

DSQ

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

DSQ™ Score:

Kelly Sample's primary driving 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 Driver 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.

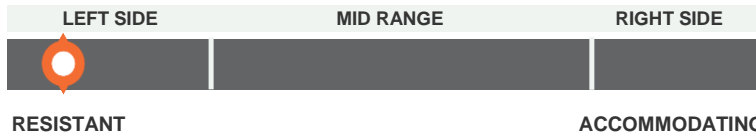
**Disclaimer:**

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 driving rules and guidelines, may be resistant to feedback



**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



**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



**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

**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?

**Safety risks and tips for managing Kelly Sample:**

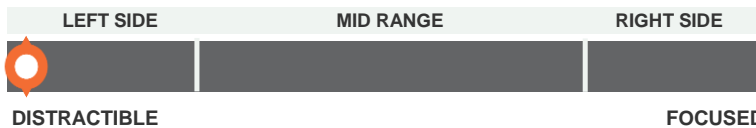
- When under extreme stress, may become annoyed by others
- Should be encouraged to speak up if something is bothering him/her
- Would not usually take others' behavior personally

- 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



**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

**Suggested interview questions to probe "fit"**

- Give me an example of a time you became distracted while driving. What distracted you and what happened?

**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

- 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



**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

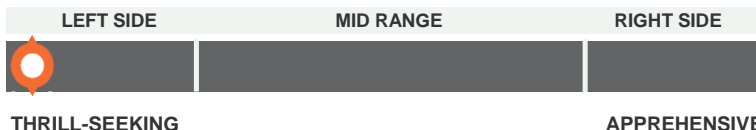
**Suggested interview questions to probe "fit"**

- 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



**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)

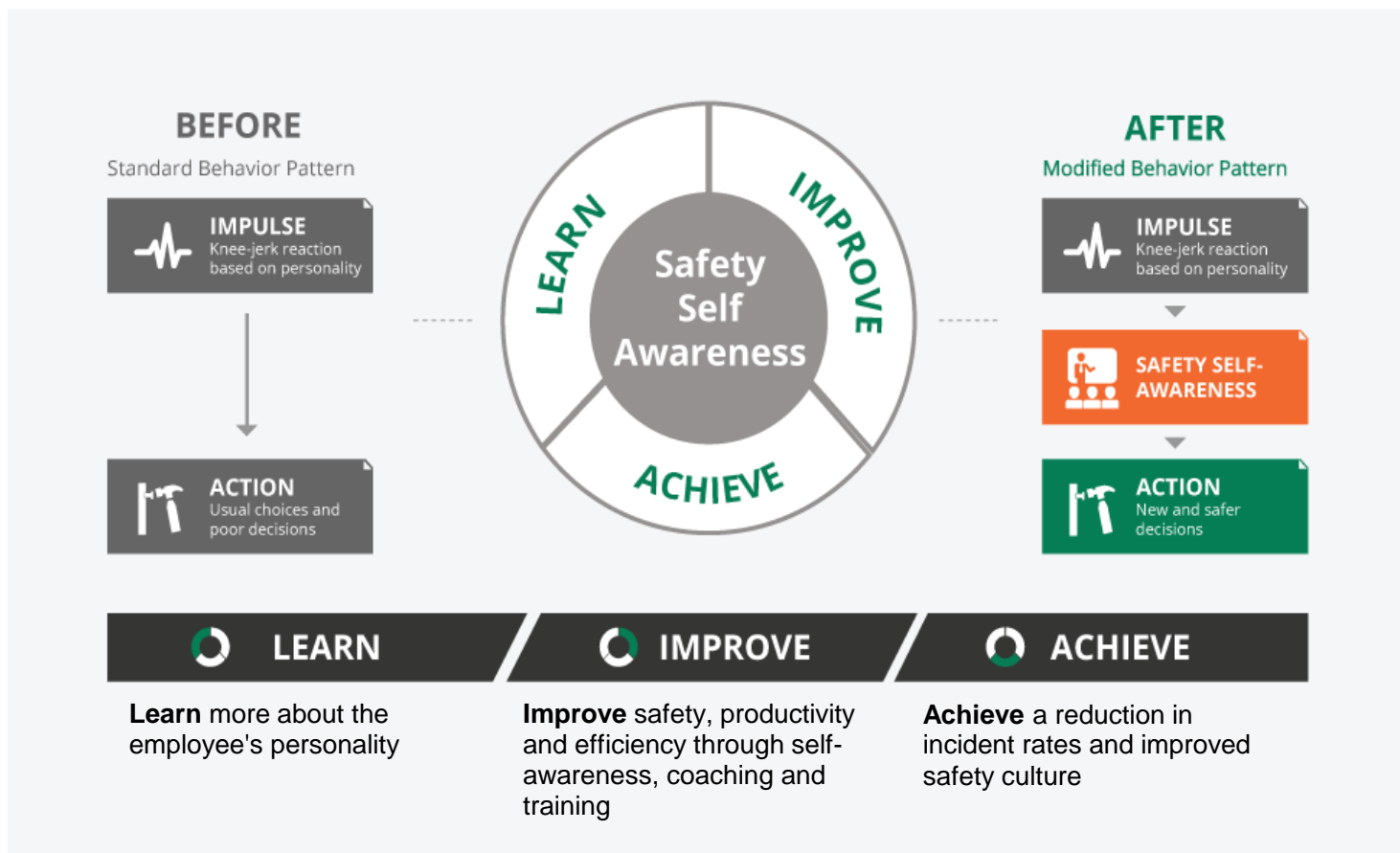
**Recommended re-assessment date for Kelly Sample:**

