

Shane Earn,

At Care Predictor, our goal is simple: to help you help others—more effectively.

This report is designed to give you a deeper understanding of your unique strengths and how they can be used to build stronger, more effective relationships with patients.

You'll gain insight into the qualities you naturally bring to caregiving, as well as opportunities for growth that can enhance your impact. Take time to explore your results, reflect on what you do best, and use the practical recommendations to take purposeful action—starting today



Behavioral Healthcare
Employee Development



About this report

The Care Predictor assessment measures the key skills and behaviors that drive a strong Therapeutic Alliance—the relationship between a therapist and patient that is widely regarded as one of the strongest predictors of successful outcomes in psychotherapy.

By assessing 21 distinct subdomains, the survey offers a detailed view of an individual's capacity to build and sustain this vital connection.

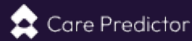
We hope the insights and tools provided here empower you to strengthen your own well-being—and enhance the care you provide to others.



Care Predictor

July 12, 2025

Shane's overall results



Growth
Opportunity

Balanced

Good

Excellent



Overview

Shane demonstrates remarkable emotional intelligence and interpersonal awareness, particularly evident in his exceptional capacity for emotional engagement and thoughtful interactions. His natural ability to remain non-controlling while maintaining strong self-assurance creates an environment where others feel respected and heard. The combination of his deep sensitivity and unwavering considerateness suggests an intuitive understanding of others' needs, making him particularly well-suited for caregiving roles.

While generally scoring above average across all dimensions, there are areas where Shane's profile indicates room for continued development. His attachment patterns suggest he might occasionally experience uncertainty in relationships, though this very awareness can lead to more intentional connection-building. His moderate sociability and flexibility scores reflect a balanced approach to social situations and adaptability, though strengthening these qualities could enhance his already substantial caregiving capabilities.

The assessment reveals numerous strengths that set Shane apart, including his profound empathy, patience, and strong interpersonal bonding capabilities. His high levels of creativity and compassion, combined with natural confidence and personability, create a foundation for meaningful connections with those in his care. These attributes, alongside his remarkable thoughtfulness and sensitivity, position him as someone who can provide nurturing support while maintaining professional boundaries. While there's always room for growth, Shane's profile reflects the qualities essential for excellence in caregiving.

Subdomain Summary: Core Strengths And Target Areas For Growth

Top five areas of strength

Assertiveness	● Excellent
Considerateness	● Excellent
Emotional Engagement	● Excellent
Non-Controlling	● Excellent
Self-Assuredness	● Excellent

Top five areas of improvement

Secure Attachment	● Growth Opportunity
Non-Anxious Attachment	● Growth Opportunity
Sociability	● Balanced
Flexibility	● Balanced
Approachability	● Good

Shane's Top 5 Areas of Strength

While everyone has unique signature strengths, research shows that many people lack clear self-awareness about them. Identifying your top strengths is just the beginning—take time to reflect on how each domain influences your behavior, mindset, and motivation.

1

Assertiveness

Score: Excellent

The ability to communicate directly and clearly while maintaining respect for others is fundamental to creating meaningful connections with clients. In the helping relationship, assertiveness enables care providers to establish and maintain appropriate boundaries, advocate effectively for client needs, and address challenging situations with confidence and professionalism. This attribute ensures that important concerns are addressed promptly and that communication remains clear and purposeful, particularly during difficult conversations.

When care providers excel in assertiveness, clients benefit from having a relationship characterized by clarity and mutual understanding. They experience greater confidence in the helping process because their provider can effectively communicate expectations, limitations, and necessary feedback. Clients also learn through observation how to advocate for themselves and express their needs appropriately, which supports their overall growth and development.

4

Non-Controlling

Score: Excellent

This attribute reflects the ability to support and guide while respecting client autonomy and self-determination. A non-controlling approach recognizes that sustainable change comes from within and that providers serve as facilitators rather than directors of client progress. This stance creates space for clients to develop their own insights and solutions, while ensuring they receive appropriate guidance when needed.

The benefits to clients are significant when working with providers who excel in being non-controlling. They experience the freedom to make their own choices while feeling supported rather than directed. This approach fosters independence, builds confidence, and helps clients develop trust in their own decision-making abilities, leading to more sustainable positive changes.

2

Considerateness

Score: Excellent

This attribute reflects a deep awareness of others' feelings, needs, and circumstances, creating an environment where clients feel valued and understood. A considerate approach involves careful attention to timing, pacing, and delivery of information while maintaining awareness of cultural differences and individual sensitivities. This thoughtful approach helps build trust and creates a safe space for clients to share their experiences, even during challenging moments.

Clients working with highly considerate providers experience a sense of being truly seen and respected. They feel comfortable expressing vulnerabilities because they trust their provider will respond with appropriate sensitivity. This environment of respect and understanding encourages clients to engage more fully in their care process and feel supported in their journey toward their goals, leading to more positive outcomes.

