



Managing Safety Risk with Employee Personality Insights

Workplace safety is a difficult and important topic. When you have a large team of employees, having a ‘one-size-fits-all’ approach to safety isn’t always the most effective. Every employee has different strengths and risks when it comes to safety. By understanding your employees’ unique personality risks, the **Safety Quotient** allows you to understand, coach and manage safety on an ongoing basis. Manage employees based on their primary traits and reduce the number of incidents in your workplace. Take a look at these personalized coaching tips.

Personalize Coaching for your Employees based on their Safety Quotient Assessment Results	
<p>RESISTANT</p> <p>Risk: Employees who are primarily resistant tend to question rules and standard operating procedures and may be resistant to change.</p> <p>Manager Tip: Communicate the reasons behind current or new rules and procedures and encourage questions.</p>	<p>ACCOMMODATING</p> <p>Risk: Employees who are primarily accommodating may ‘blindly’ follow rules or procedures even when not appropriate in a given circumstance. May fail to notice when rules or procedures need to be updated.</p> <p>Manager Tip: Encourage them to be more mindful when following rules and to stop and question when needed.</p>
<p>ANXIOUS</p> <p>Risk: Employees who are primarily anxious find it difficult to think clearly and rationally under pressure.</p> <p>Manager Tip: Limit their time under stress and encourage them to engage in stress-management techniques when they feel overwhelmed.</p>	<p>CALM</p> <p>Risk: Employees who have calm as a primary trait may underestimate the urgency or seriousness of a situation.</p> <p>Manager Tip: Verbally communicate the urgency and seriousness of certain tasks or situations.</p>
<p>IMPATIENT</p> <p>Risk: Employees who are primarily impatient may find others hesitant to approach them with questions or concerns.</p> <p>Manager Tip: Remind them of the impact of their reactions on others and encourage them to take breaks to “cool off” when needed.</p>	<p>PATIENT</p> <p>Risk: Employees who are primarily patient may be too tolerant or lenient with others and slow to address negative behaviors.</p> <p>Manager Tip: Encourage them to speak up when they see negative behavior and to address and correct unsafe actions.</p>



<p>DISTRACTIBLE</p> <p>Risk: Employees who are primarily distractible struggle to focus for long periods with routine or repetitive tasks, or move on to the next task without fully completing the first.</p> <p>Manager Tip: Provide task variety and stimulation whenever possible, encourage them to switch tasks when they start to feel distracted and be mindful to 'wrap up' tasks.</p>	<p>FOCUSED</p> <p>Risk: Employees who have focused as a primary trait struggle with tasks that require split-focus and high variability. May be unaware and thus unresponsive to new stimuli in their environment.</p> <p>Manager Tip: Provide focused and routine work whenever possible and remind them to 'come up for air' and recalibrate from time to time.</p>
<p>IMPULSIVE</p> <p>Risk: Employees who are primarily impulsive tend to underestimate the negative consequences and risks of their behavior and may over-estimate their abilities.</p> <p>Manager Tip: Remind them to consciously think through potential risks and consequences before acting and to learn from past mistakes.</p>	<p>CAUTIOUS</p> <p>Risk: Employees who are primarily cautious may hesitate to make decisions and take action, and may lack confidence in their abilities.</p> <p>Manager Tip: Encourage them to rely on their skills and experience to make decisions and remind them that they can ask for advice when needed.</p>
<p>THRILL-SEEKING</p> <p>Risk: Employees who are primarily thrill-seeking tend to take unnecessary risks and become restless or bored with 'mastered' tasks.</p> <p>Manager Tip: Help them to understand when risks are not tolerated and remind them that certain risks always exist regardless of comfort level.</p>	<p>APPREHENSIVE</p> <p>Risk: Employees who are primarily apprehensive find it difficult to take necessary risk and tend to avoid novel or unfamiliar experiences.</p> <p>Manager Tip: Avoid high-risk tasks wherever possible and help them to understand when risks or experimentation are necessary.</p>