## 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.



## 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.)

TalentClick's employee assessment solutions provide actionable business intelligence to help you build happier, safer, and more productive teams. Our unlimited-use subscriptions include ANY or ALL of the following reports, so you can test all your employees or applicants for one affordable price.

**OUR CORE BUNDLE:** Included in the Standard Unlimited-Use Subscription.



**Attitude-Values-Personality (AVP)** report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

*\*The AVP includes any combination of WPP, WVA & SQ/DSQ*



**Workstyle & Performance Profile (WPP)** reveals each participant's workstyle, strengths, and areas for improvement. The WPP can be used for hiring, training, performance management, succession planning, and more.

*\*Participant report available*



**Work Values & Attitude (WVA)** assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

*\*Participant report available*



**Safety Quotient™ (SQ)** helps identify the high-risk personality traits that lead to human error and preventable workplace incidents. The SQ measures rule-resistance, distractibility, impulsiveness, and more. Specialized report for Safety Leaders available.

*\*Participant report available*



**Driver Safety Quotient™ (DSQ)** helps predict a driver's likelihood of collisions, near misses, traffic violations, property damage, and more. The DSQ helps ensure a safer roadway for everyone.

*\*Participant report available*

**ADD-ON SOLUTIONS:** Included in the Standard Unlimited-Use Subscription.



**Cognitive Ability (CQ):** Tests language comprehension, numerical calculation ability, and spatial reasoning.



**English Proficiency (EP):** Measures English language competencies, including writing, vocabulary, and typing accuracy.

**PREMIUM SOLUTIONS:** Included in the Premium Unlimited-Use Subscription.



**Leadership Profile (LP):** Helps hire, train, and develop an organization's most valuable assets - its leaders. The LP identifies leadership style, business reasoning ability, and conflict management approach.

*\*Participant report available*

**OTHER SOLUTIONS:** Ask us for details. Additional fees may apply.



**360 Degree Leadership Review**



**Safety Culture Survey**



**Online Training Courses**



**Sports Performance Profile**

Contact Us at [info@talentclick.com](mailto:info@talentclick.com) | 1 (877) 723-3778