

SQ-L

# **SAFETY QUOTIENT™ for LEADERS**



**PARTICIPANT REPORT**  
For Self-Coaching & Self-Awareness

**Kelly Sample**

February 15, 2018



## Safety Personality Defined

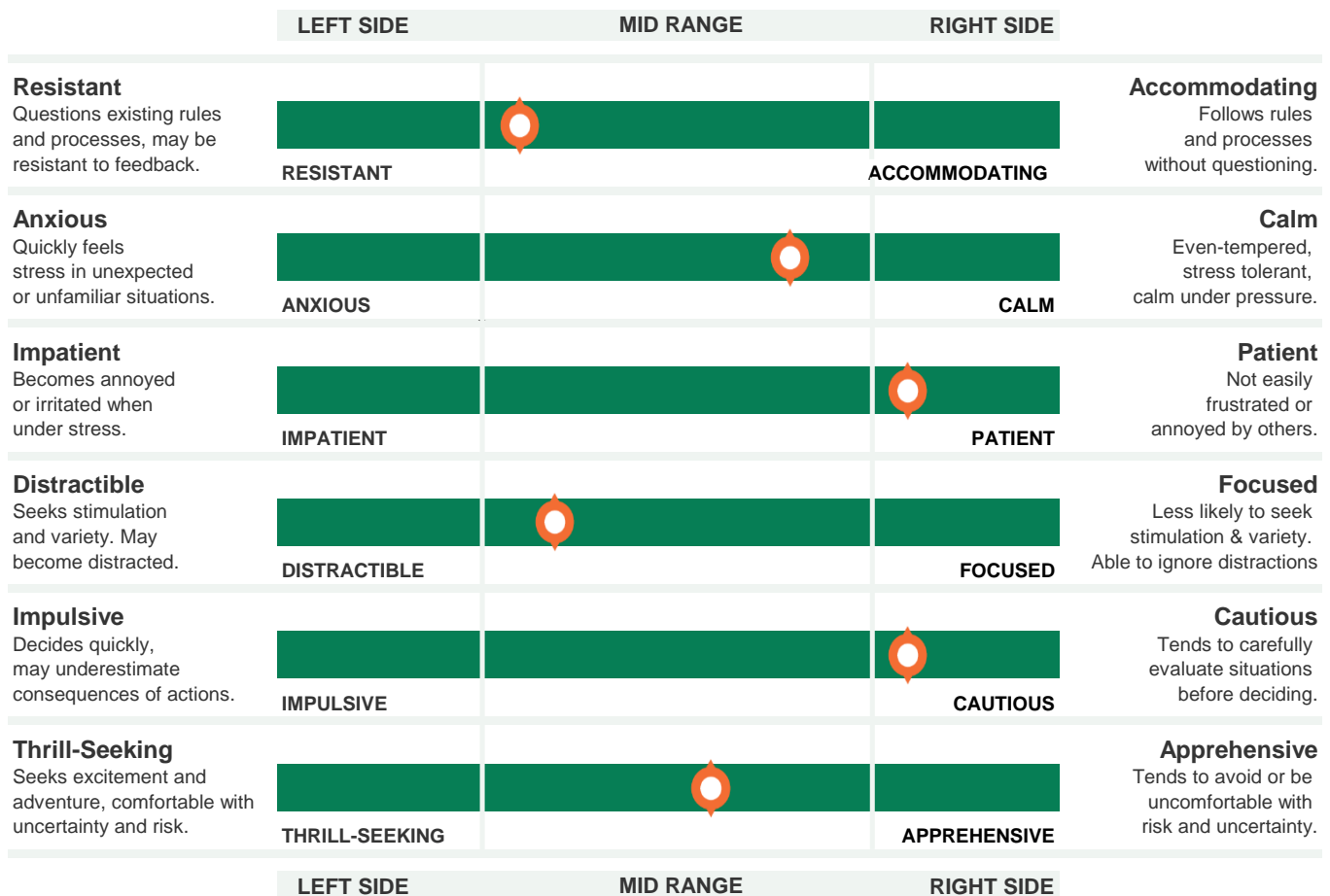
- This section is a summary of your **safety-related personality traits** calculated from the assessment you completed.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