5

Self-Assuredness

Score: Excellent

A provider's confidence in their professional capabilities creates a foundation of stability and reliability in the helping relationship. This attribute reflects not just confidence, but also the wisdom to recognize limitations and seek appropriate consultation when needed. Self-assured providers maintain their professional stance even in challenging situations while remaining open to feedback and growth, modeling healthy professional boundaries.

Clients working with self-assured providers benefit from having a steady, reliable presence in their care journey. They gain confidence in the helping process because their provider demonstrates appropriate certainty in their role while maintaining humility and openness. This balanced approach helps clients feel secure while encouraging their own growth and development, ultimately leading to better engagement in services.

3

Emotional Engagement

Score: Excellent

The capacity to remain emotionally present and attuned while maintaining professional boundaries is crucial for building genuine connections. This attribute enables providers to demonstrate authentic care and interest in clients' experiences while managing their own emotional responses appropriately. It allows for meaningful interactions that go beyond surface-level exchanges while maintaining professional objectivity, even in complex situations.

Through skilled emotional engagement, clients experience a relationship that feels both professional and genuinely caring. They benefit from interactions where their emotional experiences are validated and understood, yet contained within appropriate professional boundaries. This balance helps clients feel supported while developing their own emotional regulation skills and resilience.

Shane's Top 5 Areas of Growth

Understanding your less-developed domains—and intentionally working to strengthen them—can lead to meaningful personal and professional growth. Reflect on how each domain may be shaping your behavior, decision-making, and relationship patterns, both positively and negatively. These insights will empower you to deepen your impact and provide even more effective support to your patients.

1 Secure Attachment

Score: Growth Opportunity

The ability to form stable, trusting relationships with clients is fundamental to providing effective care and support. When care providers demonstrate secure attachment patterns, they create an environment where clients feel safe to express their needs and concerns openly. This security allows for more authentic interactions and enables providers to maintain appropriate professional boundaries while still being emotionally available and responsive to clients' needs.

Consider exploring opportunities to strengthen your comfort with emotional closeness in professional relationships. This might involve reflecting on past experiences that may influence your current interaction patterns and gradually practicing more open engagement with clients while maintaining professional boundaries. Our team is here to support your growth in this area, and we can provide additional resources and mentoring to help you develop stronger secure attachment patterns.

4 Flexibility

Score: Balanced

Your balanced approach to adapting to changing situations serves you well in meeting diverse client needs. This ability to remain flexible while maintaining structure helps create a reliable yet responsive care environment. Your current level of flexibility allows you to adjust your approach when needed while maintaining consistent quality of care.

To build upon your existing flexibility, consider developing additional strategies for handling unexpected situations. This might include expanding your repertoire of problem-solving approaches or learning new ways to adapt your communication style to different client needs. While you're already demonstrating good flexibility, growing this skill can help you navigate increasingly complex situations with greater ease.

2 Non-Anxious Attachment

Score: Growth Opportunity

When interacting with clients, maintaining a calm and steady presence helps create an atmosphere of stability and trust. Anxiety in attachment patterns can sometimes manifest as uncertainty in professional relationships or difficulty maintaining consistent emotional availability. These patterns might impact how comfortable clients feel sharing their concerns or seeking support when needed.

Let's work together to develop strategies that help you feel more grounded in your client interactions. This could include practicing mindfulness techniques before client meetings, establishing clear professional boundaries, and developing a support system among colleagues. Remember that building secure attachment patterns is a journey, and it's okay to take small steps forward. We can arrange regular check-ins to discuss your progress and address any challenges you encounter.

5 Approachability

Score: Good

Your strong approachability score reflects your ability to create an environment where clients feel comfortable seeking support and sharing their concerns. This skill is particularly valuable as it helps break down initial barriers and facilitates more effective care relationships. Your natural ability to appear welcoming and accessible contributes significantly to positive client outcomes.

To maintain and enhance your approachability, continue to be mindful of non-verbal communication and active listening skills. Consider seeking feedback from colleagues about specific aspects of your approach that make you particularly accessible, and consciously incorporate these elements into your daily practice. Your strength in this area is an asset to our team, and we encourage you to share your insights with colleagues who might benefit from your experience.

