



SAFETY QUOTIENT™



PARTICIPANT REPORT
For Self-Coaching & Self-Awareness

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June 26, 2018



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:

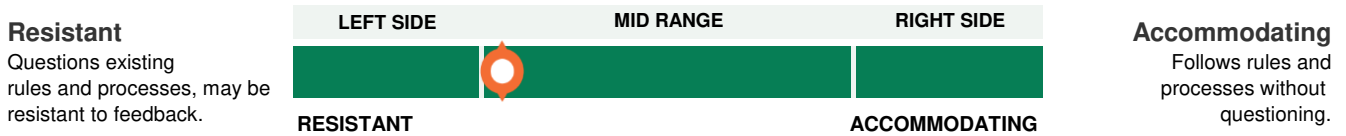


The marker represents your results. The average results of working adults is at the middle point of each dimension.

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

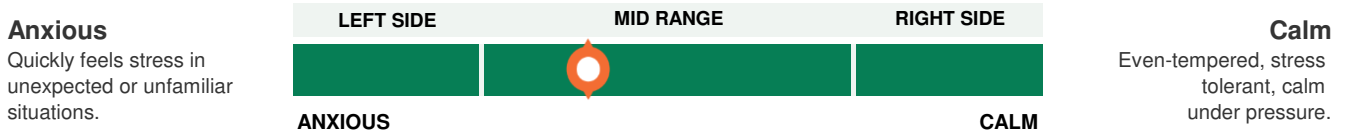
Risk areas and self-coaching tips for you:

- 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'm usually skeptical of new rules and procedures. I hated the new tie off rules when they put them in place and ignored them at first.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should consider that there are reasons behind the set procedures in place - it's for my own safety.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Dimension 2: Anxious vs. Calm



You scored in the MID RANGE.

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 you scored:

- You're able to be effective when under normal levels of stress
- You can handle pressure
- You're receptive to feedback and coaching

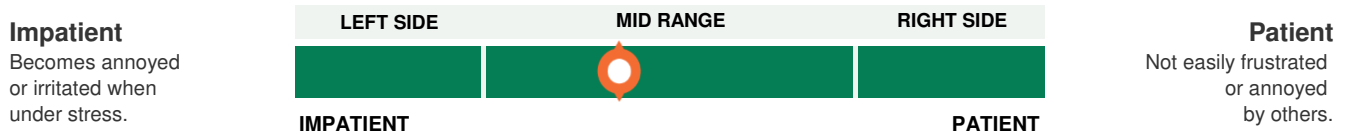
Risk areas and self coaching tips for you:

- Review training to stay confident in your abilities
- Ask your supervisor for regular feedback on your performance
- Remind yourself to see mistakes as improvement opportunities

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 get stressed when I have deadlines. Last week I worked too fast and I wasn't careful enough because we had a deadline.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: Try not to get stressed so easily by focusing on high priority work - one thing at a time.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Dimension 3: Impatient vs. Patient



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

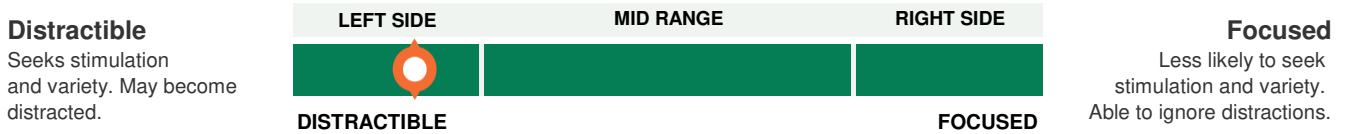
Risk areas and self coaching tips for you:

- 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



You scored on the LEFT SIDE.

This area measures a person's level of focus and their need for variety and stimulation. People who score on the left side tend to seek stimulation and variety, and may be easily distracted or bored.

Positive aspects of how you scored:

- You're well suited to roles with a lot of variety in tasks
- You're open to changes in routine
- You're comfortable multi-tasking

Risk areas and self coaching tips for you:

- You may become bored or restless quickly
- Force yourself to stay focused when doing safety-sensitive tasks
- Break up your work into 30 minute chunks when you can

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



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

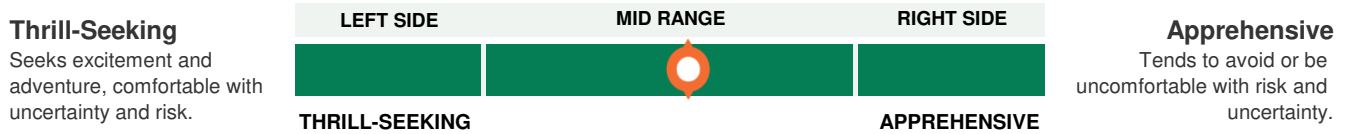
Risk areas and self coaching tips for you:

- 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: It takes me a long time to make decisions. Last week I felt rushed when we were planning a task and I made some bad choices on how to do it.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I can get input from others when I need to make a decision, especially if I have limited time.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Dimension 6: Thrill-Seeking vs. Apprehensive



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/> <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/> <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.

(Your Name)

(Supervisor Name)

(Your Signature)

(Supervisor Signature)

(Date)

(Date)



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 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.)