

SQ

SAFETY QUOTIENT™



PARTICIPANT REPORT
For Self-Coaching & Self-Awareness

Kelly Sample



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 Traits

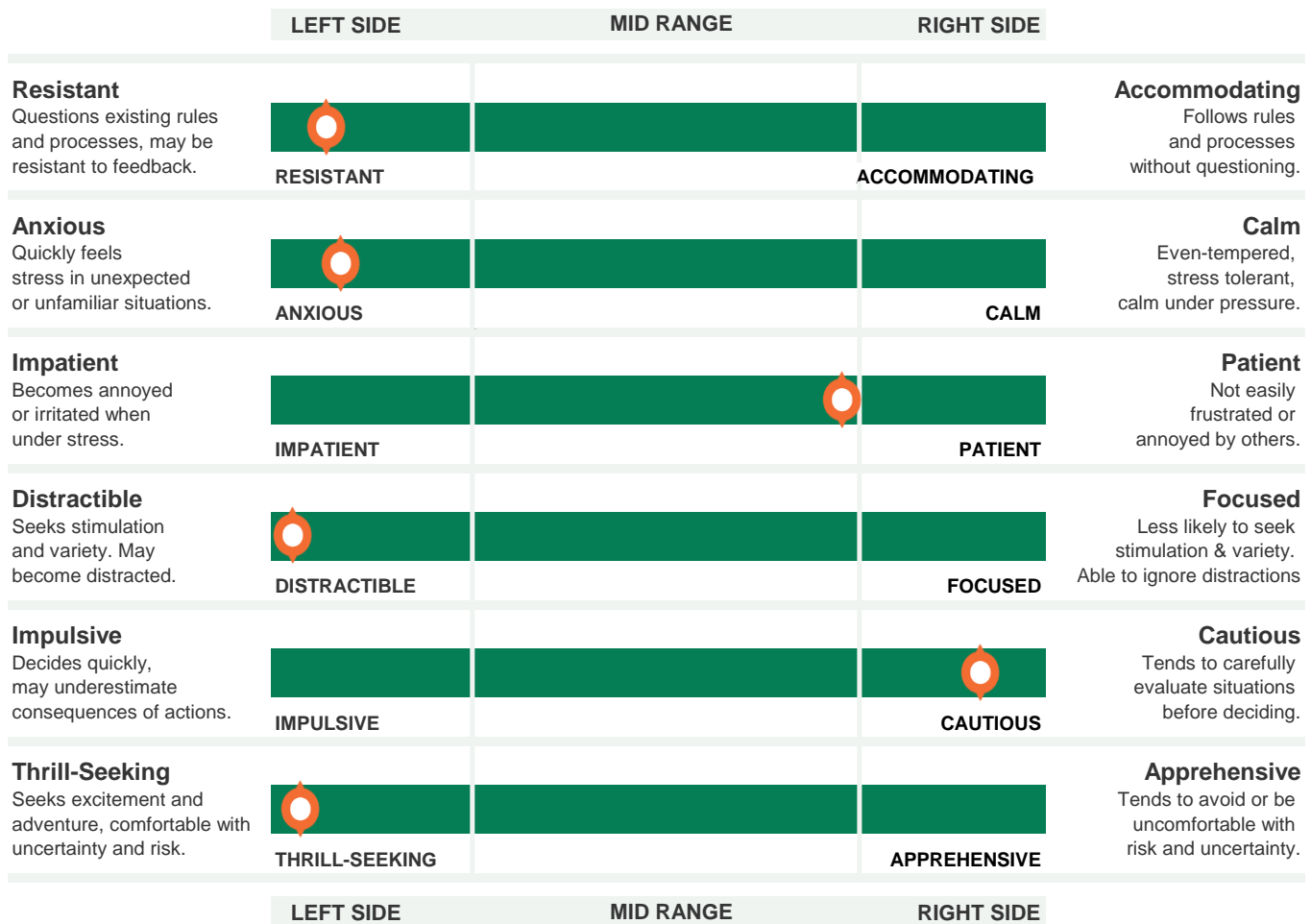
Distractible

Thrill-Seeking

Resistant

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

Your Safety Personality Profile:

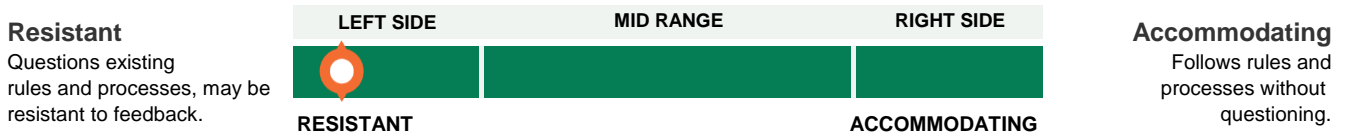


The marker represents your results. The average results of working adults is at the middle point of each dimension.

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



You scored on the LEFT SIDE.

