

SQ

SAFETY QUOTIENT™



EMPLOYER REPORT
For Hiring, Training & Coaching

Sample Report - John Doe

May 25, 2015



Safety Personality Defined

- This section is a summary of the individual's **safety-related personality traits** calculated from the assessment questionnaire.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

SQ™ Score:

Mr. John Doe's primary traits:

52

- Scores range from 0 to 100
- Lower scores tend to be riskier
- Higher scores tend to be safer

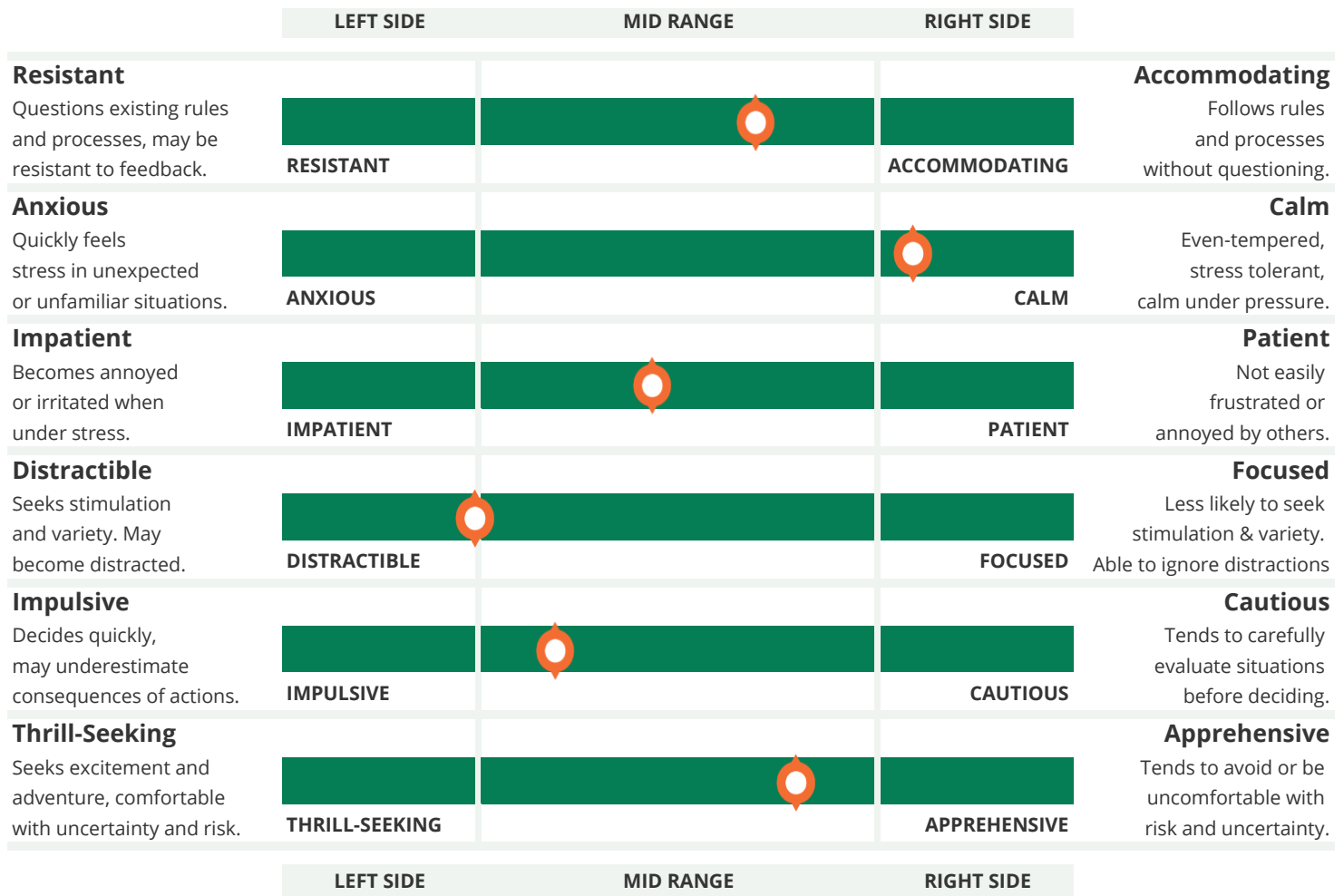
Calm

Distractible

Impulsive

These are the most extreme scores from the personality profile below.

