

# Response Staffing

## Getting Started

Welcome to the Response Staffing Career Profile and Suitability Assessment !

There are a number of steps to completing this assessment. You will be asked a series of prescribed questions and tasks that focus on [teamwork](#), [working preferences](#), [self assessment](#), [motivation](#) , [verbal and problem solving skills](#). Once you have completed the tasks and submitted your survey, your answers are reviewed as part of the recruitment process to match a specific job requirement and your competencies and strengths. A career and recruitment officer will then contact you if additional information is required.

Please ensure that you have also forwarded your resume and contact details of referees to us.

Thank you for applying to work with Response Staffing

### \*1. Your Details:

<b>Name</b>	<input type="text"/>
<b>Address</b>	<input type="text"/>
<b>Address 2</b>	<input type="text"/>
<b>City / Town</b>	<input type="text"/>
<b>State / Province</b>	<input type="text"/>
<b>ZIP / Postal Code</b>	<input type="text"/>
<b>Email</b>	<input type="text"/>
<b>Phone</b>	<input type="text"/>

### \*2. What type of career or employment are you MOST interested in ?

- Disability Support - Residential Care
- Health Support and Allied Health
- Aged and Community Care
- Youth Work - Residential Care
- Early Education - Child care
- Administration and Clerical
- Training and Education
- Hospitality and Tourism
- Other (please specify)

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### 3. The position / work I am most interested in is :

- Level 1 - Entry Level ( No specific Experience )
- Level 2 ( Less than 1 year experience )
- Level 3 ( More than 1 years experience )
- Senior or Supervisor Level
- Co-ordinator or Manager Level
- General Carer
- Volunteer / Foster Carer
- Other (please specify)

## TEAMWORK

### In a team, which work do you think suits you best?

In the questions below, example work activities are presented in pairs and you are asked to choose A or B.

In each pair, click "A" or "B" next to the teamwork role which would suit you better.

If you think the two are completely equal, or neither applies, click "Equal" however, try to select "Equal" as little as possible.

### \*4. (A) Organising people and their work or Getting on with a practical useful job (B)

- A                                       Equal                                       B

### \*5. (A) Analysing ideas objectively or Coming up with new ideas (B).

- A                                       Equal                                       B

### \*6. (A) Making decisions which others accept or Being original and imaginative. (B)

- A                                       Equal                                       B

### \*7. (A) Being rational and logical or Providing leadership for the team. (B)

- A                                       Equal                                       B

### \*8. (A) Being useful with practical matters or Using imagination, lateral thinking. (B)

- A                                       Equal                                       B

### \*9. (A) Working hard for the team or Analysing, thinking problems through. (B)

- A                                       Equal                                       B

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**\*10. (A) Seeing that people get the work done or Arguing effectively against poor ideas (B)**

- A  Equal  B

**\*11. (A) Being creative, ingenious or Doing what will help the leader. (B)**

- A  Equal  B

**\*12. (A) Coming up with new ideas or Seeing that people get the work done. (B)**

- A  Equal  B

**\*13. (A) Analysing ideas objectively or Being useful with practical matters. (B)**

- A  Equal  B

**\*14. (A) Being creative, ingenious or Being rational and logical. (B)**

- A  Equal  B

**\*15. (A) Providing leadership for the team or Doing what will help the leader. (B)**

- A  Equal  B

**\*16. (A) Using imagination, lateral thinking or Getting on with a practical, useful job. (B)**

- A  Equal  B

**\*17. (A) Arguing effectively against poor ideas or Organising people and their work. (B)**

- A  Equal  B

**\*18. (A) Working hard for the team or Making decisions which others accept. (B)**

- A  Equal  B

**\*19. (A) Being original and imaginative or Analysing, thinking problems through. (B)**

- A  Equal  B

**\*20. (A) Providing leadership for the team or Being creative, ingenious. (B)**

- A  Equal  B

**\*21. (A) Doing what will help the leader or Being rational and logical. (B)**

- A  Equal  B

## WORK PREFERENCES

## Response Staffing

We cannot always work in the way we feel would suit us best.

