Identifying Safety Risk Factors by Assessing Attitude, Values & Personality

Background: TalentClick and a leading international Security Services Company with more than 6,000 employees collected a research data sample to determine the relationship between attitude, values and personality and high-risk behaviors in order to predict and reduce employee medical and first-aid incidents.

The Security Services Company's objectives were to:

1. *Outline the "profile" of a high performing Security Guard employee by uncovering which personal characteristics were linked to on the job risks.*

2. *Use the information gained from this exercise in external hiring and internal employee training, coaching and development.*

Data Analyzed:

1. *The research sample group consisted of 232 current employees in security guard roles. All 232 participants completed the TalentClick AVP assessment (Attitude, Values and Personality) in 2017.*

2. *Job performance data and safety incident data involving any of these 232 employees was collected by the Security Services Company and submitted to TalentClick for analysis.*

About the AVP

TalentClick specializes in online behavioral and workstyle assessments. Our assessments provide business intelligence to help organizations make better decisions in hiring, training, and performance management. The solution utilized in this research study is called the AVP (Attitude, Values, Personality) which creates actionable hiring and coaching insights from a number of different reports, all derived from one 10-15 minute questionnaire.

1. WPP (Workstyle & Performance Profile)
2. WVA (Work Values & Attitude)
3. SQ (Safety Quotient)
4. DSQ (Driver Safety Quotient)

TalentClick has a client and partner base throughout the world and is recognized for the powerful workforce analytics the AVP bring to organizations' talent-management programs.

FINDINGS

HIGH RISK EMPLOYEES ARE UP TO

5 X

more likely to be involved in a safety incident

RISK FACTORS ARE WORKERS WHO SCORE **LOW** ON:

RESPONSIBILTY
COACHABILITY

AND WHO ARE **HIGHLY:**

RESISTANT
DISTRACTIBLE
& REACTIVE

Contact TalentClick at connect@talentclick.com for more information

Highlights of Findings

The data analysis involved examining the relationships between the TalentClick assessment data and the safety incident data through statistical analyses.

The strongest relationships found in the data analysis are:

Incident Type #1 - Medical/First Aid Incidents

TalentClick AVP Dimension	**Medical/First Aid Incident** Rate for employees who have this trait
Low Responsibility (Work Values & Attitude)	4.7 times higher
Distractible (Safety Quotient)	4.5 times higher
Low Coachability (Work Values & Attitude)	4.3 times higher
Resistant (Safety Quotient)	3.9 times higher
Reactive (Workstyle and Performance Profile)	3 times higher
Spontaneous (Workstyle and Performance Profile)	2.3 times higher
Low Integrity (Work Values & Attitude)	2.2 times higher
Anxious (Safety Quotient)	2.1 times higher
Low Positive Attitude (Work Values & Attitude)	1.75 times higher

Incident Type #2 – Near Miss Incidents

TalentClick AVP Dimension	**Near Miss** Rate for employees who have this trait
Reactive (Workstyle and Performance Profile)	4.8 times higher
Impatient (Safety Quotient)	3.3 times higher
Low Positive Attitude (Work Values & Attitude)	2.2 times higher

Patterns in Analysis
Using Workforce Insights To Make Better Hiring Decisions

Through analysis, the International Security Services Company learned that by hiring more "ideal profile" employees who score **HIGH** on dimensions of **Responsibility** and **Coachability,** and **LOW** on **Resistant, Distractible and Reactive**, they could improve the safety of their workforce, saving time, money and lives. The Company gained:

A clear view of which personality traits were most strongly linked to first aid incidents, near misses and recordable injuries. Knowing these risk factors helps ensure the most effective hiring, training, coaching and development programs are available.

A better understanding of how to develop workers by identifying potential challenge areas with the SQ™ and providing tailored coaching and development skills to compensate for performance "gaps."

An understanding of the overall level of personality safety risk and which workers or teams require the most attention to optimize performance.

Recommendations for Moving Forward

1. Use Dimensions to Make Personnel Decisions

Consider training, coaching and self-coaching initiatives that emphasize key dimensions.

2. Develop "Ideal Profiles" of High Performing Employees

Consider setting "Ideal Profile" ranges for specific job types to inform job placement and work assignments.

3. Optimize Job Performance Ratings

Investigate the guidelines for the Job Performance Ratings to ensure that they are as fair and objective as possible and fit the "ideal job profile" well.

4. Analyze Long-Term Patterns

We strongly recommend further data analyses to identify long-term trends. This would produce a more complete data set that can be used to inform holistic human resource policies and safety programs.