

DSQ

DRIVER 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 their behaviors
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors

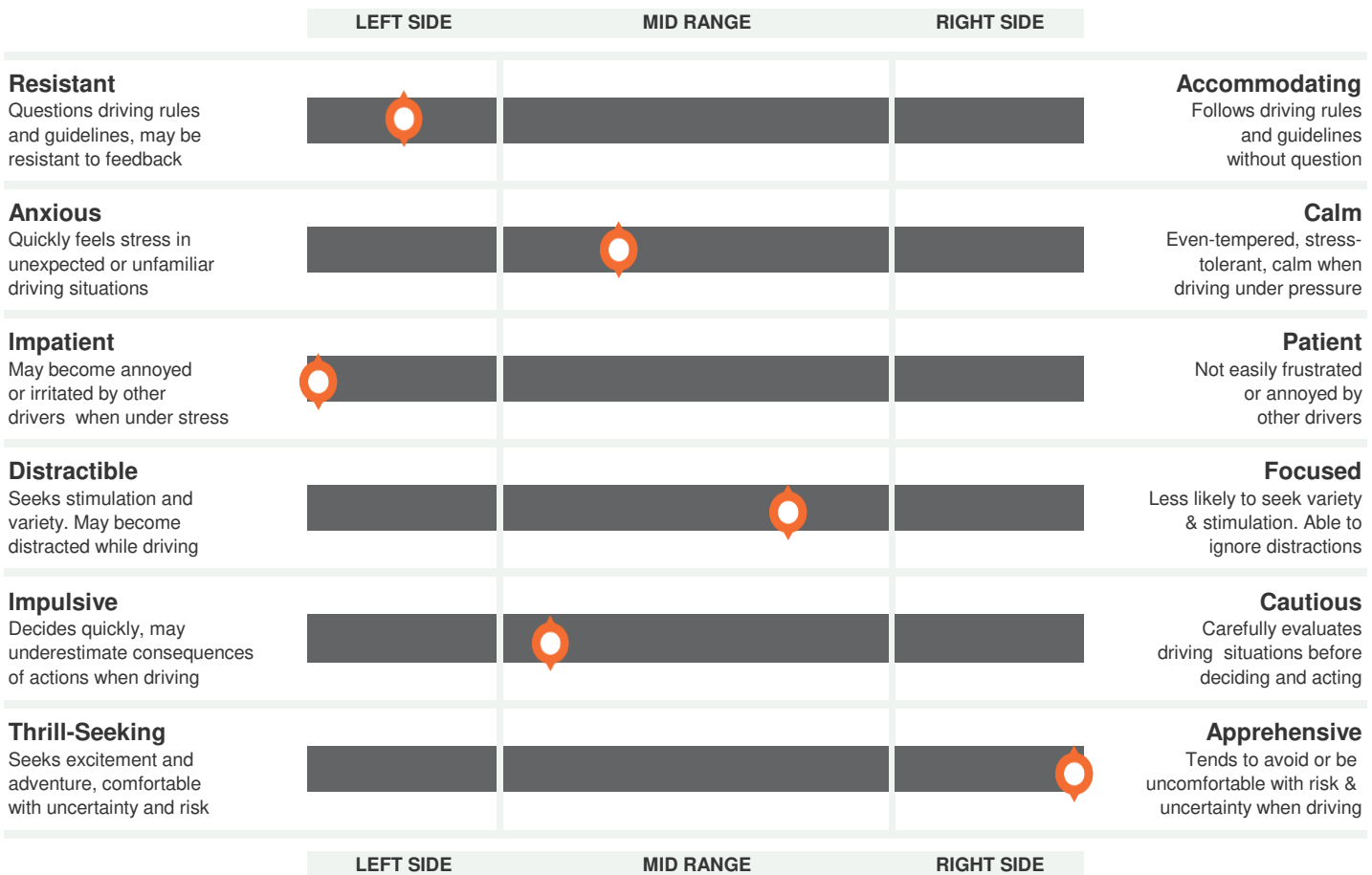
DSQ™ Score:

Kelly Sample's primary driving traits:

41	<ul style="list-style-type: none"> • Scores range from 0 to 100 • Lower scores tend to be riskier • Higher scores tend to be safer 	Impatient	Apprehensive	Resistant
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These are the most extreme scores from the personality profile below.

