

SQ

# SAFETY QUOTIENT™



## EMPLOYER REPORT

For Hiring, Training & Coaching

**Kelly Sample**

**Benchmark: Construction**

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:**

**18**

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

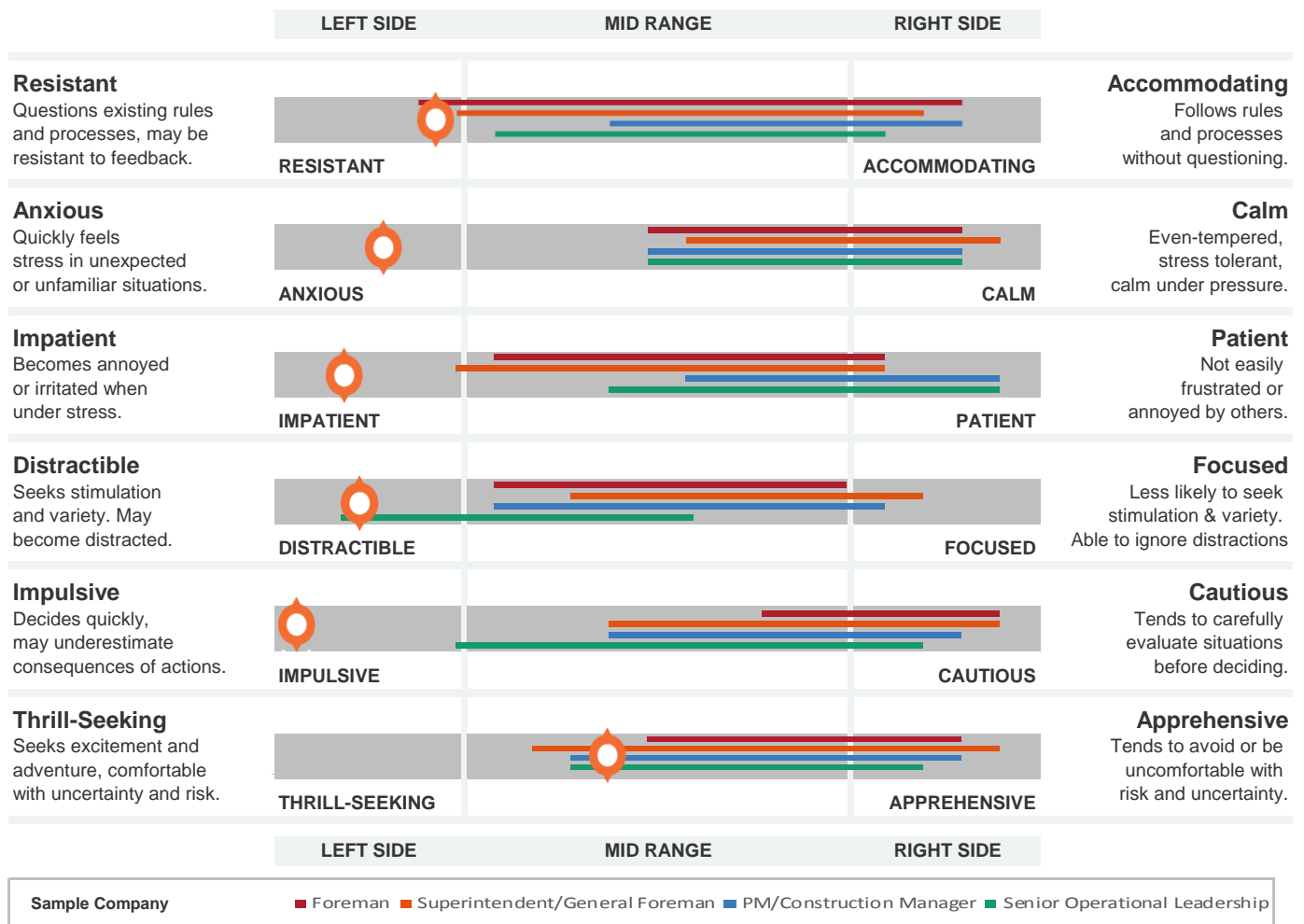
**Impulsive**

**Impatient**

**Distractible**

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

## Kelly Sample's Safety Personality Profile:



### Kelly Sample's Validity

**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.



**Benchmark:**  
Represents the desired range for this organization

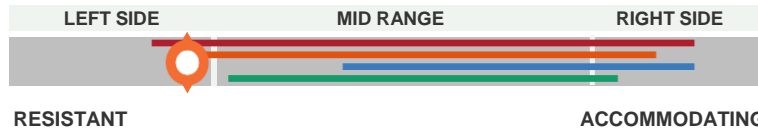
### Disclaimer:

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.

