

SQ

# SAFETY QUOTIENT™



**EMPLOYER REPORT**  
For Hiring, Training & Coaching

**Kelly Sample**

**Benchmark: Administration**

February 19, 2018

### 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:**

**45**

- Scores range from 0 to 100
- Lower scores tend to be riskier
- Higher scores tend to be safer

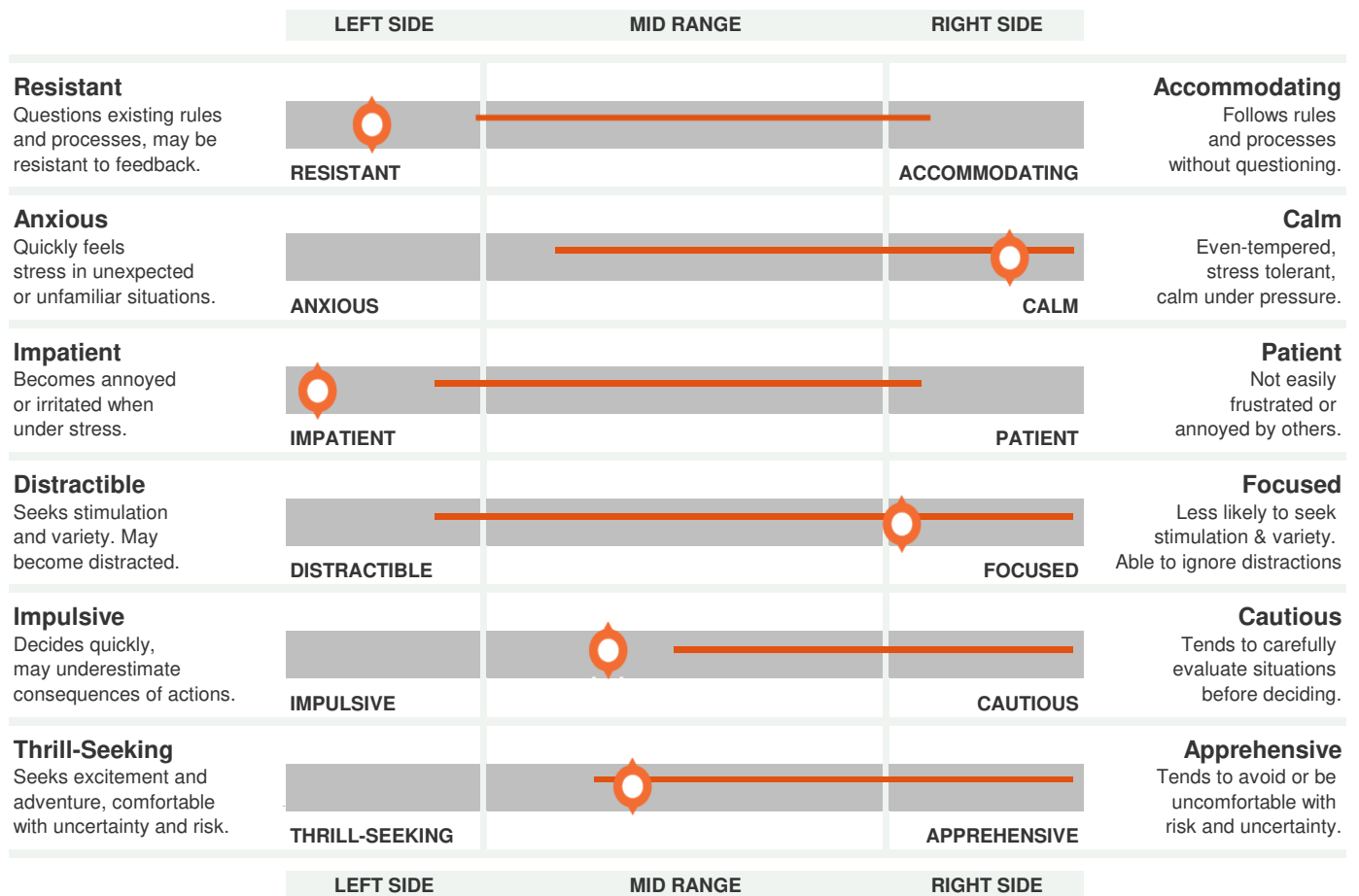
**Impatient**

**Calm**

**Resistant**

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

### Kelly Sample's Safety Personality Profile:



Roseburg

Administration

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.