Kelly Sample's Driver Safety Personality Profile:



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.

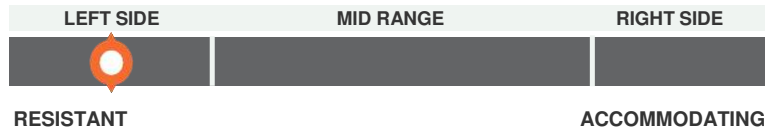
Disclaimer:

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 driving rules and guidelines, may be resistant to feedback



Accommodating

Follows driving rules and guidelines without question

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 road rules or guidelines 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 question guidelines when they aren't appropriate

Safety risks and tips for managing Kelly Sample:

- Monitoring of compliance to laws and regulations may be necessary, especially in the first few months
- May need encouragement to be open to learning and new experiences
- May need to be reminded of the consequences of ignoring rules and regulations

Suggested interview questions to probe "fit"

- Tell me about a time when someone gave you advice on how to improve your driving. What did the person suggest and how did you respond?
- Tell me about a time when you thought a regulation or driving law was unnecessary. What was the situation?

Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar driving situations



Calm

Even-tempered, stress-tolerant, calm when driving 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 driving situations.

Positive aspects of how Kelly Sample scored:

- Able to stay calm when driving under normal levels of stress
- Can think clearly under pressure
- Receptive to feedback and coaching

Safety risks and tips for managing Kelly Sample:

- Would benefit from positive feedback
- Should be encouraged to build confidence through skill development
- Able to handle normal levels of stress and pressure

Suggested interview questions to probe "fit"

- Give me an example of a time when you were afraid when you were driving. What was the situation and how did you handle it?
- Tell me about an extremely stressful driving situation you were in. What happened and how did you deal with the stress?

Dimension 3: Impatient vs. Patient

Impatient

May become annoyed or irritated by other drivers when under stress



Patient

Not easily frustrated or annoyed by other drivers

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 when driving.

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 time to "cool off" after becoming frustrated
- May need encouragement to let go of grudges
- Would benefit from hearing positive performance feedback

Suggested interview questions to probe "fit"

- Tell me about a situation when you confronted or wanted to confront a dangerous or inconsiderate driver. What was the situation and what did you do?
- Give me an example of a recent time when you became frustrated while driving. What was the situation and what did you do?

Dimension 4: Distractible vs. Focused

Distractible

Seeks stimulation and variety. May become distracted while driving



Focused

Less likely to seek variety & stimulation. 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 while driving 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 drive non-stop for a long period of time. What did you do to prevent yourself from becoming bored?
- We all become bored at times. What are some of the things you have done to prevent boredom while driving?

Dimension 5: Impulsive vs. Cautious



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 when they are driving.

- Positive aspects of how Kelly Sample scored:**
- Able to take immediate action in unusual situations
 - Likely to 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 a time when you had to make a quick decision while driving. What was the situation and what was the result?
 - Tell me about a time when you had to take a risky action while driving. What was the situation, what action did you take and what was the result?

Dimension 6: Thrill-Seeking vs. Apprehensive



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 when they are driving.

- 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?
 - We all become bored at times. What are some of the things you have done to prevent boredom while driving?



I,

Your Name

, will follow up with

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 Kelly Sample:

December 20, 2017

DSQ™ DEFINED

DSQ™ (Driver Safety Quotient™) is an assessment tool that measures the key personality factors linked to safety outcomes for drivers.

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 considerations

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

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.



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



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.



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.



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.



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



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



eLearning online *Safety Self-Awareness* courses



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

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



Leadership Profile



360 Degree Review



Culture Assessment