SAFETY QUOTIENT™

EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

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June 20, 2017

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:

Kelly Sample's primary traits:

41	• Scores range from 0 to 100 • Lower scores tend to be riskier • Higher scores tend to be safer	Impatient	Apprehensive	Resistant

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

Kelly Sample's Safety Personality Profile:

	LEFT SIDE	MID RANGE	RIGHT SIDE	
Resistant Questions existing rules and processes, may be resistant to feedback. RESISTANT	●			**Accommodating** Follows rules and processes without questioning. ACCOMMODATING
Anxious Quickly feels stress in unexpected or unfamiliar situations. ANXIOUS		●		**Calm** Even-tempered, stress tolerant, calm under pressure. CALM
Impatient Becomes annoyed or irritated when under stress. IMPATIENT	●			**Patient** Not easily frustrated or annoyed by others. PATIENT
Distractible Seeks stimulation and variety. May become distracted. DISTRACTIBLE		●		**Focused** Less likely to seek stimulation & variety. Able to ignore distractions FOCUSED
Impulsive Decides quickly, may underestimate consequences of actions. IMPULSIVE		●		**Cautious** Tends to carefully evaluate situations before deciding. CAUTIOUS
Thrill-Seeking Seeks excitement and adventure, comfortable with uncertainty and risk. THRILL-SEEKING			●	**Apprehensive** Tends to avoid or be uncomfortable with risk and uncertainty. APPREHENSIVE
	LEFT SIDE	MID RANGE	RIGHT SIDE	

Kelly Sample's Validity Category:

Acceptable

If the validity category is "Caution":
• Interpret the results above with caution
• Verify results with interview and reference questions

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.

LEFT SIDE	MID RANGE	RIGHT SIDE

RESISTANT   **ACCOMMODATING**
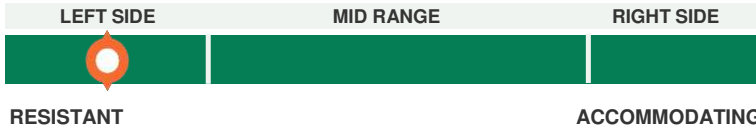
Accommodating
Follows rules and processes without questioning.

Kelly Sample scored on the Left Side of Resistant vs. Accommodating.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score on the left side tend to question rules or processes and may be resistant to new ideas, re-training or coaching.

Positive aspects of how Kelly Sample scored:
• Able to point out areas for improvement
• Would not hesitate to stop and question things
• Would inform others when standard procedures aren't appropriate

Safety risks and tips for managing Kelly Sample:
• Would benefit from knowing the reasons behind rules and the consequences of ignoring them
• May need extra time to adapt to changes in routine or rules
• Monitoring of compliance may be necessary, especially with new rules and regulations

Suggested Interview Questions to probe "Fit"
• Tell me about a time when you needed to "bend the rules" in order to meet a deadline or complete a job. What was the situation and what was the result?

• Give me an example of a time when you had to go through re-training or re-learning and let go of old habits. Describe the situation in detail.

Dimension 2: Anxious vs. Calm

Anxious
Quickly feels stress in unexpected or unfamiliar situations.

LEFT SIDE	MID RANGE	RIGHT SIDE

ANXIOUS   **CALM**

Calm
Even-tempered, stress tolerant, calm under pressure.

Kelly Sample scored in the Mid Range of Anxious vs. Calm.

This area measures a person's ability to handle stress and think clearly under pressure. People who score in the mid range can usually handle stress well when in unexpected, uncomfortable or unfamiliar situations.

Positive aspects of how Kelly Sample scored:
• Able to work effectively when under normal levels of stress
• Seen as balanced and stable
• Receptive to feedback and coaching

Safety risks and tips for managing Kelly Sample:
• Would benefit from feedback and coaching
• Should be encouraged to build confidence through skill development
• May need to be reminded to see mistakes as developmental opportunities

Suggested Interview Questions to probe "Fit"
• Give me an example of a time when you had to complete high pressure or stressful tasks 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.

LEFT SIDE	MID RANGE	RIGHT SIDE
IMPATIENT		PATIENT
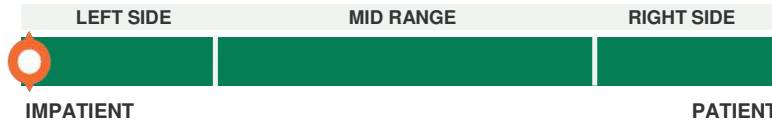
Patient
Not easily frustrated or annoyed by others.

Kelly Sample scored on the Left Side 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 on the left side may become quickly annoyed or irritated by others.