This section is designed to find out how you prefer to work. This is an opportunity for you to answer the question:

"How do you like to work, and therefore, what work environment will let you work at your best?".

As before, click "A", "B" or "Equal" next to the alternative you prefer. There are 21 questions.

### \*22. How do you like to work ? What are your preferences ?

	(A)	Equal	(B)
(A) Working in bustle and activity OR Working in peace and quiet. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Avoiding small talk. OR Relating to others at work. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Learning new skills. OR Using familiar skills. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Getting facts straight. OR Trusting your intuition. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Keeping clear-headed. OR Being guided by your feelings. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Following where curiosity leads. OR Being prepared, not surprised. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Getting things finalised. OR Dealing with the unexpected. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Working without interruption. OR Having people around. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Relating to others at work. OR Having quiet time to think. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Working steadily. OR Working in exciting bursts. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Being aware of peoples feelings. OR Keeping work mainly impersonal. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Seeking work harmony. OR Being clearly understood. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Planning activities with care. OR Coping with things as they happen. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Acting after forethought. OR Reacting spontaneously. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Meeting people in your work. OR Working without interruption. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Speculating on possibilities. OR Getting the job done. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Applying proven procedures. OR Trusting your intuition. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Being analytical and logical. OR Being guided by your feelings. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Keeping clear-headed. OR Seeking work harmony. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Experiencing new situations. OR Being prepared, not surprised. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
(A) Doing what is expected of you. OR Doing what you think is best. (B)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## SELF DESCRIPTION

How would you describe yourself ?

Consider these four groups of words.

Click in the box next to the group of words which describes you best (Group A, Group B, Group C or Group D) and select 1.

Then click next in the appropriate box to indicate the group of words which is second most like you and select 2.

Then click in the box for the third most like you and select 3.

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Then finally click in the box next to the group of words which is **least like you and select 4**.

**\*23. How would you describe yourself ? Choose 1 for the group of words that BEST describes you and 4 for those that LEAST describe you .**

	1	2	3	4
GROUP A : Strong- Assertive-Tough- Business like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GROUP B : Practical - Co-operative - Conscientious - Dependable -Considerate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GROUP C : Cool -Theoretical - Observant -Logical - Analytical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
GROUP D : Enthusiastic - Imaginative - Responsive - Creative - Original	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## PERSONAL MOTIVATORS

Read the statements, and decide which is the most important (the most relevant) for you

**\*24. Needs and Motives : Is it important to you.....**

	1	2	3	4	5	6	7	8	9
To feel that you have really achieved something worthwhile and satisfying through your own work efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To get on, to keep climbing the ladder of success by continuing to be promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To make personal friends of work mates: to have many friends there, and be well liked.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To do your work as you see fit, setting your own priorities and making your own decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To develop your deeper understanding: to know the purpose of your life, and what you should be doing with it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To have your opinions sought and appreciated, and therefore to influence work decisions and changes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To have a substantial house and expensive possessions, arising from a high income.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be neat and systematic: to have a place for everything and everything in its place.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be able to use your authority to get people to do what you want them to do: to be the person very much in charge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**\*25. What would be the worst for you..... 1 for the WORST and 9 for the LEAST**

**'Worse'**

	1	2	3	4	5	6	7	8	9
To be in a position where you cannot bring any authority to bear. Others are in control.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To work in chaotic surroundings, so you have no choice but to work in a mess yourself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Never to have enough money to buy or do what you want.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No-one at work seems to care what you think or say, and your opinions and suggestions are usually ignored.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To feel you will never get to know the person you really are, nor why you are here, nor what it's all about.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decisions about your work are changed by others: you are regularly told what to do and how to do it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others see you as cold and aloof, and you are therefore not popular or well liked.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To miss out on a deserved promotion, and therefore to be held back in your advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To continuously do work that does not give you a sense of personal achievement, that does not challenge you to do your best.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Response Staffing

## Opinions and Work Philosophy

In this section you are asked to provide your opinions to a range of statements. For each item, choose "Agree" if you Agree with the statement, "Disagree" if you Disagree with it, and "In-between" if you have no particular strong feelings about the statement.