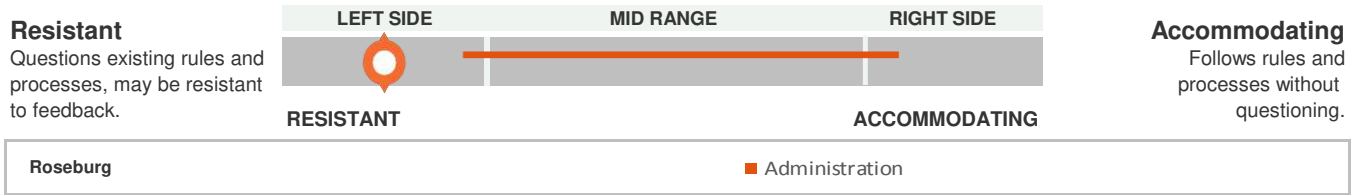


**Benchmark:** Represents the desired range for this organization

**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



#### 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

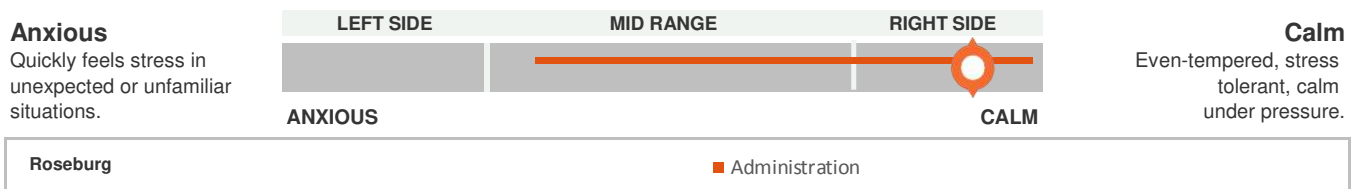
##### Safety risks and tips for managing Kelly Sample:

- 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



#### Kelly Sample scored on the Right Side of Anxious vs. Calm.

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 Kelly Sample scored:

- Able to think clearly under pressure
- Able to stay calm in stressful situations
- Would be a calming influence on other team members

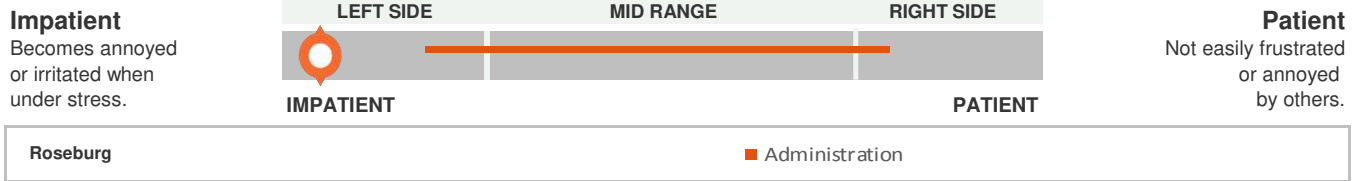
##### Safety risks and tips for managing Kelly Sample:

- May not display signs of stress or fatigue outwardly
- Others may mistake calmness for a lack of enthusiasm
- May prefer to wait before taking action in some situations

##### Suggested Interview Questions to probe "Fit"

- Give me an example of a time when you were under pressure to make a quick decision 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



#### 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

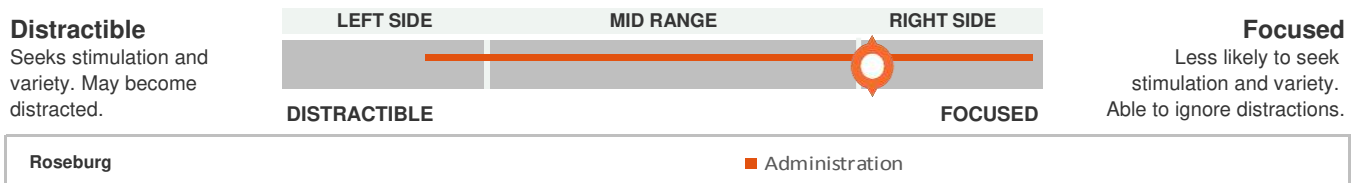
#### Safety risks and tips for managing Kelly Sample:

- 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



#### Kelly Sample scored on the Right Side of Distractible vs. Focused.

This area measures a person's level of focus and their need for variety and stimulation. People who score on the right side are able to stay focused and alert when doing routine, repetitive or tedious tasks.

#### Positive aspects of how Kelly Sample scored:

- Well-suited to tasks requiring focus and concentration
- Can persist at repetitive or routine tasks
- Does not require a lot of stimulation and variety

#### Safety risks and tips for managing Kelly Sample:

- May not be comfortable with a lot of change in tasks
- May prefer to follow a routine or set process
- May not be comfortable having to multi-task rather than focus

#### Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to have a lot of focus and concentration in order to do something correctly. What was the situation and what did you do to stay focused?
- Tell me about a time when you had to do many things at once and you felt overwhelmed. Describe the situation and what you did.

### Dimension 5: Impulsive vs. Cautious

**Impulsive**

Decides quickly, may underestimate consequences of actions.



**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

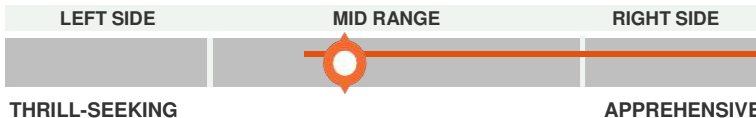
**Suggested Interview Questions to probe "Fit"**

- 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.



**Apprehensive**

Tends to avoid or be uncomfortable with risk and uncertainty.