3 Sociability

Score: Balanced

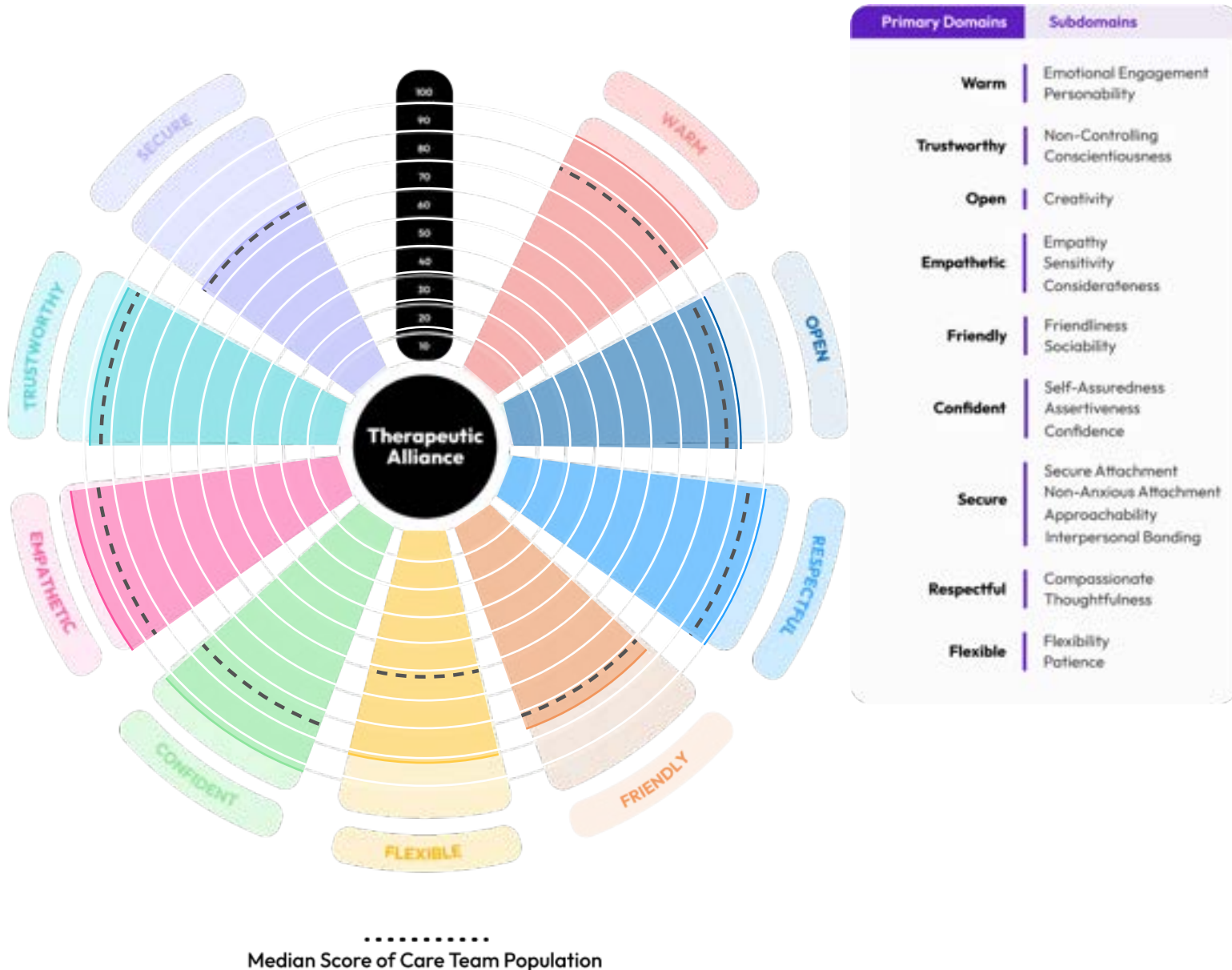
Your balanced approach to social interactions creates a welcoming environment while maintaining professional boundaries. This equilibrium allows you to connect meaningfully with clients while respecting their personal space and comfort levels. Your current level of sociability helps clients feel acknowledged and supported without feeling overwhelmed.

To further enhance your sociability skills, consider exploring different communication styles that might benefit various client personalities. You might find value in attending workshops on advanced communication techniques or participating in team activities that expose you to diverse interaction styles. While you're already showing strength in this area, continuing to refine these skills can make your client interactions even more effective.

Domain Insights Map

The 21 sub-domains encapsulate the emotional, cognitive, and relational factors that strengthen the Working Alliance between care providers and their clients, facilitating a collaborative and effective healing environment. The 21-sub-domains roll up to 9 primary domains that drive the overall Working Alliance.

This graph illustrates Shane's strengths in relation to those of his peers.



Attribute Definitions

Assertiveness

An assertive care provider is someone who confidently and directly communicates their observations, insights, and recommendations to their clients. They are firm yet respectful in their approach, ensuring that their clients understand the importance of the therapeutic process and the goals they are working towards. While assertive care providers provide guidance and direction, they also empower their clients to take ownership of their own growth and healing. They encourage clients to challenge themselves and take positive steps towards change.

