

SQ

SAFETY QUOTIENT™



EMPLOYER REPORT

For Hiring, Training & Coaching

Kelly Sample

ksample@email.com

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

SQ™ Score:

Kelly Sample's primary traits:

31

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

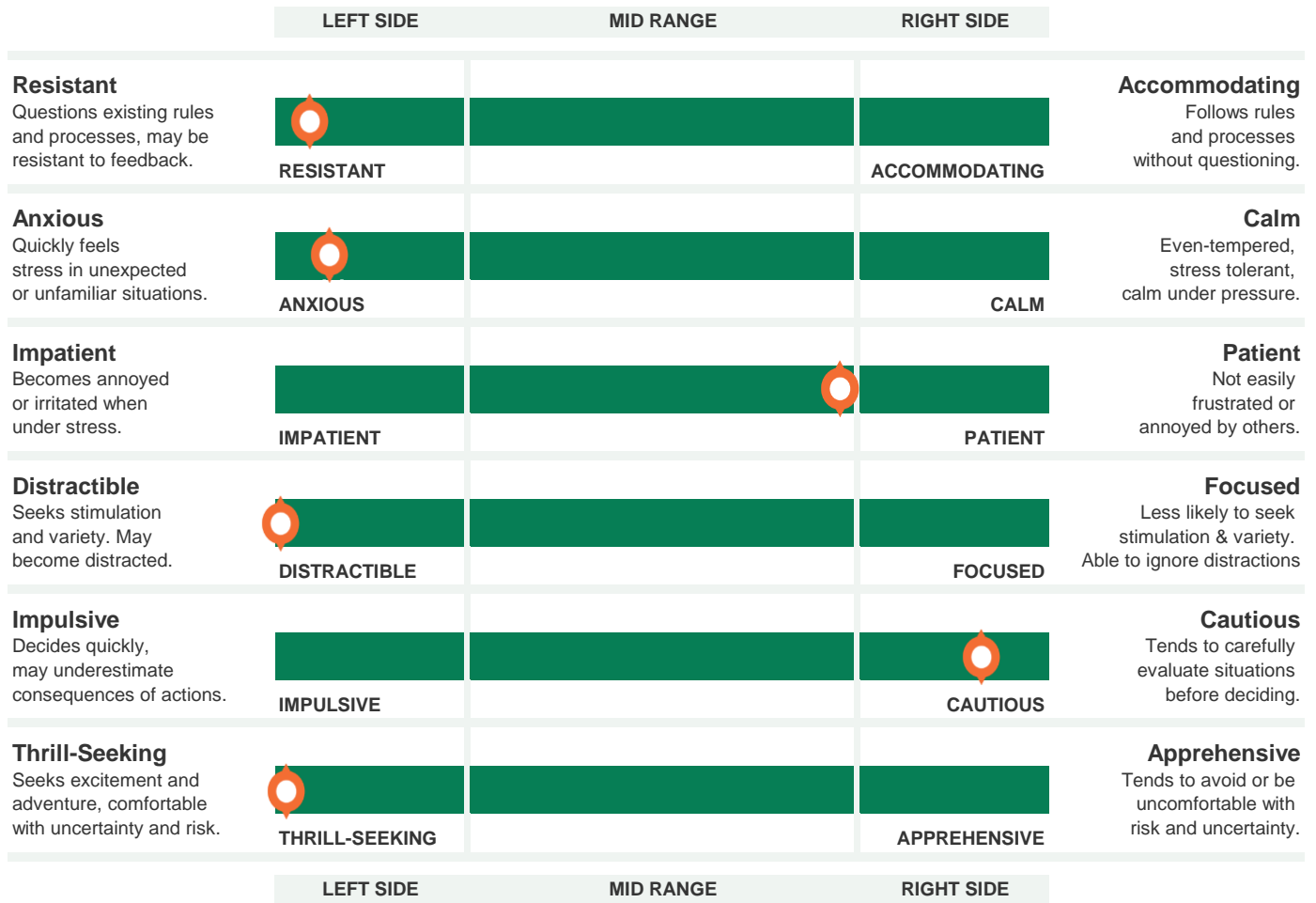
Distractible

Thrill-Seeking

Resistant

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

Kelly Sample's Safety Personality Profile:



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.