Mr. John Doe's Safety Personality Profile:



65 Mr. John Doe's Validity Score:

- If the validity score is below 15:
- Interpret the results above with caution
 - Participant may have chosen his/her answers to appear unrealistically favorable
 - Verify results with interview and reference



Marker:

Represents this person's results. The average results of working adults is at the middle point of each dimension.

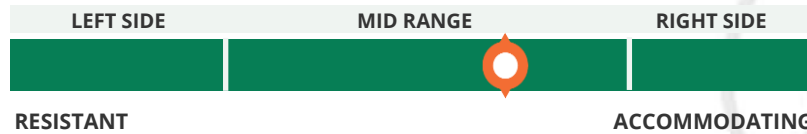
Disclaimer:

We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

Dimension 1: Resistant vs. Accommodating

Resistant

Questions existing rules and processes, may be resistant to feedback.



Accommodating

Follows rules and processes without questioning.

Mr. John Doe scored in the Mid Range of Resistant vs. Accommodating.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score in the mid range have an average level of openness to re-training, new ideas, coaching and generally accept existing rules and processes.

Positive aspects of how Mr. John Doe scored:

- Generally open to coaching and re-training
- Comfortable working within set guidelines
- Follows standard operating procedures

Safety risks and tips for managing Mr. John Doe:

- May not always inform others when standard procedures aren't appropriate
- Would benefit from knowing the reasons behind rules and the consequences of ignoring them
- May hesitate to stop and question things

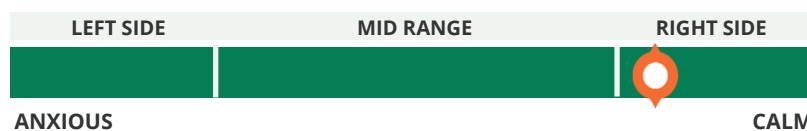
Suggested Interview Questions to probe "Fit"

- Tell me about a situation where you felt that if you followed standard rules and procedures it might be unsafe. How did you handle the situation? Did you tell anyone?
- Tell me about a time when you were supposed to follow rules or regulations that you thought were unnecessary. What was the situation and what did you do?

Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar situations.



Calm

Even-tempered, stress tolerant, calm under pressure.

Mr. John Doe scored on the Right Side of Anxious vs. Calm.

This area measures a person's ability to handle stress and think clearly under stress and pressure. People who score on the right side tend to be calm and confident under stress and pressure.

Positive aspects of how Mr. John Doe scored:

- Able to think clearly under pressure
- Able to stay calm in stressful situations
- Would be a calming influence on other team members

Safety risks and tips for managing Mr. John Doe:

- May not display signs of stress or fatigue outwardly
- Others may mistake calmness for a lack of enthusiasm
- May prefer to wait before taking action in some situations

Suggested Interview Questions to probe "Fit"

- Give me an example of a time when you were under pressure to make a quick decision at work. What was the situation and what did you do?
- Give me an example of a time when you had to decide what to do extremely quickly in order to avoid an accident. Describe the situation in detail.

Dimension 3: Impatient vs. Patient

Impatient

Becomes annoyed or irritated when under stress.



Patient

Not easily frustrated or annoyed by others.

Mr. John Doe scored in the Mid Range of Impatient vs. Patient.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score in the mid range can usually handle stress without becoming annoyed or irritated by others.

Positive aspects of how Mr. John Doe scored:

- Would respond well to positive feedback
- Will likely be even-tempered under typical job stress
- Will generally be a supportive team member

Suggested Interview Questions to probe "Fit"

- Give me an example of a work situation where you let someone know that their behavior was unacceptable. What was the situation?
- Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?

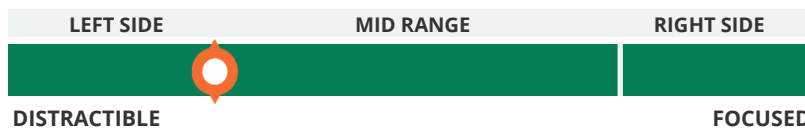
Safety risks and tips for managing Mr. John Doe:

- When under extreme stress, may become annoyed by others
- Should be encouraged to speak up if something is bothering him/her
- Would not usually take others' behavior personally

Dimension 4: Distractible vs. Focused

Distractible

Seeks stimulation and variety. May become distracted.



Focused

Less likely to seek stimulation and variety. Able to ignore distractions.