## Your Primary Traits



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

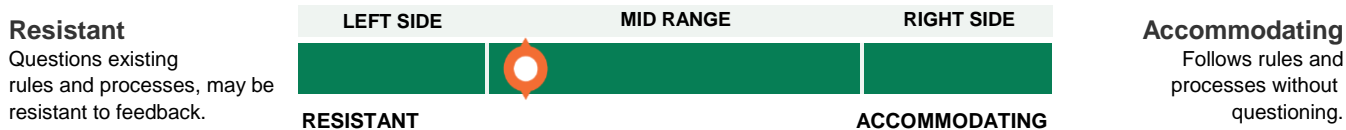
## Your Safety Personality Profile:



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:**

- When facing changes, you can step back and evaluate the pros and cons
- You question existing rules, processes and procedures with your team
- You take the time to think about the reasons behind rules or procedures

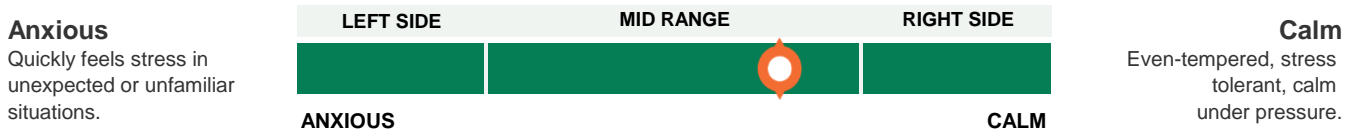
**Risk areas and self-coaching tips for you:**

- Be firm but fair with workers who question rules or procedures
- Explain the reasons behind current rules and processes with workers
- Think about how you could improve current processes

**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: During retraining, I was being skeptical of new rules and procedures on _____, and ignored them at first, but then realized the impact this had on the rest of my team when it came to following rules.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: Going forward, I will make sure to learn which employees are naturally compliant and which ones are resistant and need me to explain the reasons behind SOPs.</i></p> <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 stay calm when under stress
- You can handle pressure
- You're receptive to feedback, re-training and coaching

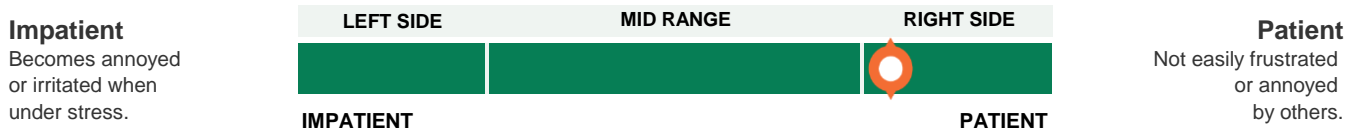
**Risk areas and self coaching tips for you:**

- Recognize the situations that cause you stress and ask other leaders how they handle them
- If you feel anxious, delay making non-urgent decisions until you've re-focused
- Get input from others when you have to make important decisions

**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 tend to procrastinate _____ because I know it will all work out in the end. This causes some last minute panic and rushing for me and my team.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should make a point to notice when a task is more urgent so it gets the immediate attention it needs.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

### Dimension 3: Impatient vs. Patient



#### You scored on the RIGHT SIDE.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score on the right side are able to control their emotions under stress and rarely become irritable.

#### Positive aspects of how you scored:

- You're patient and understanding with your team
- You're able to keep emotions under control
- You can handle stress and discomfort without becoming irritable

#### Risk areas and self coaching tips for you:

- Let workers know right away if they're not meeting high standards
- Make sure you immediately correct unsafe behavior in other team members
- Avoid getting drawn into unproductive conflict with workers or management

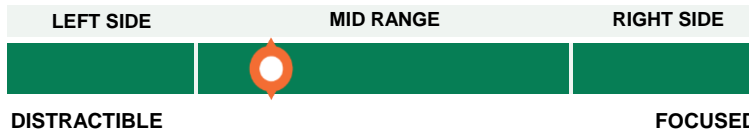
#### Consider **Impatient vs Patient** and think of how it applies to you:

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: Last month there was a worker who was angry and saying some really insulting things to the crew. I didn't do anything about it and eventually the whole crew got distracted.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should stop bad behavior right away if I see it rather than letting it go on and on.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

### Dimension 4: Distractible vs. Focused

**Distractible**

Seeks stimulation and variety. May become distracted.



**Focused**

Less likely to seek stimulation and variety. Able to ignore distractions.

