

SQ

**SAFETY  
QUOTIENT™**



**PARTICIPANT REPORT**  
For Self-Coaching & Self-Awareness

**Sample Report - John Doe**

May 25, 2015



## Safety Personality Defined

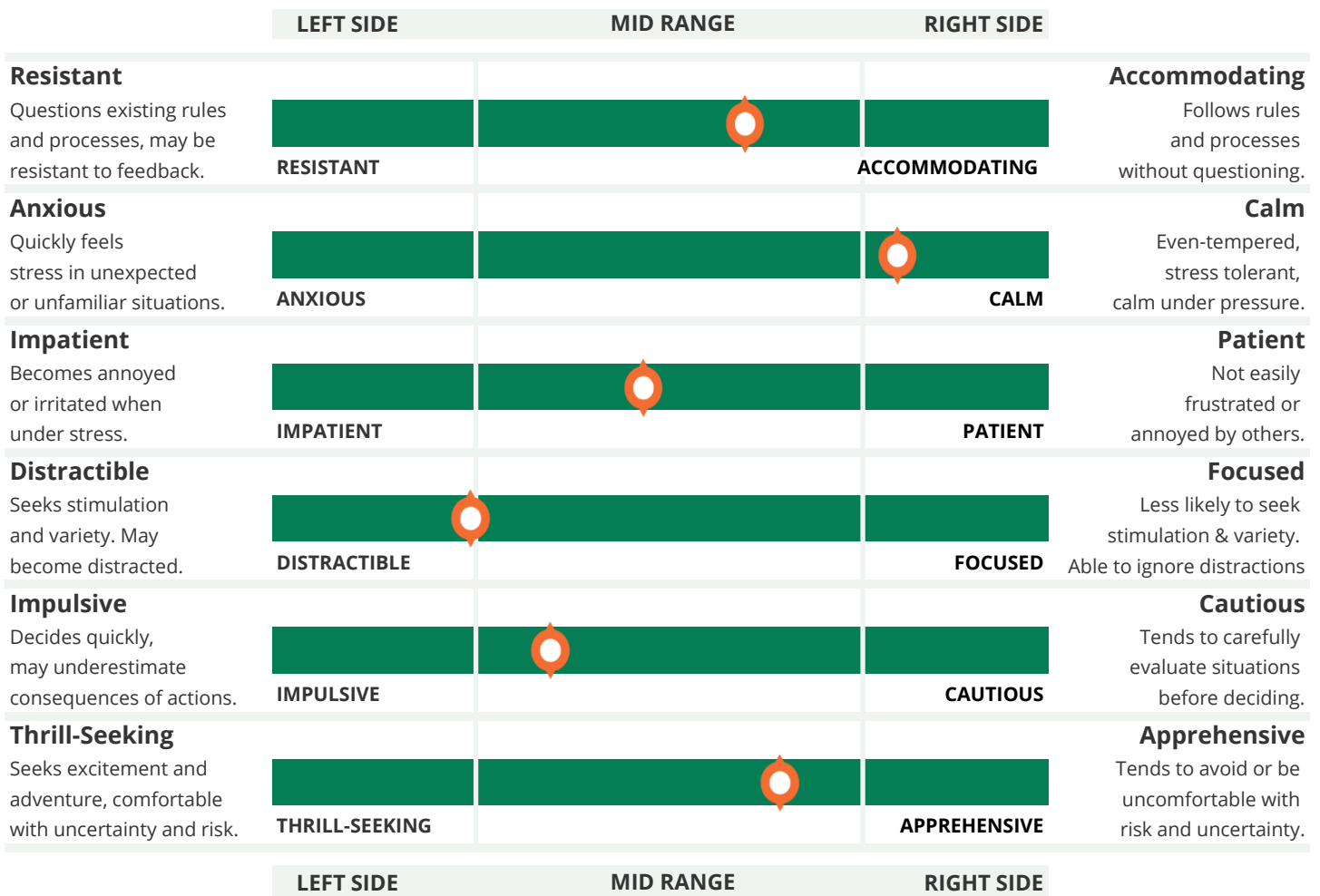
- This section is a summary of your **safety-related personality traits** calculated from the assessment you completed.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing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