Mr. John Doe scored in the Mid Range of Distractible vs. Focused.

This area measures a person's level of focus and their need for variety and stimulation. People who score in the mid range can usually stay focused without becoming distracted or bored.

Positive aspects of how Mr. John Doe scored:

- Able to remain focused and alert
- Can remain mindful of details
- Not likely to become bored or distracted easily

Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to do boring or tedious work. What was the situation and what did you do to stay focused?
- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.

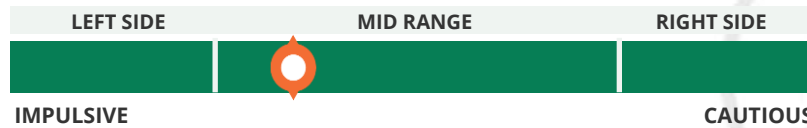
Safety risks and tips for managing Mr. John Doe:

- Would benefit from having some variety in tasks
- Comfortable when circumstances change
- May become restless or bored after long periods of repetitive work

Dimension 5: Impulsive vs. Cautious

Impulsive

Decides quickly, may underestimate consequences of actions.



Cautious

Tends to carefully evaluate situations before deciding.

Mr. John Doe scored in the Mid Range of Impulsive vs. Cautious.

This area measures a person's level of caution when making decisions. People who score in the mid range have an average level of caution and usually evaluate their decisions before acting.

Positive aspects of how Mr. John Doe scored:

- Able to take quick action in unusual situations
- Will consider possible negative consequences of actions
- Not likely to need frequent compliance monitoring

Safety risks and tips for managing Mr. John Doe:

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made

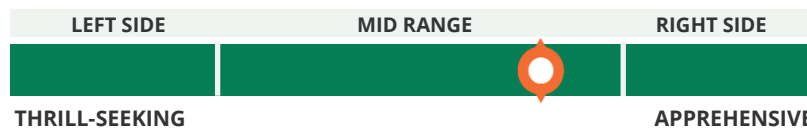
Suggested Interview Questions to probe "Fit"

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
- Give me an example when you rushed while doing something and made a mistake as a result. What was the situation and how did it turn out?

Dimension 6: Thrill-Seeking vs. Apprehensive

Thrill-Seeking

Seeks excitement and adventure, comfortable with uncertainty and risk.



Apprehensive

Tends to avoid or be uncomfortable with risk and uncertainty.

Mr. John Doe scored in the Mid Range of Thrill-Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score in the mid range have an average level of excitement seeking and usually do not prefer risk taking and uncertainty.

Positive aspects of how Mr. John Doe scored:

- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of acceptable risks
- Able to recognize risks that can be avoided

Safety risks and tips for managing Mr. John Doe:

- May benefit from help in recognizing risks he/she may overlook
- May not always recognize when risks should not be tolerated
- May become bored with tasks that he/she has

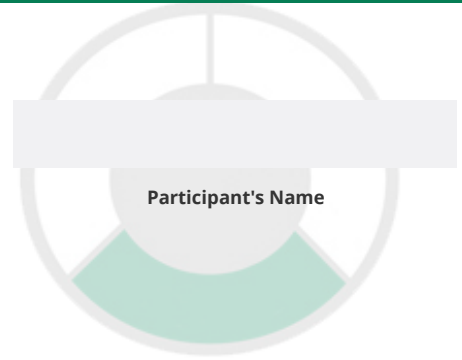
Suggested Interview Questions to probe "Fit"

- Tell me about a time when you were doing work that you thought was risky. What was the situation and how did you react to it?
- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.



I, _____, will follow up with _____

Your Name



Participant's Name

on the following areas for improvement:

Behavior 1:

Behavior 2:

Follow-up date:

EMPLOYER SIGNATURE

(Your Name)

(Your Signature)

(Date)

Recommended re-assessment date for Mr. John Doe:

November 25, 2015



ABOUT SAFETY QUOTIENT™

SQ™ DEFINED

SQ™ is an assessment tool that measures the key personality factors linked to safety outcomes in the workplace

SAFETY SELF-AWARENESS

Safety Self Awareness is the process of understanding and recognizing how an employee's thoughts, feelings, and behaviors affect safety outcomes.



About this Report

Purpose

- Summarize employee's safety risk profile & coaching consideration

Content

- Safety Personality Profile
- Risks & coaching tips
- Interview questions
- Follow up form

Keep in mind - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)