DRIVER SAFETY QUOTIENT™

EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

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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 their behaviors

• "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors

DSQ™ Score:

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

Kelly Sample's primary driving traits:

Distractible	Thrill-Seeking	Resistant

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

Kelly Sample's Driver Safety Personality Profile:

	LEFT SIDE	MID RANGE	RIGHT SIDE	
Resistant Questions driving rules and guidelines, may be resistant to feedback	●			**Accommodating** Follows driving rules and guidelines without question
Anxious Quickly feels stress in unexpected or unfamiliar driving situations	●			**Calm** Even-tempered, stress-tolerant, calm when driving under pressure
Impatient May become annoyed or irritated by other drivers when under stress		●		**Patient** Not easily frustrated or annoyed by other drivers
Distractible Seeks stimulation and variety. May become distracted while driving	●			**Focused** Less likely to seek variety & stimulation. Able to ignore distractions
Impulsive Decides quickly, may underestimate consequences of actions when driving			●	**Cautious** Carefully evaluates driving situations before deciding and acting
Thrill-Seeking Seeks excitement and adventure, comfortable with uncertainty and risk	●			**Apprehensive** Tends to avoid or be uncomfortable with risk & uncertainty when driving

	LEFT SIDE	MID RANGE	RIGHT SIDE	

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

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

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

LEFT SIDE	MID RANGE	RIGHT SIDE

RESISTANT   ACCOMMODATING

Accommodating
Follows driving rules and guidelines without question

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 road rules or guidelines 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 question guidelines when they aren't appropriate

Safety risks and tips for managing Kelly Sample:
• Monitoring of compliance to laws and regulations may be necessary, especially in the first few months
• May need encouragement to be open to learning and new experiences
• May need to be reminded of the consequences of ignoring rules and regulations

Suggested interview questions to probe "fit"
• Tell me about a time when someone gave you advice on how to improve your driving. What did the person suggest and how did you respond?

• Tell me about a time when you thought a regulation or driving law was unnecessary. What was the situation?

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

Kelly Sample scored on the Left Side of Anxious vs. Calm.

This area measures a person's ability to handle stress and think clearly under pressure. People who score on the left side may quickly feel stress in unexpected, uncomfortable or unfamiliar driving situations.

Positive aspects of how Kelly Sample scored:
• Takes responsibilities seriously
• Shows a sense of urgency
• Receptive to feedback and coaching on areas for improvement

Safety risks and tips for managing Kelly Sample:
• May need reassurance after making mistakes
• May not be well-suited to roles requiring high stress tolerance
• Should be encouraged to build self-confidence through gradual skill development

Suggested interview questions to probe "fit"
• 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.

• Tell me about an extremely stressful driving situation you were in. What happened and how did you deal with the stress?

Dimension 3: Impatient vs. Patient

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

LEFT SIDE	MID RANGE	RIGHT SIDE
IMPATIENT		PATIENT

Patient
Not easily frustrated or annoyed by other drivers

Kelly Sample scored in the Mid Range 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 in the mid range can usually handle stress when driving without becoming annoyed or irritated by others.

Positive aspects of how Kelly Sample scored:
• Would respond well to positive feedback
• Will likely be even-tempered under typical job stress
• Will generally be a supportive team member

Safety risks and tips for managing Kelly Sample:
• When under extreme stress, may become annoyed by others
• Should be encouraged to speak up if something is bothering him/her
• Would not usually take others' behavior personally

Suggested interview questions to probe "fit"
• Tell me about a situation when you confronted or wanted to confront a dangerous or inconsiderate driver. What was the situation and what did you do?

• What are the things that other drivers do that you find extremely annoying? What do you do when you encounter these situations?

Dimension 4: Distractible vs. Focused

Distractible
Seeks stimulation and variety. May become distracted while driving

LEFT SIDE	MID RANGE	RIGHT SIDE
DISTRACTIBLE		FOCUSED

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

Kelly Sample scored on the Left 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 left side tend to seek stimulation and variety, and may be easily distracted or bored while driving.

Positive aspects of how Kelly Sample scored:
• Well suited to driving jobs with a lot of variety
• Open to changes in routine
• Comfortable multi-tasking

Safety risks and tips for managing Kelly Sample:
• May be tempted to stray from standard operating procedures
• May become bored or restless quickly
• May not be suited to jobs requiring long periods of focus and concentration

Suggested interview questions to probe "fit"
• Give me an example of a time you became distracted while driving. What distracted you and what happened?