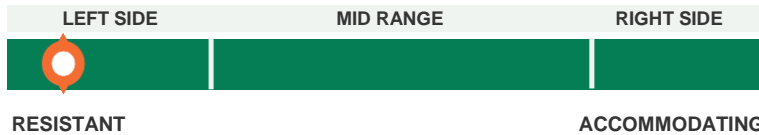
Disclaimer:

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 existing rules and processes, may be resistant to feedback.



Accommodating

Follows rules and processes without questioning.

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 rules or processes 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 inform others when standard procedures aren't appropriate

Safety risks and tips for managing Kelly Sample:

- Would benefit from knowing the reasons behind rules and the consequences of ignoring them
- May need extra time to adapt to changes in routine or rules
- Monitoring of compliance may be necessary, especially with new rules and regulations

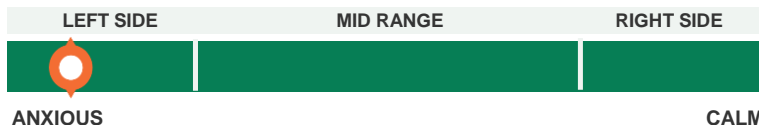
Suggested Interview Questions to probe "Fit"

- Tell me about a time when you needed to "bend the rules" in order to meet a deadline or complete a job. What was the situation and what was the result?
- Give me an example of a time when you had to go through re-training or re-learning and let go of old habits. Describe the situation in detail.

Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar situations.



Calm

Even-tempered, stress tolerant, calm 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 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:

- Quickly feels stress and pressure
- May need to be reminded that mistakes are improvement opportunities
- Would benefit from reassurance and support, especially when learning new things

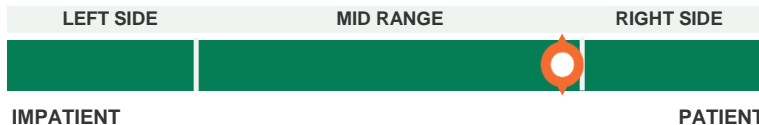
Suggested Interview Questions to probe "Fit"

- Give me an example of a time when you had to make an extremely quick decision that might have had serious consequences. What was the situation and what did you do?
- Give me an example of a time when you had to handle a lot of stress at work. Describe the situation and what you did to handle it.

Dimension 3: Impatient vs. Patient

Impatient

Becomes annoyed or irritated when under stress.



Patient

Not easily frustrated or annoyed by others.

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 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

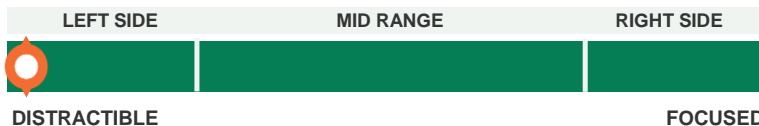
Suggested Interview Questions to probe "Fit"

- Give me an example of a work situation where you let someone know that their behavior was unacceptable. What was the situation?
- Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?

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.

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.

Positive aspects of how Kelly Sample scored:

- Well suited to roles with a lot of variety in tasks
- 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 roles involving long periods of independent work

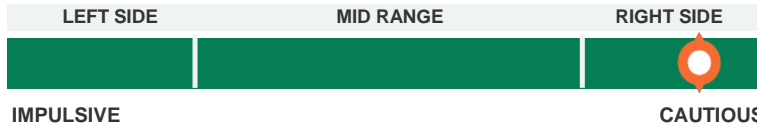
Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to have a lot of focus and concentration in order to do something correctly. What was the situation and what did you do to stay focused?
- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.

Dimension 5: Impulsive vs. Cautious

Impulsive

Decides quickly, may underestimate consequences of actions.



Cautious

Tends to carefully evaluate situations before deciding.

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.

Positive aspects of how Kelly Sample scored:

- Will consider potential consequences of actions
- Would carefully consider options when making decisions
- Would not require frequent compliance monitoring

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

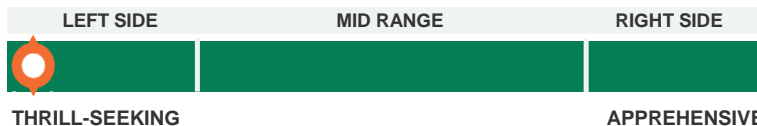
Suggested Interview Questions to probe "Fit"

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
- Give me an example when you had to make a quick decision about something and made a mistake as a result. What was the situation and how did it turn out?