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 you scored:

- You're able to point out areas for improvement
- You're comfortable questioning how things are done
- You prefer to have freedom in how you do your work

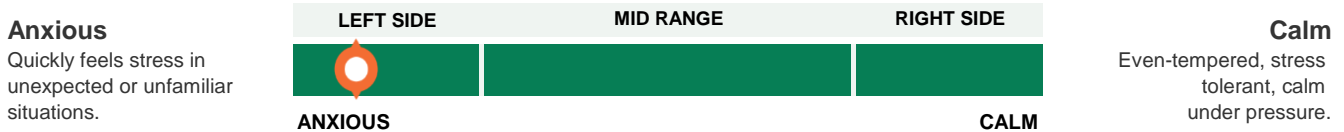
Risk areas and self-coaching tips for you:

- You may need extra time to adapt to changes in routine or rules
- Ask your supervisor if you want to know the reasons for rules or procedures
- Give your constructive criticism and 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 you can 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/> <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/> <hr/> <hr/>

Dimension 2: Anxious vs. Calm



You scored on the LEFT SIDE.

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 you scored:

- You take your responsibilities seriously
- You have a sense of urgency
- You're open to feedback and coaching on areas for improvement

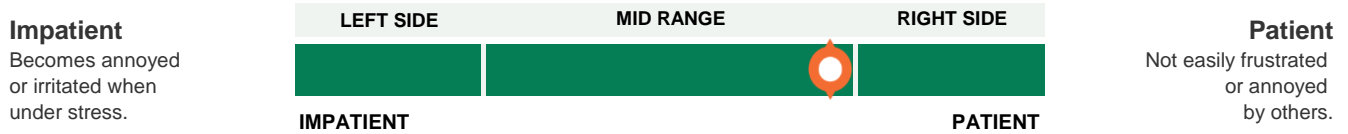
Risk areas and self coaching tips for you:

- Try to limit your time working in high stress and pressure
- Remind yourself that mistakes are developmental opportunities
- Ask your supervisor for ideas on how you can improve

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 you can 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/> <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/> <hr/> <hr/>

Dimension 3: Impatient vs. Patient



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 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 will be a supportive team member

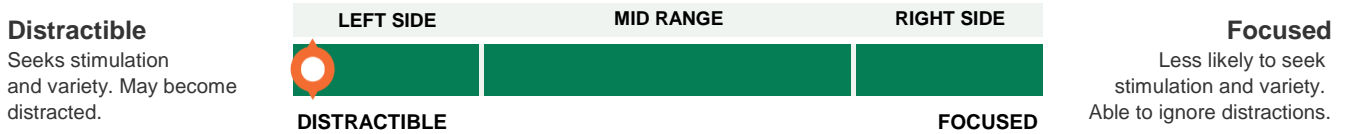
Risk areas and self coaching tips for you:

- 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 you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: Last month there was a worker who was angry and saying some really insulting things to the crew. I didn't do anything about it and eventually the whole crew got distracted.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should stop bad behavior right away if I see it rather than letting it go on and on.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Dimension 4: Distractible vs. Focused



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.

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

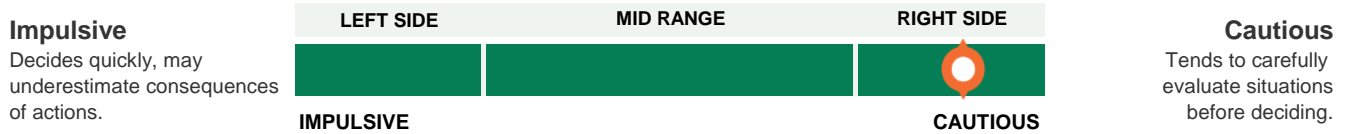
Risk areas and self coaching tips for you:

- 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 you can 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 on the RIGHT SIDE.

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 you scored:

- You tend to think things through before acting
- You're good at considering possible negative consequences of actions
- You're not likely to take unnecessary risks

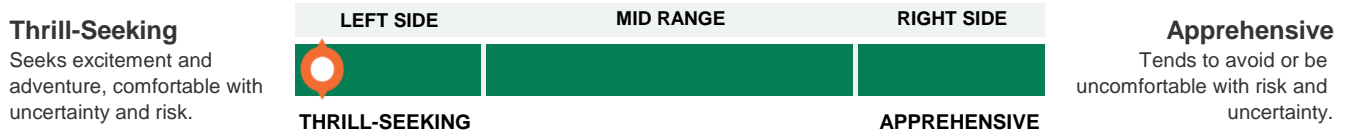
Risk areas and self coaching tips for you:

- You may be hesitant to take action in unusual situations
- You may be slower than others to make decisions
- You may be seen as too cautious or too careful

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 you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><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></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I can get input from others when I need to make a decision, especially if I have limited time.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Dimension 6: Thrill-Seeking vs. Apprehensive



You scored on the LEFT SIDE.

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 you scored:

- You're comfortable with uncertainty and risk
- You're open to trying new ways of completing tasks
- You're not likely to be fearful or afraid of taking risks

Risk areas and self coaching tips for you:

- You may benefit from relying on other team members to identify unnecessary risks
- You may not recognize when risks should not be tolerated
- You may become restless or 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 you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: When I get bored, I time myself to see how fast I can do tasks. Sometimes this makes me cut corners or be careless.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I need to focus, work at a steady pace and be careful even when things are getting boring. I can do things that are more exciting outside of work.</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 action 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 committing 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 committing 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?



1. I acknowledge that my number one 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:

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

(Your Name)

(Supervisor Name)

(Your Signature)

(Supervisor Signature)

(Date)

(Date)



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 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.)