

JUDGMENT INDEX™ IMPACT STUDY

Critical Nurse Hiring

Impact: Turnover in Critical Nurse position is greatly reduced

Industry: Healthcare



JUDGMENT INDEX

www.judgmentindex.com

This page is intentionally blank.



Client: Central USA Healthcare System

Healthcare performance and success rely on an important group of people, all working together. Nurses are a key part of this group, especially those working in the critical areas of a hospital.

Problem

Retention of nurses is vital to overall patient care, especially those who care for high risk patients.

Costs to recruit and replace nurses continue to increase. But without adequate staffing, patient care and patient outcomes can suffer greatly. The question is what can a healthcare facility do to hire better nurses that stick with the program?

Procedure

To mirror the inner character traits that motivate, guide, and direct the best performing critical care nurses, studies were undertaken to measure the driving values and judgment capacity of the top performers. Analysis of data gathered in this process enabled the construction of a Best Performer model along with specific reports used by Human Resource managers in the hiring process.

Process

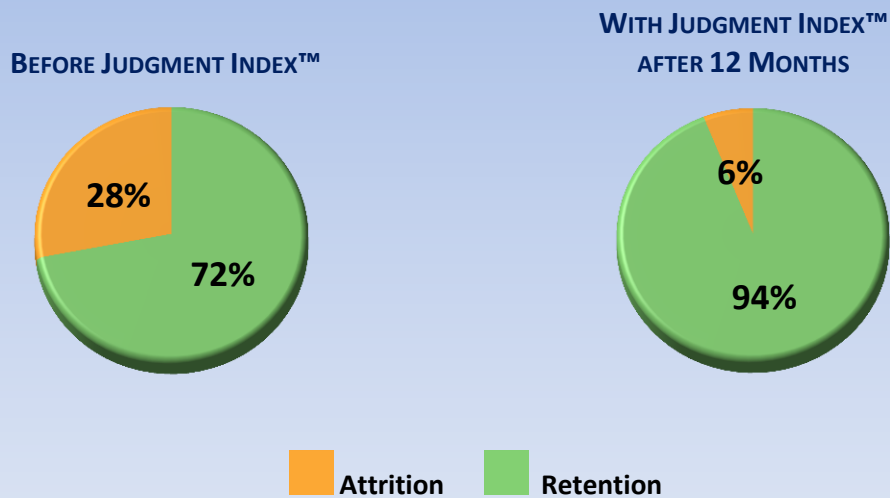
During the recruitment and interview process, applicants complete the assessment, a process that takes 10 to 15 minutes. The hiring manager receives scoring feedback within minutes of the finished assessment. The report provides valuable information of predictive performance that is benchmarked against the customized Best Performer model.

Results

Using the Judgment Index™ processes and reports, this healthcare system saw dramatic improvement in retention. **Savings amounted to \$4,280,000 in the first twelve (12) months** following the implementation of the Judgment Index™ assessment tool, reports, and processes.

Hiring the RIGHT health care professionals improves patient care and the bottom line.

NURSE HIRING AND RETENTION



\$4,280,000 saved in first twelve months.

- Judgment Index™ was used to assess new nursing candidates for benchmarked judgment capacities and strength
- Guideline development standards were created for management
- Individual development plans were created using the Judgment Index™ and implemented with the actual units involved.