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.

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 get satisfaction from completing risky tasks 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

Safety risks and tips for managing Kelly Sample:

- May benefit from relying on other team members to identify unnecessary risks
- May not recognize when risks should not be tolerated
- May become restless or bored with tasks that he/she has already mastered

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?
- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.



PART C

YOUR COMMITMENT

I,

Your Name

, will follow up with

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



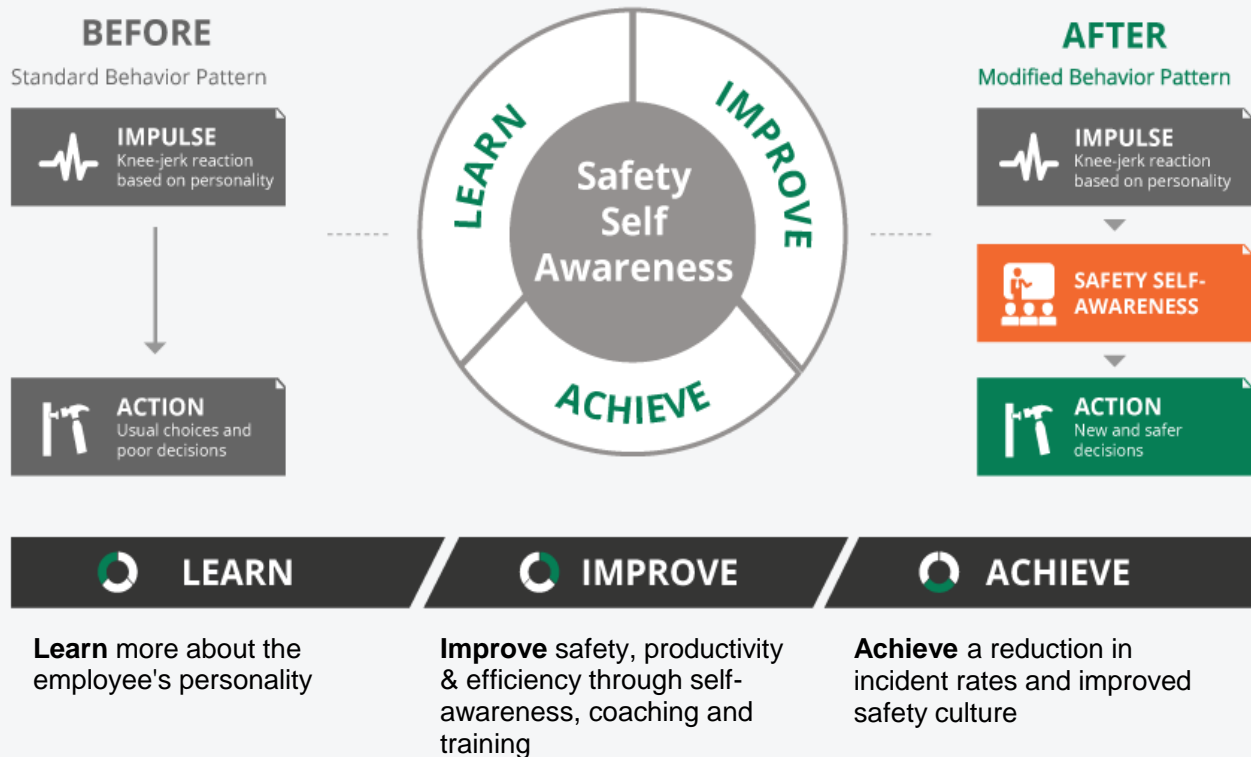
ABOUT SAFETY QUOTIENT™

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



About this Report

Purpose

- Summarize employee's safety risk profile & coaching consideration

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.



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.

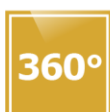


Sports Performance Profile (SPP)
Learn personality traits of athletes to coach, motivate and build winning teams.

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Review**



**Safety
Culture
Assessment**

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