

**What is the purpose of this pre-hire assessment?**

The assessment is given to determine applicants' fit with St. Luke's Mission, Vision, and Values. To identify the best applicant for a position, it is important to look at an individual's work performance, experience, and behavioral characteristics. The combination of all three provides a comprehensive view of each applicant and allows us to make an informed decision during the selection process.

**When would I be asked to take the assessment?**

Should you be selected for an interview, following submission of your application, you would be asked to complete the CARE assessment as part of the screening and interview process.

**How do I take the assessment?**

Your Recruiter will notify you if you need to take the assessment. If you are required to take it, you will receive an email from CEB with a link to the assessment. After clicking on the link, you will be taken to CEB's website, where you will be presented with the CARE assessment.

**How long do I have to take the assessment?**

If you are prompted to take the assessment, you must take it within seven (7) days of completing your application. If you do not complete the assessment within this time period, your application will be closed and you will no longer be considered in the employment process. *It is highly recommended you take the assessment within 48 hour of receiving the link.*

**How long does the assessment take to complete?**

The assessment can be completed within 25 to 40 minutes.

**If I apply for multiple jobs, will I have to retake the assessment each time?**

No. Should you score well on the assessment, you will not need to take the assessment again. Your satisfactory score will follow you on subsequent applications.

**If I've already completed the assessment, will I need to re-take it?**

No. Should you score well on the assessment, you will not need to take the assessment again. Your satisfactory score will follow you on subsequent applications.

**What if I didn't score well on the assessment?**

You will be able to re-take the assessment following six (6) months..

**May I take the assessment on an iPad or other mobile device?**

Yes, may take the assessment on your iPad or mobile device.

**What if I don't have an e-mail account?**

You must have a valid email address in order to create an account with our online Career Center and apply for employment. You may sign up for a free account at the GMail™, Yahoo®, AOL® or Hotmail™ web addresses. Please note that we have no association with your chosen e-mail provider, nor do we endorse any provider.

**Who do I contact if I have technical problems while I am completing the assessment?**

Call CEB Technical Support: 1.800.966.0943 and press option 1 or visit CEB's website at <http://support.cebglobal.com/>.