Sample Company

■ Foreman ■ Superintendent/General Foreman ■ PM/Construction Manager ■ Senior Operational Leadership

### 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

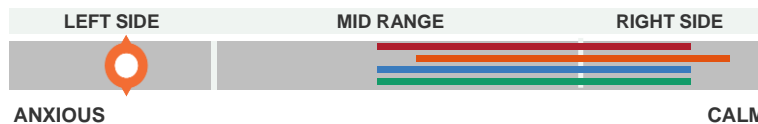
#### Suggested Interview Questions to probe "Fit"

- 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.

Sample Company

■ Foreman ■ Superintendent/General Foreman ■ PM/Construction Manager ■ Senior Operational Leadership

### 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

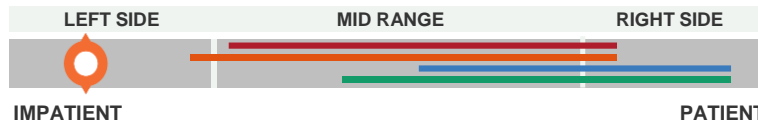
#### Suggested Interview Questions to probe "Fit"

- 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.

Sample Company

■ Foreman ■ Superintendent/General Foreman ■ PM/Construction Manager ■ Senior Operational Leadership

#### Kelly Sample scored on the Left Side 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 on the left side may become quickly annoyed or irritated by others.

##### Positive aspects of how Kelly Sample scored:

- Would respond well to positive feedback
- Will likely be a straightforward and frank communicator
- Comfortable voicing opinions even if they are unpopular

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

- May need to be reminded of the impact his/her actions have on others
- May need encouragement to let go of grudges and stop taking others' behavior personally
- May need time to "cool off" after becoming frustrated

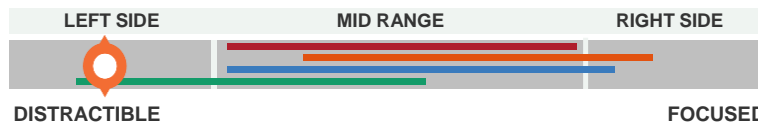
##### Suggested Interview Questions to probe "Fit"

- Give me an example of a work situation where someone did something that you found to be extremely annoying. 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.

Sample Company

■ Foreman ■ Superintendent/General Foreman ■ PM/Construction Manager ■ Senior Operational Leadership

#### 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

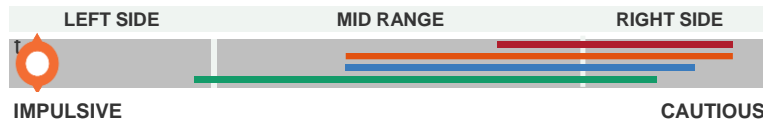
##### Suggested Interview Questions to probe "Fit"

- 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.

Sample Company

■ Foreman ■ Superintendent/General Foreman ■ PM/Construction Manager ■ Senior Operational Leadership

### Kelly Sample scored on the Left Side of Impulsive vs. Cautious.

This area measures a person's level of caution when making decisions. People who score on the left side tend to decide quickly and may underestimate the consequences of their decisions.

#### Positive aspects of how Kelly Sample scored:

- Able to decide quickly
- Takes action immediately
- Doesn't over-analyze situations

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

- May be overconfident in own abilities
- May need to be reminded to think through possible negative consequences of actions
- May underestimate the risks of not following standard procedures

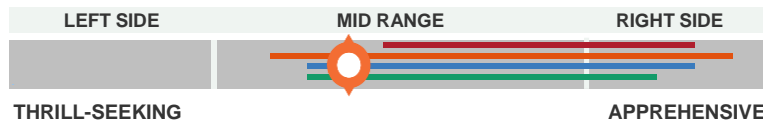
#### Suggested Interview Questions to probe "Fit"

- Tell me about a time when you took extra time to examine a situation to make sure you made a safe decision on the best way to deal with it. What was the situation and what did you do?
- Give me an example when you rushed while doing 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.

Sample Company

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### Kelly Sample scored in the Mid Range of Thrill-Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score in the mid range have an average level of excitement seeking and usually do not prefer risk taking and uncertainty.

#### Positive aspects of how Kelly Sample scored:

- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of acceptable risks
- Able to recognize risks that can be avoided

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

- May benefit from help in recognizing risks he/she may overlook
- May not always recognize when risks should not be tolerated
- May become bored with tasks that he/she has already mastered

#### Suggested Interview Questions to probe "Fit"

- Tell me about a time when you were doing work that you thought was risky. What was the situation and how did you react to it?
- 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, , 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:**



# 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.)



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**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**

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