• We all become bored at times. What are some of the things you have done to prevent boredom while driving?

Dimension 5: Impulsive vs. Cautious

Impulsive
Decides quickly, may underestimate consequences of actions when driving

LEFT SIDE	MID RANGE	RIGHT SIDE

IMPULSIVE   CAUTIOUS

Cautious
Carefully evaluates driving situations before deciding and acting

Kelly Sample scored on the Right Side of Impulsive vs. Cautious.

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 when they drive.

Positive aspects of how Kelly Sample scored:
• Will consider possible negative consequences of actions
• Would carefully consider options when making a decision
• Would not require frequent monitoring of compliance to rules and procedures

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 a time when you had to make a quick decision while driving. What was the situation and what was the result?

• Tell me about a time when you had to take a risky action while driving. What was the situation, what action did you take and what was the result?

Dimension 6: Thrill-Seeking vs. Apprehensive

Thrill-Seeking
Seeks excitement and adventure, comfortable with uncertainty and risk

LEFT SIDE	MID RANGE	RIGHT SIDE

THRILL-SEEKING   APPREHENSIVE
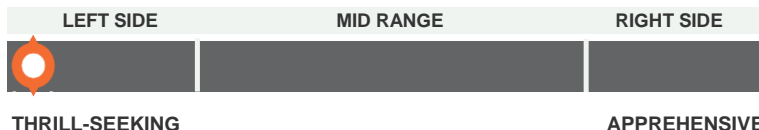
Apprehensive
Tends to avoid or be uncomfortable with risk & uncertainty when driving

Kelly Sample scored on the Left Side of Thrill-Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score on the left side tend to seek excitement, are comfortable with uncertainty and tend to enjoy risky driving maneuvers or actions.

Positive aspects of how Kelly Sample scored:
• Comfortable with uncertainty and risk
• Open to trying new ways of completing tasks
• Not likely to be fearful or afraid of risks when driving

Safety risks and tips for managing Kelly Sample:
• May not recognize when driving risks should not be taken
• May benefit from others pointing out risks
• May become restless or bored when he/she doesn't feel challenged

Suggested interview questions to probe "fit"
• Give me an example of a time when you became bored or restless in a job. What was the situation and what did you do?

• We all become bored at times. What are some of the things you have done to prevent boredom while driving?

I, [_____], will follow up with [_____]

      Your Name   **Participant's Name**

on the following areas for improvement:

Behavior 1: [_____]

Behavior 2: [_____]

Follow-up date: [_____]

EMPLOYER SIGNATURE

_____
(Your Name)

_____
(Your Signature)

_____
(Date)

Recommended re-assessment date for Kelly Sample:

May 9, 2019

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

BEFORE — Standard Behavior Pattern

IMPULSE — Knee-jerk reaction based on personality

ACTION — Usual choices and poor decisions

Safety Self Awareness — LEARN · IMPROVE · ACHIEVE

AFTER — Modified Behavior Pattern

IMPULSE — Knee-jerk reaction based on personality

SAFETY SELF-AWARENESS

ACTION — New and safer decisions

LEARN | **IMPROVE** | **ACHIEVE**

Learn more about the employee's personality

Improve safety, productivity and efficiency through self-awareness, coaching and training

Achieve a reduction in incident rates and improved safety culture

About This Report

Purpose
- Summarize employee's safety risk profile & coaching considerations

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.)

SOLUTIONS

TalentClick
Predict Strengths AND Risks.

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.

WPP
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

WVA
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

SQ
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

DSQ
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.

CQ
Cognitive Quotient (CQ)
Test spatial reasoning, language, and numerical problem-solving ability.

EP
English Proficiency (EP)
Measure English language competencies, writing, vocabulary and typing accuracy.

LP
Leadership Profile (LP)
Identify leadership capabilities, business reasoning and conflict management.

SPP
Sports Performance Profile (SPP)
Learn personality traits of athletes to coach, motivate and build winning teams.

PREMIUM SOLUTIONS: Ask us for details.

eLearning
Online eLearning

360°
360 Degree Review

SC
Safety Culture Assessment

Contact Us at 1.877.723.3778 ext. 107 or info@talentclick.com

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