Positive aspects of how Kelly Sample scored:
• Would respond well to positive feedback
• Will likely be a straightforward and frank communicator
• Comfortable voicing opinions even if they are unpopular

Safety risks and tips for managing Kelly Sample:
• May need to be reminded of the impact his/her actions have on others
• May need encouragement to let go of grudges and stop taking others' behavior personally
• May need time to "cool off" after becoming frustrated

Suggested Interview Questions to probe "Fit"
• Give me an example of a work situation where someone did something that you found to be extremely annoying. 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?

Dimension 4: Distractible vs. Focused

Distractible
Seeks stimulation and variety. May become distracted.

LEFT SIDE	MID RANGE	RIGHT SIDE
DISTRACTIBLE		FOCUSED
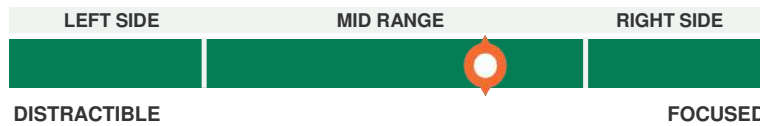
Focused
Less likely to seek stimulation and variety. Able to ignore distractions.

Kelly Sample 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 Kelly Sample scored:
• Able to remain focused and alert
• Can remain mindful of details
• Not likely to become bored or distracted easily

Safety risks and tips for managing Kelly Sample:
• Would benefit from having some variety in tasks
• Comfortable when circumstances change
• May become restless or bored after long periods of repetitive work

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.

Dimension 5: Impulsive vs. Cautious

Impulsive
Decides quickly, may underestimate consequences of actions.

LEFT SIDE	MID RANGE	RIGHT SIDE

IMPULSIVE   CAUTIOUS
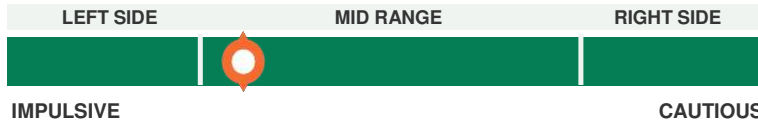
Cautious
Tends to carefully evaluate situations before deciding.

Kelly Sample 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 Kelly Sample scored:
• Able to take quick action in unusual situations
• Will consider possible negative consequences of actions
• Not likely to make quick decisions

Safety risks and tips for managing Kelly Sample:
• 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.

LEFT SIDE	MID RANGE	RIGHT SIDE

THRILL-SEEKING   APPREHENSIVE
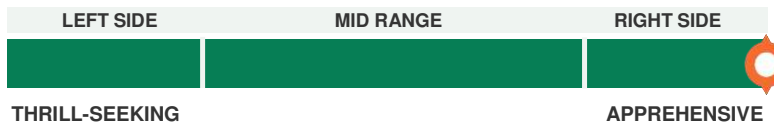
Apprehensive
Tends to avoid or be uncomfortable with risk and uncertainty.

Kelly Sample scored on the Right Side of Thrill-Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score on the right side do not seek excitement and are often uncomfortable with uncertainty and taking risks.

Positive aspects of how Kelly Sample scored:
• Will not tolerate unnecessary risks
• Able to identify risks that can be avoided
• Would be able to recognize and point out others' risky behavior

Safety risks and tips for managing Kelly Sample:
• May be uncomfortable when things are uncertain
• May find it difficult to take risks even when it is necessary
• May avoid trying new ways to complete tasks or experimenting with new ideas

Suggested Interview Questions to probe "Fit"
• Give me an example of a time when you had to take a risk at work that made you uncomfortable. What was the situation and how did you handle 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 _____

<div align="center">Your Name   Participant's Name</div>

on the following areas for improvement:

Behavior 1: _____

Behavior 2: _____

Follow-up date: _____

EMPLOYER SIGNATURE

_____
(Your Name)

_____
(Your Signature)

_____
(Date)

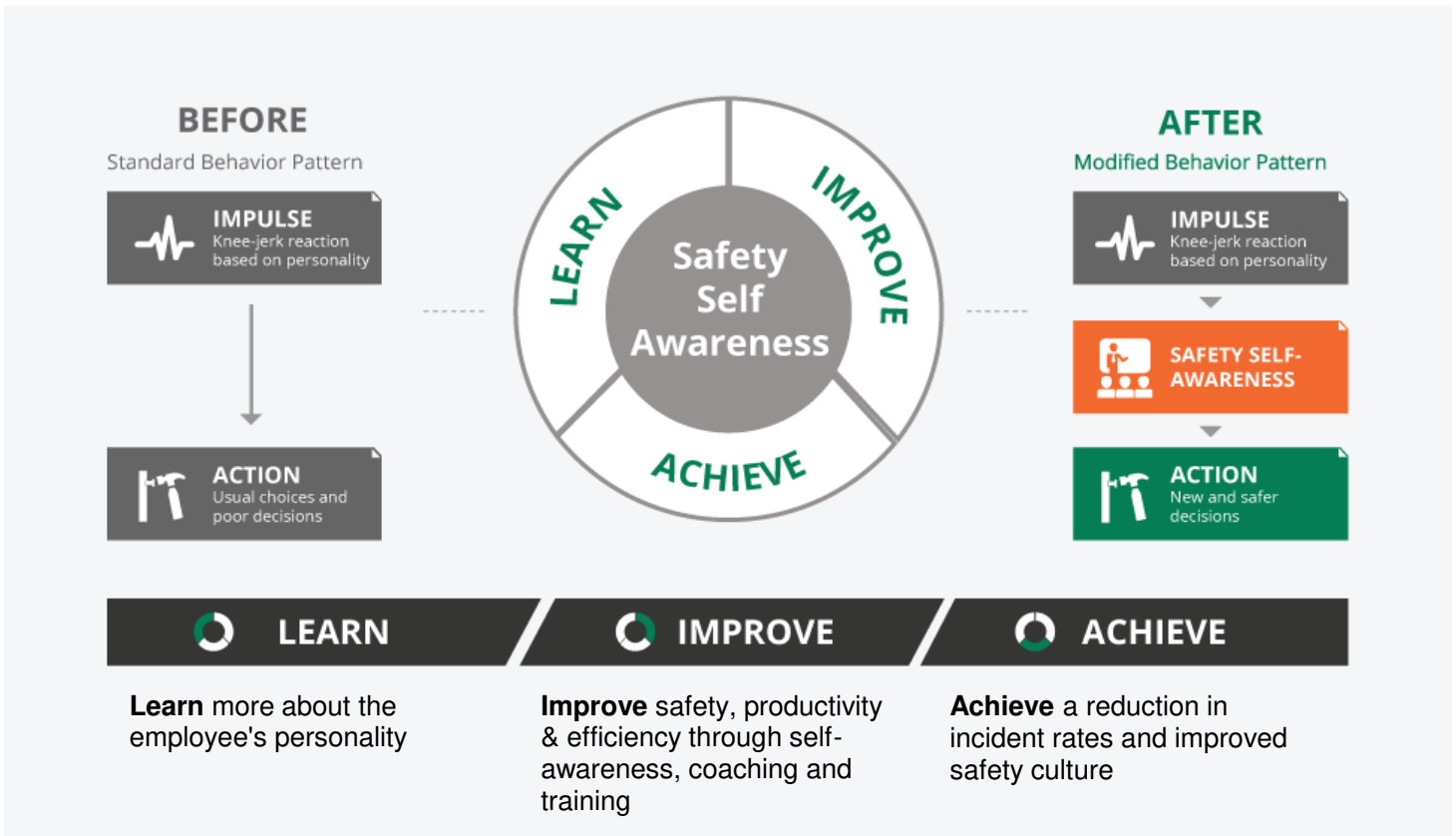### Recommended re-assessment date for Kelly Sample:

December 20, 2017

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.

Learn more about the employee's personality

Improve safety, productivity & efficiency through self-awareness, coaching and training

Achieve a reduction in incident rates and improved safety culture

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.)

Products

TalentClick
Predict Strengths AND Risks.

CORE PRODUCT: TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solution provides actionable business intelligence. Each report contains tailored behavioral interview questions and performance management recommendations. Buy 1 unit and get any of these reports from one participant survey.

SQ — **Safety Quotient™ (SQ)** helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents.

DSQ — **Driver Safety Quotient™ (DSQ)** helps companies understand a driver's likelihood of crashes, near misses, traffic violations, property damage, and more. The DSQ™ helps ensure a safer roadway for everyone.

WPP — **Workstyle & Performance Profile (WPP)** reveals each participant's workstyle, strengths, and areas for improvement. The WPP results can be used for hiring, training, and performance management.

WVA — **Work Values & Attitude (WVA)** assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help decrease employee absenteeism, turnover, theft, fraud, violence, and increase employee engagement, productivity, customer satisfaction, profitability, and more.

ADD-ON PRODUCTS: Purchase additional units for these separate products.

CQ — **Cognitive Quotient (CQ)** for testing spatial reasoning, language, and numerical problem-solving ability.

EP — **English Proficiency (EP)** for testing ability to read procedures, manuals, invoices, signage, regulations, in English.

eLearning — **eLearning** online *Safety Self-Awareness* courses

Virtual eCoaching ongoing *Self-Awareness* learning via electronic reminders

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PREMIUM PRODUCTS: Contact us for details and pricing on our premium services.

LP — **Leadership Profile**

360° — **360 Degree Review**

SC — **Culture Assessment**