

DSQ

DRIVER 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 Driving Traits

Distractible

Resistant

Anxious

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

Your Driver Safety Personality Profile:



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

Disclaimer:

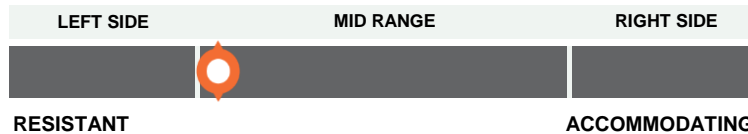
We cannot predict the occurrence of specific incidents. We can only predict the probability that people will engage in certain behaviors which, if they persist, will increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.



Dimension 1: Resistant vs. Accommodating

Resistant

Questions driving rules and guidelines, may be resistant to feedback.



Accommodating

Follows driving rules and guidelines without questioning.

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 road rules and regulations.

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 can you 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/>	<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/>



Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar driving situations.

LEFT SIDE

MID RANGE

RIGHT SIDE

ANXIOUS

CALM

Calm

Even-tempered, stress-tolerant, calm when driving under pressure.

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 driving 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:

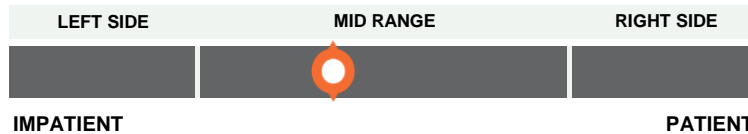
Please think of an example of where being Anxious vs. Calm contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get stressed when I have deadlines. Last week I worked too fast and I wasn't careful enough because we had a deadline.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<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/>



Dimension 3: Impatient vs. Patient

Impatient

May become annoyed or irritated by other drivers when under stress.



Patient

Not easily frustrated or annoyed by other drivers.

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 when driving 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 are 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:

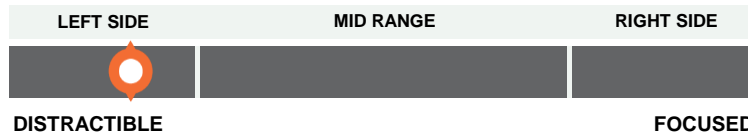
Please think of an example of where being Impatient vs. Patient contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get really annoyed when I'm trying to focus and I get interrupted. This happens often with a worker who is too talkative.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<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/>



Dimension 4: Distractible vs. Focused

Distractible

Seeks stimulation and variety. May become distracted while driving.



Focused

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

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 while driving.

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:

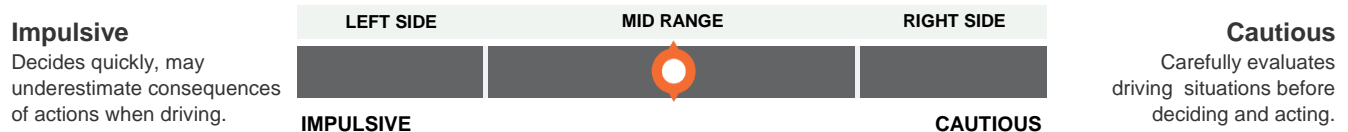
- You may become bored or restless quickly
- Force yourself to stay focused when doing safety-sensitive tasks
- Break up your work into 30 minute chunks when you can

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 can you 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 when they are driving.

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 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

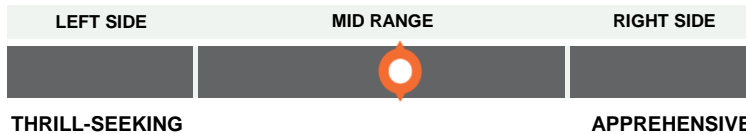
Consider **Impulsive vs. Cautious** and think of how it applies to you:

Please think of an example of where being Impulsive vs. Cautious contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<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>	<i>Example: I can get input from others when I need to make a decision, especially if I have limited time.</i>
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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 & uncertainty when driving.

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 when they drive.

Positive aspects of how you scored:

- You're open to trying new ways of completing tasks
- You're not likely to be fearful or afraid 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 can you 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/>



Creating your action steps to be safer on the job

- Your **SafeSELF Action Plan** allows you to provide details on **two safety-related behaviors** that you want to focus on to improve your personal safety and the safety of others.
- The **SafeSELF Action Plan** will walk you through how to understand why the risky situation occurred and how to create a safer environment for yourself and others going forward.

Your First Example:

Please provide a specific example of a behavior or action from your own experience 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 committed 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?



Creating your action steps to be safer on the job

Your Second Example:

Please provide a specific example of a behavior or action from your own experience that was a risk to yourself 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 committed 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?



PART D

YOUR COMMITMENT

1. I acknowledge that my top 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:

- Progress reports against my goals for improving the two safety behaviors I described in **Part C: Creating Your Action Steps**.
- Any challenges I am facing in meeting my improvement goals and what I am doing to address these challenges.
- Any incidents of high risk behavior I’ve engaged in.
- Any help or assistance I need in meeting my improvement goals.

(Your Name)

(Supervisor Name)

(Your Signature)

(Supervisor Signature)

(Date)

(Date)

DSQ™ DEFINED

DSQ™ (Driver Safety Quotient™) is an assessment tool that measures the key personality factors linked to safety outcomes for drivers.

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.)

SOLUTIONS



OUR CORE BUNDLE: TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solutions provide actionable business intelligence to help you build happier safer, more productive teams. Each report contains tailored behavioral interview questions and performance management tips. Our unlimited-use subscription gives you ANY or ALL of these reports, so you can test all your employees and applicants for one affordable price.



Workstyle & Performance Profile (WPP) reveals each participant's workstyle, strengths, and areas for improvement. The WPP results can be used for hiring, training, and performance management. Specialized reports available for Sales, Insurance and Retail.

** Employer and Participant reports*



Work Values & Attitude (WVA) assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help increase employee engagement, productivity, customer satisfaction, profitability, and more.

** Employer report*



Safety Quotient™ (SQ) helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents. Specialized report for Safety Leaders available.

** Employer and Participant reports*



Driver Safety Quotient™ (DSQ) helps companies understand a driver's likelihood of crashes, near misses, traffic violations, property damage, and more. The DSQ™ helps ensure a safer roadway for everyone.

** Employer and Participant reports*

ADD-ON SOLUTIONS: Purchase additional units or add on to your subscription.



Cognitive Quotient (CQ)

Test spatial reasoning, language, and numerical problem-solving ability.



English Proficiency (EP)

Measure English language competencies, writing, vocabulary and typing accuracy.



Leadership Profile (LP)

Identify leadership capabilities, business reasoning and conflict management.



Sports Performance Profile (SPP)

Learn personality traits of athletes to coach, motivate and build winning teams.

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