Scorecard Results
6/29/2015

A   93%

EXTERNAL REVIEWERS CONFIRM THAT THERE IS A STATISTICALLY SIGNIFICANT RELATIONSHIP BETWEEN A CANDIDATE'S SCORE AND HIS OR HER ULTIMATE JOB PERFORMANCE.

"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.

Educators believe that the approach demonstrates that **each nurse adds value** to the organization **from the first day of hire**, which in turn promotes positive engagement and future benefit."

~ Emily Winters MS, RN
"Technology-Assisted Rapid Onboarding of Experienced Nurses"

CASE STUDY 2
Shortening Orientation Times

Comprehensive Academic Health System
Med/Surg Orientation Time

Orientation time (weeks)

12   **17% Reduction**   10

Without Prophecy   With Prophecy

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