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SAFETY CHECK SELECT

Pat Participant

February 2022



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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 Pat's profile results and provides probing interview questions to help users elicit information about his 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).

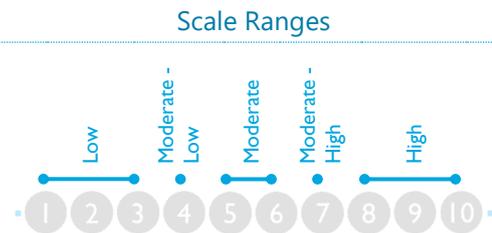


Waiver

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.



Comparison Group (Norm)

Pat'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 Pat was happy to present himself openly, honestly and without wishing to project a positive or distorted image of himself.

Profile Summary

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



Safety: Personality



Safety: Ability



Average Safety Scores



Results in Detail

Safety: Personality



Safety Conscientiousness

- Pat may be seen as relaxed and informal, having an easy going and unflustered demeanour.
- Perhaps feeling less bound than some by what he may see as unnecessary rules or protocols, Pat may live by the motto 'the end justifies the means', although he is unlikely to dismiss rules and regulations out of hand.
- He may not always meet deadlines and small details are unlikely to be seen as relevant to him.



Safety Compliance

- Pat profiles as being comfortable with conflict.
- Having a slightly less conforming nature than most people, Pat may not be as inclined as most to comply with established safety protocols.



Safety Motivation

- Pat's profile indicates that he is as motivated towards safe workplace behaviour as most people.
- He is likely to be as safety-conscious as most people.
- In addition to this, he is as likely to avoid engaging in risky behaviour as most people.



Safety Composure

- Pat may manage his frustrations and emotions as well as most people.
- He may be reasonably effective at handling personal criticism without losing his cool.
- Pat's capacity to handle pressure may be dependent on the circumstances.
- Under prolonged pressure, he may over-react.



Safety Confidence

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

Legend:



Reflect low scores



Reflect moderate scores



Reflect high scores

Safety: Ability



Comprehension of Situational Safety

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



Information Checking

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



Understanding Instructions

- Pat's ability to understand instructions in different written and graphical forms is within the well above average range when compared to the reference group.
- Scoring in this range suggests that he should be more capable than most people of understanding instructions in complex sets of data and be able to quickly and accurately follow those instructions.



Attention to the Task

- Pat'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, he is 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 Pat by attempting to elicit information about his preferences, past behaviour and performance. Use the interview questions as a guide to probe Pat's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

Safety: Personality

Safety Conscientiousness	 <p>More spontaneous than average.</p> <ul style="list-style-type: none"> 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	 <p>More rebellious than average.</p> <ul style="list-style-type: none"> 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	 <p>A balance between safe workplace behaviour and risk taking.</p> <ul style="list-style-type: none"> 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 warning others of taking risks at work? What did you warn them of and what was the outcome?
Safety Composure	 <p>A balance between being reactive and composed.</p> <ul style="list-style-type: none"> Describe a pressured situation in which you were pushed to the limit. Give an example that highlights your ability to remain resilient under pressure.
Safety Confidence	 <p>More apprehensive than average.</p> <ul style="list-style-type: none"> 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



Above 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