

SQ Quick Reference Guide

DIMENSION	LEFT SIDE	RIGHT SIDE
	RESISTANT	ACCOMMODATING
The degree to which a person follows rules & is open to retraining & behavior change.	<p>Questions rules & change</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Questions the reason or purpose behind new & existing rules Points out areas for improvement in safety procedures <p>CHALLENGES</p> <ul style="list-style-type: none"> May defy safety rules & SOPs May resist retraining & behavior change 	<p>Accepts rules & change</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Compliant & rule-abiding Receptive to retraining & behavior change <p>CHALLENGES</p> <ul style="list-style-type: none"> May 'blindly' follow rules when they are not appropriate May fail to notice areas for improvement
	ANXIOUS	CALM
The degree to which a person experiences stress & pressure.	<p>Sensitive to stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to perceive the gravity or seriousness of a situation Strong sense of urgency <p>CHALLENGES</p> <ul style="list-style-type: none"> May quickly experience stress in unexpected situations May have difficulty thinking clearly & rationally under pressure 	<p>Tolerant of stress & pressure</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> High threshold for stress Thinks clearly & rationally under pressure <p>CHALLENGES</p> <ul style="list-style-type: none"> May underestimate the seriousness of a situation May lack a sense of urgency
	IMPATIENT	PATIENT
The degree to which a person experiences frustration & irritation.	<p>Sensitive to frustrations & irritations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to address negative or unsafe behavior Assertive & outspoken <p>CHALLENGES</p> <ul style="list-style-type: none"> May take work issues personally May be easily annoyed with others May be perceived as unapproachable 	<p>Tolerant of frustrations & irritations</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Rarely shows agitation towards others Even-tempered & approachable <p>CHALLENGES</p> <ul style="list-style-type: none"> May be too tolerant or lenient May avoid addressing negative or unsafe behavior

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	DISTRACTIBLE	FOCUSED
The degree to which a person seeks variety & stimulation .	<p>Seeks variety & stimulation</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Easily shifts focus & accommodates new stimuli Comfortable with 'multitasking' or split-focus <p>CHALLENGES</p> <ul style="list-style-type: none"> May struggle to focus for long periods May be easily distracted or bored with routine or repetitive tasks 	<p>Seeks routine & repetition</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Easily focuses for long periods Comfortable with routine or repetitive tasks <p>CHALLENGES</p> <ul style="list-style-type: none"> May struggle with shifting focus or accomodating new stimuli May feel overwhelmed by multiple job demands
	IMPULSIVE	CAUTIOUS
The degree to which a person considers consequences & risks when making decisions .	<p>Quick & instinctive decision-making</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Quick to decide Readily takes action Confident in capabilities <p>CHALLENGES</p> <ul style="list-style-type: none"> May underestimate negative consequences & risks May overestimate capabilities May be prone to rushing 	<p>Thoughtful & careful decision-making</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Carefully evaluates consequences & risks before acting Realistic regarding capabilities & limitations <p>CHALLENGES</p> <ul style="list-style-type: none"> May be slow to make decisions May hesitate to take action when needed May underestimate own capabilities
	THRILL-SEEKING	APPREHENSIVE
The degree to which a person avoids uncertainty & risk .	<p>Excited by uncertainty & risk</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Suited for inherently high-risk tasks Enjoys novel & unfamiliar experiences <p>CHALLENGES</p> <ul style="list-style-type: none"> May take unnecessary risks May engage in dangerous behavior when restless or bored 	<p>Avoidant of uncertainty & risk</p> <p>STRENGTHS</p> <ul style="list-style-type: none"> Avoids unnecessary risks Avoids dangerous tasks <p>CHALLENGES</p> <ul style="list-style-type: none"> May have difficulty taking necessary or unavoidable risks May avoid unfamiliar experiences