## Your Primary Traits



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

## Your Safety Personality Profile:

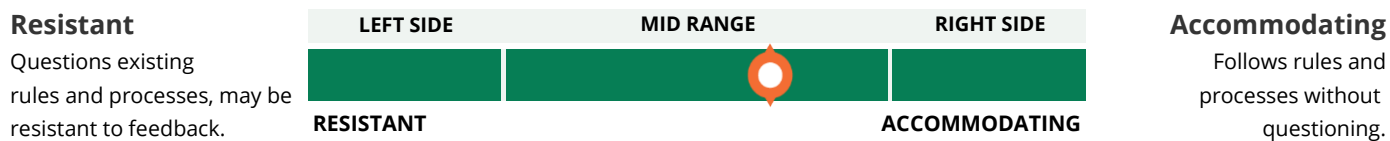


The marker represents your results. The average results of working adults is at the middle point of each dimension.

**Disclaimer:**

We cannot predict the occurrence of specific incidents. We can only predict the probability that people will engage in certain behaviors which, if they persist, will increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.

## Dimension 1: Resistant vs. Accommodating



### You scored in the MID RANGE.

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 you scored:

- You're comfortable working within existing rules & procedures
- You respect policies and rules
- You're comfortable questioning how things are done

#### Risk areas and self-coaching tips for you:

- It's ok to stop and question things if you need to
- Ask your supervisor if you want to know the reasons for rules
- Give your improvement ideas to your supervisor, not your co-workers

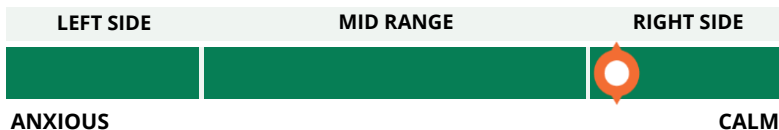
### Consider **Resistant vs. Accommodating** and think of how it applies to you:

Please think of an example of where being Resistant vs. Accommodating contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I don't stop and question things even if a policy or procedure doesn't seem right for a situation.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should stop and ask my supervisor when things don't seem right, even when I'm already following standard procedures.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

## Dimension 2: Anxious vs. Calm

### Anxious

Quickly feels stress in unexpected or unfamiliar situations.



### Calm

Even-tempered, stress tolerant, calm under pressure.

### You scored on the RIGHT SIDE.

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 you scored:

- You're able to think clearly and make good decisions under pressure
- You can be effective in situations where you need to stay calm in stressful situations
- You would be a calming influence on other team members

#### Risk areas and self coaching tips for you:

- Let others know when you are stressed since you may not show it
- Volunteer for tasks that require thinking clearly under pressure
- Keep in mind that you have to react immediately in urgent situations

### Consider **Anxious vs. Calm** and think of how it applies to you:

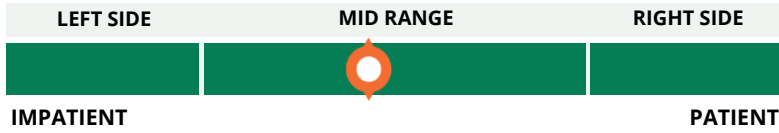
Please think of an example of where being Anxious vs. Calm contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I tend to procrastinate tasks because I know it will all work out in the end. This causes some last minute panic though when I'm rushing.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should make a point to notice when a task is more urgent so it gets the immediate attention it needs.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>



### Dimension 3: Impatient vs. Patient

**Impatient**

Becomes annoyed or irritated when under stress.



**Patient**

Not easily frustrated or annoyed by others.

**You scored in the MID RANGE.**

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 you scored:**

- You respond well to positive feedback
- You can stay even-tempered under typical job stress
- You will be a supportive team member

**Risk areas and self coaching tips for you:**

- Help others by being a supportive team member
- Don't avoid correcting the unsafe behavior of other team members
- You may become more critical of others' behavior when under stress

**Consider Impatient vs Patient and think of how it applies to you:**

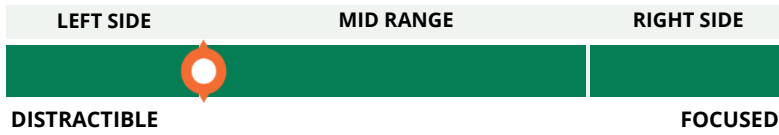
Please think of an example of where being Impatient vs. Patient contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get really annoyed when I'm trying to focus and I get interrupted. This happens often with a worker who is too talkative.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should let others know not to interrupt me unless it's important. If I get interrupted anyway I shouldn't take it personally and get mad.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>