**Kelly Sample scored in the Mid Range of Thrill-Seeking vs. Apprehensive.**

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 Kelly Sample scored:**

- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of acceptable risks
- Able to recognize risks that can be avoided

**Safety risks and tips for managing Kelly Sample:**

- May benefit from help in recognizing risks he/she may overlook
- May not always recognize when risks should not be tolerated
- May become bored with tasks that he/she has already mastered

**Suggested Interview Questions to probe "Fit"**

- Tell me about a time when you were doing work that you thought was risky. What was the situation and how did you react to it?
- Tell me about a time when you had to do many things at once and you felt overwhelmed. Describe the situation and what you did.



I, , will follow up with

Your Name

Participant's Name

on the following areas for improvement:

Behavior 1:

Behavior 2:

Follow-up date:

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## EMPLOYER SIGNATURE

\_\_\_\_\_

*(Your Name)*

\_\_\_\_\_

*(Your Signature)*

\_\_\_\_\_

*(Date)*

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

**August 19, 2018**



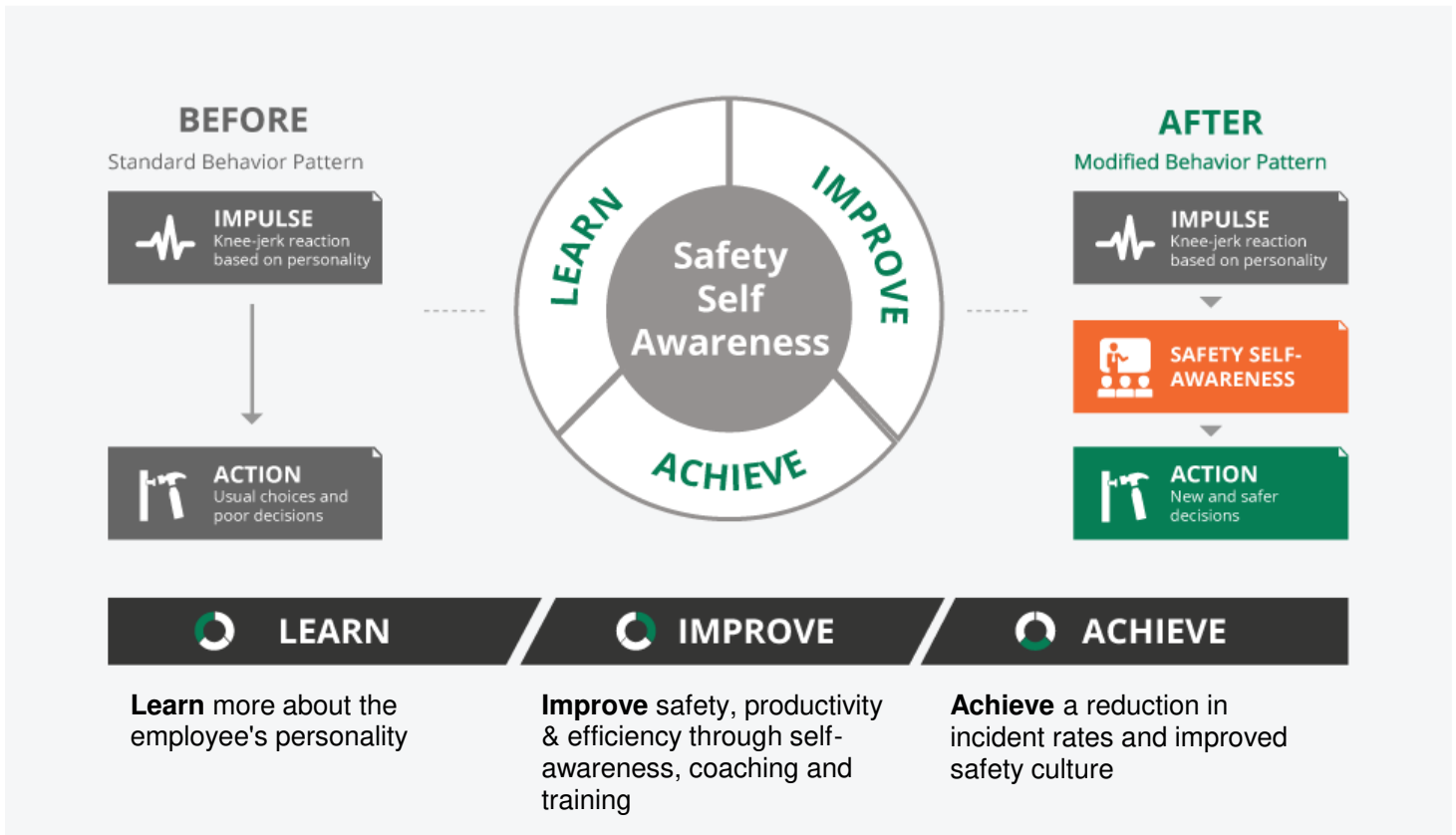
# ABOUT SAFETY QUOTIENT™

## 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 an employee's thoughts, feelings, and behaviors affect safety outcomes.



## 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.)