**You scored in the MID RANGE.**

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 you scored:**

- You're able to remain focused and alert when priorities on your team shift
- You can remain mindful of details when doing focused work
- You're comfortable re-prioritizing tasks on your team

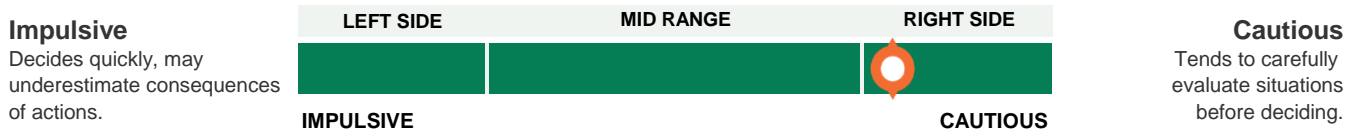
**Risk areas and self coaching tips for you:**

- Delegate routine or repetitive tasks to others when possible
- See projects through to full completion before shifting your focus to something else
- Follow up to make sure tasks you've delegated have been completed properly

**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: At times, there is too much routine and boredom doing the regular tasks of _____, and one time this lead to _____, when I was distracted.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: When my mind starts wandering, I need to...</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

### Dimension 5: Impulsive vs. Cautious



**You scored on the RIGHT SIDE.**

This area measures a person's level of caution when making decisions. People who score on the right side tend to carefully evaluate their decisions before acting.

**Positive aspects of how you scored:**

- You carefully consider the consequences of your decisions on your team
- You're not likely to take unnecessary risks as leader
- You're effective at managing risk on your team

**Risk areas and self coaching tips for you:**

- Always consider the possible negative consequences of your decisions and actions
- Step in when others are making unsafe or risky decisions
- Help others think through the "what if" consequences of actions they are considering

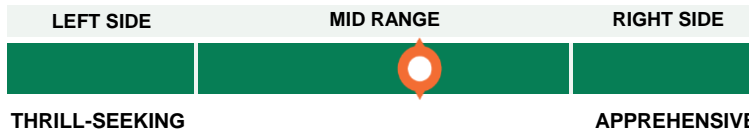
**Consider Impulsive vs. Cautious and think of how it applies to you:**

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

### Thrill-Seeking

Seeks excitement and adventure, comfortable with uncertainty and risk.



### Apprehensive

Tends to avoid or be uncomfortable with risk and uncertainty.

### 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 within your team
- You're not likely to be fearful or afraid of working on project that require taking reasonable risks
- You're able to recognize risks on your team that can be avoided

#### Risk areas and self coaching tips for you:

- You may benefit from getting help from your team members or peers 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 resisted getting the crew to start the work.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I need to understand which of my crew members are risk averse and which ones are adrenaline junkies and provide instructions and guidance accordingly.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>



## Creating your action steps to manage safety in your crew

- Your **SafeSELF Action Plan** allows you to provide details on two safety related behaviors that influenced safety outcomes as a result of **Your Primary Traits** (highlighted in **PART A**) so that you improve your personal safety and the safety of your crew.
- The SafeSELF Action Plan will walk you through how to understand why the risky action occurred and how to create a safer environment for yourself and others going forward.

### Your First Behavior:

Please provide a specific example of a behavior or action by one of your workers which happened as a result of one of your primary traits that was a risk to yourself and/or others. The example could be from Part B or another experience like a vehicle or first aid incident.

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**1. Describe what you were thinking and feeling at the time.**

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**2. Describe what triggered your behavior or what caused you to act this way.**

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**3. Describe the potential consequences. Who was affected? Who else could have been impacted?**

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**4. What are your goals for improving? What is the end result you are committing to reaching?**

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**5. What are some difficulties you might face when trying to improve?**

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**6. What can you do to minimize these difficulties?**

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**7. What are the benefits to you and to others for improving?**

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## Creating your action steps to manage safety in your crew

### Your Second Behavior:

Please provide a specific example of a behavior or action by one of your workers which happened as a result of one of your primary traits that was a risk to yourself and/or others. The example could be from Part B or another experience like a vehicle or first aid incident.

1. Describe what you were thinking and feeling at the time.

2. Describe what triggered your behavior or what caused you to act this way.

3. Describe the potential consequences. Who was affected? Who else could have been impacted?

4. What are your goals for improving? What is the end result you are committing to reaching?

5. What are some difficulties you might face when trying to improve?

6. What can you do to minimize these difficulties?

7. What are the benefits to you and to others for improving?

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1. I acknowledge that my top HSE priorities while working on behalf of this company are:

- The safety and well being of employees and the public
- 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 boss 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.

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*(Your Name)*

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*(Your Signature)*

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*(Date)*

## 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.)