### 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.

### You scored in the MID RANGE.

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 you scored:

- You're able to remain focused and alert
- You can remain mindful of details
- You won't usually become bored or distracted easily

#### Risk areas and self coaching tips for you:

- You may become bored when doing long stretches of repetitive work
- Ask your supervisor for occasional variety in your tasks
- Organize yourself fully before and after tasks

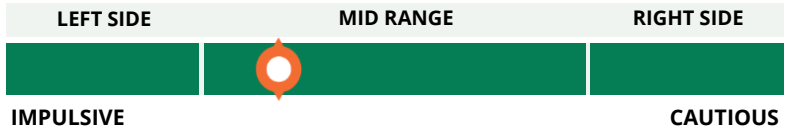
### Consider **Distractible vs. Focused** and think of how it applies to you:

Please think of an example of where being Distractible vs. Focused contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: A few weeks ago I had to do the same task over and over and I got so bored that my mind started wandering. I almost made a few mistakes because I wasn't paying close attention.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I could talk to my supervisor about assigning me different types of work more often so I can get more variety in my work.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

**Dimension 5: Impulsive vs. Cautious**

**Impulsive**

Decides quickly, may underestimate consequences of actions.



**Cautious**

Tends to carefully evaluate situations before deciding.

**You scored in the MID RANGE.**

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 you scored:**

- You're able to take immediate action in unusual situations
- You usually consider the possible negative consequences of your actions
- You'll learn from your mistakes

**Risk areas and self coaching tips for you:**

- Watch that you don't rush and take unsafe risks
- Always consider possible negative consequences of your actions
- Remember that sometimes it's best to take immediate action

**Consider Impulsive vs. Cautious and think of how it applies to you:**

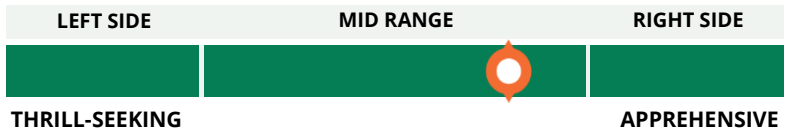
Please think of an example of where being Impulsive vs. Cautious contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I tend to rush sometimes and take risks I shouldn't. Last week I was up on a ladder and I used the top step to get something just out of my reach. I almost fell off.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should have taken the time to get a higher ladder. I should stop and think about what could go wrong so I don't put myself in a risky situation.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>



### 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.

### You scored in the MID RANGE.

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 you scored:

- You're open to trying new ways of completing tasks
- You're not likely to be fearful of taking reasonable risks
- You're able to recognize risks that can be avoided

#### Risk areas and self coaching tips for you:

- You may benefit from getting help from team members to recognize risks you may overlook
- You may not always recognize when risks should not be tolerated
- You may become bored with tasks that you have already mastered

### Consider Thrill-Seeking vs. Apprehensive and think of how it applies to you:

Please think of an example of where being Thrill-Seeking vs. Apprehensive contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: Last week I had to do some high altitude work and it bothered me. I kept thinking about all the things that could have gone wrong and I couldn't focus and do good work.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: If a risky task is uncomfortable for me I can ask my supervisor to switch my tasks with another worker.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>









1. I acknowledge that my number one priorities while working on behalf of this company are:

- My personal safety and the well being of those who work for, with or around me
- The protection of the environment
- Compliance with all applicable security regulations

2. I commit to taking the action steps outlined in Part C: Creating Your Action Steps to improve my personal safety and the safety of others.

Behavior 1:

Behavior 2:

3. I agree to provide progress updates to my supervisor at all future reviews that will include:

- a. Progress reports against my goals of improving the two safety behaviors I described in **Part C: Creating Your Action Steps.**
- b. Any challenges I am facing in meeting my improvement goals and what I am doing to address these challenges.
- c. Any incidents of high risk behavior I've engaged in.
- d. Any help or assistance I need in meeting my improvement goals.

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*(Your Name)*

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*(Supervisor Name)*

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*(Your Signature)*

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*(Supervisor Signature)*

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*(Date)*

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*(Date)*



## 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 your thoughts, feelings, and behaviors affect safety outcomes on the job.



## About this Report

### Purpose

- Summarize your Safety Personality Profile and self-coaching suggestions

### Content

- Your Safety Personality Profile
- Self-coaching tips to improve safety
- Workbook for Safety Self-Awareness
- Your commitment

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

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