SAFETY CHECK

SELECT

Sam Sample

Introduction

🔍 The Assessment

Safety Check measures the personal characteristics that help to predict unsafe behaviour in the workplace. It is based on a body of research that, over time, has revealed the personality preferences and abilities that tend to predict an increased likelihood of workplace accidents, injuries, risky behaviour, or noncompliant work practices. Safety Check is intended as a tool that can help organisations create safer workplaces.

📋 The Report

This report has been designed to support interview and reference checking processes. The report presents Sam's profile results and provides probing interview questions to help users elicit information about their preferences, past behaviour and performance.

🔒 Private and Confidential

This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

📋 Waiver

Safety Check is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare respondent results. As a guide, scores of 1 to 3 indicate a strong preference for the low-end of the scale, while scores of 5 to 6 indicate no preferences for either end of the scale, and scores of 8 to 10 indicate a strong preference for the high-end of the scale.

Scale Ranges

Low | Moderate - Low | Moderate | Moderate - High | High

1 2 3 4 5 6 7 8 9 10
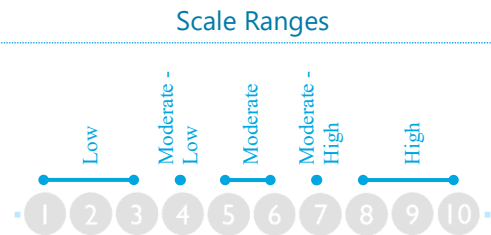
Comparison Group (Norm)

Sam's results have been compared against the following norm groups.

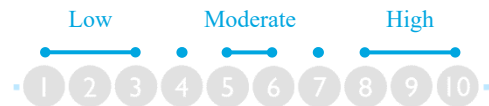| Assessment	Name	Size
Safety Perspectives	International Participants	405
Comprehension of Situational Safety	International Participants	13137
Information Checking	International Participants	2178
Understanding Instructions	International Participants (2020)	750

Impression Management

The impression management indicators would suggest that Sam was happy to present themselves openly, honestly and without wishing to project a positive or distorted image of themselves.

Profile Summary

Detailed below is a summary of Sam's results. What this means on-the-job is detailed more fully in the remainder of this report.

Low	Moderate	High

1 2 3 4 5 6 7 8 9 10

Safety: Personality

Safety Conscientiousness — 5

Safety Compliance — 5

Safety Motivation — 5

Safety Composure — 3

Safety Confidence — 4

Safety: Ability

Comprehension of Situational Safety — 10

Information Checking — 5

Understanding Instructions — 5

Attention to the Task — 6

Average Safety Scores

1 2 3 4 5 6 7 8 9 10

Personality — 4

Ability — 6

Overall — 5

Results in Detail

Safety: Personality

Safety Conscientiousness

- No more or less conscientious than many, Sam is likely to be as driven to succeed as most but is likely to also be able to recognise when a task is beyond their influence.
- No more likely than many to ignore protocol or regulation, they should display the necessary self-discipline to deliver their obligations or commitments.

Safety Compliance

- Sam may be reasonably interested in understanding how people's feelings affect decision making.
- They may make an effort to look at an issue from multiple angles.
- While they should appreciate a harmonious workplace, Sam may still recognise conflict as a normal part of day-to-day interactions.
- Having a balanced regard for others makes them less likely to engage in behaviours that endanger the wider group.

Safety Motivation

- Sam's profile indicates that they are as motivated towards safe workplace behaviour as most people.
- They are likely to be as safety-conscious as most people.
- In addition to this, they are as likely to avoid engaging in risky behaviour as most people.

Safety Composure

- Sam may get easily overwhelmed when under pressure.
- They may be overly sensitive to personal criticism.
- They may struggle to pick themselves up in the face of setbacks.
- They may find it difficult to mask their feelings when things don't go as planned.

Safety Confidence

- Sam profiles as being slightly more self-doubting than the average person.
- They may downplay their achievements.
- They are more likely than some others to worry about what could go wrong.
- They may lose some confidence when things get tough.

Legend: *Reflect low scores*   *Reflect moderate scores*   *Reflect high scores*

podium

Safety: Ability

Comprehension of Situational Safety

- Sam's Comprehension of Situational Safety score is within the well above average range when compared to the reference group and suggests that they should have a high level of natural or innate ability.
- Scoring in this range suggests that Sam should be quick to grasp new and complex concepts which are outside of their previous experience and may require a stimulating role in order to keep themselves motivated.

Information Checking

- Sam's performance on the checking test places them in the within the average range when compared to the norm group. Their ability to perceive similarities and differences in sets of data is typical of this group.
- While they should have little difficulty completing tasks that require attention to detail of a day-to-day nature, they may prefer to have more time when checking the accuracy of more complex information.

Understanding Instructions

- Sam's ability to understand instructions in different written and graphical forms is within the average range when compared to the reference group.
- Scoring in this range, they should have little difficulty understanding safety instructions of a day-to-day nature, though they may prefer to have more time when working to understand more complex information.

Attention to the Task

- Sam's ability to remain focused on the task at hand and is within the average range when compared to the reference group.
- Scoring in this range, they are not likely to be more distractible or exhibit lapses that could imperil safety than most people.

Legend: *Reflect low scores*   *Reflect moderate scores*   *Reflect high scores*

Interview Prompts

The following questions have been designed to support the interview and reference checking process for Sam by attempting to elicit information about their preferences, past behaviour and performance. Use the interview questions as a guide to probe Sam's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

Safety: Personality

Safety Conscientiousness

A balance between being spontaneous and orderly.
- Tell me about a time when you felt that outdated rules and procedures got in the way of your work. What did you do?
- Give an example where loose planning or cutting corners was necessary to get the job done. What have you learnt from that situation?

Safety Compliance

A balance between being defiant and compliant.
- Give me an example of a time when you found certain changes or developments in the workplace to be unnecessary. Why was this and what did you do?
- Tell me about a time when you decided it was best to comply with rules you disagreed with. What were the rules and how did you come to your decision?

Safety Motivation

A balance between safe workplace behaviour and risk taking.
- Tell me about a time when you avoided taking risks at work? What were the risks and what was the outcome?
- Give me an example of waning others of taking risks at work? What did you warn them of and what was the outcome?

Safety Composure

Much more reactive than average.
- Describe a pressured situation in which you were pushed to the limit.
- What are some of the tactics you use to keep your emotions in check? Provide an example of where you have used these to good effect.

Safety Confidence

More apprehensive than average.
- What has been your most recent setback at work? What did you learn from the situation?
- Explain how you are committed to continuous learning. What specifically have you done to step outside your comfort zone in recent times?

Notes

Safety: Ability

Comprehension of Situational Safety

Above average ability to comprehend situational safety.

- Describe a time when you were able to solve a problem by looking beyond the obvious facts.
- Tell me about a time when your ability to see connections between things helped you solve a problem in a unique way.
- Give me an example of a time when you put something you learned to good use.

Information Checking

Average checking ability.

- Give me an example of when your attention to detail helped you avoid making a mistake at work.
- What strategies do you utilise to maintain focus on long and detailed tasks?
- Tell me about a time when you made a mistake. How did you respond and what did you do afterwards?

Understanding Instructions

Average ability to understand instructions.

- Give me an example of a time when you needed to work with particularly complex instructions. What did you do to cope?
- Are there any methods of presenting information (e.g. written, visual) that you are more comfortable with?

Attention to the Task

Average attention to the task.

- Give me an example of a time when you worked on a complex and attention sensitive task that was not particularly engaging?
- How did you avoid getting distracted?

Notes