### \*26. Read the following statements : Do you Agree/ Disagree or In Between ?

	Agree	In Between	Disagree
I believe all laws should be strictly enforced, no matter what the consequences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like my life to be ordered and predictable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not always have my feelings under control	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not like to make a fuss at a cafe or restaurant, even if the food and service are very poor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Even during a disagreement, I am always calm and reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Under the right circumstances, I could enjoy falling into a swimming pool fully dressed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Many people just will not believe what is obviously true	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prefer to have rules and procedures to follow	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am inclined to act on the spur of the moment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel embarrassed and anxious if I take shoddy goods back to a store to complain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I cannot think of anyone I dislike or disapprove	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When travelling, I would rather take my chances than go with a conducted tour	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who oppose authority should be brought into line	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to have my work contain a minimum of surprises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a tendency to act in haste, repent at leisure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am an easy touch, and people take advantage of my co-operative nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No matter what might be the outcome, I always tell the truth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to be out of the rut, exploring new experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Genuine strong leaders deserve to be obeyed at all times	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If possible, I like to organise my work so that I always know what is coming next	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When aroused, I tend to say things I later regret	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From time to time I feel I should stand up for myself more than I do, and say what I really think	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I never talk about people behind their back	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my life in general, I thrive on variety and the unexpected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I really know what I am talking about, it irritates me when other people disagree with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As a rule, I do not like sudden change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am not as self controlled as I would like to be	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It seems to me I often end up doing things I do not really want to do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As a judge of other people I do not make mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I envy those who one day will explore strange worlds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### \*27. Read the following statements . Do you agree ? Disagree ? or In Between ?

	Agree	In Between	Disagree
Adults with an intellectual disability should not be required to do therapy activities or directed to learn new skills as they are not children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It would be acceptable to use your mobile phone to check the time at work if you do not have a watch.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is better to let a child have a toy they want in the shops rather than risk a tantrum or outburst behaviour and discuss the issue later at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parents should never raise their voices at children. Children need nurturing and freedom to develop not discipline and control.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A fast, healthy option for a quick meal is sausages, oven baked potato chips and some frozen vegetables	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors and Managers tend act in a bullying manner when they 'performance manage' staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees tend to act in a bullying manner towards supervisors when they are 'performance managed'	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Working Preferences

### 28. What type of work would best suit you ?

- Casual
- Permanent Part Time
- Permanent
- Contract - Fixed Term 3 months Full Time
- Franchise or Sub-Contractor - Self Employed
- Other (please specify)

### 29. What would your preferred working times be ? ie Monday - Friday/ Weekends etc 6am - 10pm

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## 30. Please indicate your availability :

- Sleepovers ( Sleep at a clients home - in your own room ) Includes an allowance and average of 4 - 6 hours paid time
- Live in Shift - 24 hours - Paid as an allowance ( not an hourly rate )
- Day Shifts 6am - 6pm
- Evening Shifts 6pm - 10pm
- Night Shifts 10pm - 6am
- Monday - Friday
- Saturday
- Sunday
- On Call - Short Notice
- Other (please specify)

## 31. What is your preferred work area ?

- Brisbane North ie Ferny Grove
- Brisbane South - ie Redbank
- Brisbane East - ie Wynnum
- Brisbane North West - ie Lawnton
- Moreton - Pine Rivers
- Moreton - Burpengary
- Caboolture
- Sunshine Coast - Nambour
- Sunshine Coast - Maroochydore
- Other (please specify)

## 32. What is your availability ?

- Immediate Start ( ie could start tomorrow !)
- 1 - 2 weeks
- Over 2 weeks
- Other (please specify)



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### 33. What type of facility would you prefer to work in ?

- Centre Based - Facility
- Home - Managed by an organisation
- Home - Clients own home
- Community Access based
- No Preference
- Other (please specify)