

FREQUENTLY ASKED QUESTIONS ABOUT SAFETY QUOTIENT™

How long does an assessment take to complete?

Most of our assessments take 10-15 minutes to complete. However there is no time limit.

Can it be Faked?

Our assessments are very difficult to fake. First, the survey questions are non-transparent, it is very difficult to know which answers will lead to more favorable scores. Second, the assessment has built-in measures for gauging the likelihood that a person is answering dishonestly (motivational distortion).

Are there right or wrong results?

No. **SQ™** provides insight into a worker's personality traits that can influence safety-related decisions. Regardless of results, you and the participant will receive coaching and management tips to improve their safety-related decisions.

What languages are the assessments available in*?

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|---------------|--------------|
| 1. English | 6. Russian |
| 2. Spanish | 7. Ukrainian |
| 3. French | 8. Tagalog |
| 4. Portuguese | 9. Punjabi |
| 5. Polish | 10. Chinese |

**We can accommodate new languages within 3-4 weeks of a submitted request*

How long does it take to receive a report?

Reports are processed and automatically emailed within 1 hour.

Who will see the report?

Whoever pays for the report can stipulate who should receive it. It can be one recipient or a number of people.

Will the results be used as a "pass" or "fail"?

Any personality assessment should be used as one of several sources of information used in hiring and employee development rather than being used as a pass/fail or sole factor for an employment-related decision.

How do most employers use the results?

Employee Selection: Pre-hiring, interviews, and on-boarding new hires.

Employee Development: Coaching and management strategies, training programs selection.