Considerateness

A considerate care provider is someone who embodies empathy, understanding, and professionalism in their practice. A considerate therapist listens actively to their clients without judgment. They strive to understand their clients' perspectives, emotions, and experiences. They create a safe and supportive environment where clients feel free to express themselves without fear of being judged. They understand that everyone's experiences and feelings are valid.

Emotional Engagement

Refers to the care provider's ability to establish and maintain meaningful connections with clients on an emotional level. It involves actively empathizing with clients, understanding their emotions, and effectively communicating empathy and support. Care providers who demonstrate high levels of emotional engagement are attentive to clients' emotional needs, demonstrate genuine concern for their well-being, and foster a safe and trusting environment for open communication. They are sensitive to the unique experiences and challenges faced by each client and are skilled at providing empathetic responses and validation. Emotional engagement is essential in building a strong therapeutic alliance, promoting client trust and engagement, and facilitating positive outcomes in behavioral healthcare interventions.

Non-Controlling

A care provider with non-controlling behavior is able to engage with clients without exerting undue influence or manipulation. They provide genuine empathy, respect for autonomy, and a sincere commitment to the client's well-being, rather than seeking to fulfill personal agendas or desires. These care providers utilize active listening, collaboration, and a willingness to adapt approaches to meet the unique needs and preferences of each client. They understand that fostering a healthy therapeutic alliance is built on trust, transparency, and mutual respect, rather than coercion or manipulation.

Self-Assuredness

Self-assured care providers exemplify confidence, resilience, and leadership within their therapeutic roles. Care providers who exhibit high levels of self-assuredness are able to navigate challenging situations with ease, demonstrating assertiveness, self-confidence, and a strong sense of self-worth. They possess the belief in their abilities to effectively lead and guide both their colleagues and clients through therapeutic processes. Additionally, they exhibit a capacity to manage potential fears of embarrassment or intimidation, allowing them to maintain a steady and composed demeanor in the face of uncertainty or adversity, ultimately fostering trust and stability within the therapeutic alliance.

Attribute Definitions

Secure Attachment

A care provider who has a high level of secure attachment has a healthy and balanced approach to relationships characterized by trust, intimacy, and autonomy. Due to their own secure attachment style, they are able to provide consistent and sensitive support, validation, and empathy to their clients. Consequently, this care provider fosters a sense of safety and stability, enabling clients to explore their emotions, thoughts, and behaviors more openly and effectively. A care provider with a secure attachment style is not conflicted internally and is therefore attuned to the needs of their clients, responsive to their cues, and establishes clear boundaries while maintaining a nurturing and supportive environment.

Non-Anxious Attachment

The higher a care provider's non-anxious attachment style, the less likely they are to feel overwhelmed by their clients' emotions and needs. Care providers with less anxious attachment do not fear abandonment or rejection nor do they struggle with setting and maintaining appropriate boundaries with their clients. They also do not seek validation and reassurance from their clients, which can be detrimental to the therapeutic alliance and process. Caregivers without overly anxious attachment styles are also at lower risk of burning out due to their ability to manage their own emotions effectively.

Sociability

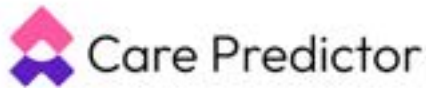
A sociable care provider is someone who possesses both nurturing qualities and a natural inclination towards social interaction. They excel in providing care and support while also enjoying engaging with others in various social settings. Unlike some care providers who may prefer solitude, a sociable caregiver is outgoing and enjoys being around people. They thrive in social situations and are energized by interacting with others. Sociable care providers have a knack for building rapport and forming meaningful connections with both those they care for and their families. They establish trust quickly and create a comfortable and supportive environment for all involved.

Flexibility

Flexibility refers to the care provider's ability to adapt their approach and interventions to meet the unique needs, preferences, and changing emotional states of the client. It involves being responsive to the client's feedback, modifying therapeutic techniques when necessary, and being open to exploring different perspectives and pathways within therapy. This adaptability helps maintain a collaborative and effective relationship, fostering trust and a sense of safety in the therapeutic process.

Approachability

An approachable care provider is someone who is easy to talk to, empathetic, and creates a comfortable environment for those they care for. An approachable care provider exudes warmth and friendliness. They greet those under their care with a genuine smile and welcoming demeanor, instantly putting them at ease. An approachable care provider is readily available and accessible to those they care for. They make themselves approachable for discussions, inquiries, or simply for companionship, ensuring that individuals feel comfortable seeking assistance whenever needed.



Turn insight into action—and build stronger teams.

Care Predictor empowers behavioral health organizations to hire and develop talent with science-backed assessments, engagement surveys, and growth-focused development tools. Designed to reveal potential, reduce bias, and improve outcomes, our platform helps you attract, engage, and retain the right people—at every stage of the employee journey.

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