



SAFETY CHECK DEVELOP

Pat Participant

February 2022



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Introduction

The Assessment

Safety Check measures the personal characteristics that help to predict unsafe behaviour in the workplace. It is based on a body of research that, over time, has revealed the personality preferences and abilities that tend to predict an increased likelihood of workplace accidents, injuries, risky behaviour, or noncompliant work practices. Safety Check is intended as a tool that can help organisations create safer workplaces.

The Report

The purpose of this report is to give information about Pat's likely behaviours. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with him.

Private and Confidential

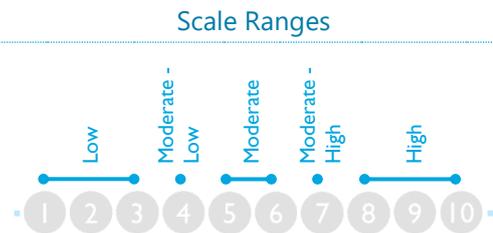
This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Waiver

Safety Check is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare respondent results. As a guide, scores of 1 to 3 indicate a strong preference for the low-end of the scale, while scores of 5 to 6 indicate no preferences for either end of the scale, and scores of 8 to 10 indicate a strong preference for the high-end of the scale.



Comparison Group (Norm)

Pat's results have been compared against the following norm groups.

Assessment	Name	Size
Safety Perspectives	International Participants	405
Comprehension of Situational Safety	International Participants	13137
Information Checking	International Participants	2178
Understanding Instructions	International Participants (2020)	750

Impression Management

The impression management indicators would suggest that Pat was happy to present himself openly, honestly and without wishing to project a positive or distorted image of himself.

Profile Summary

Detailed below is a summary of Pat's results. What this means on-the-job is detailed more fully in the remainder of this report.



Safety: Personality



Safety: Ability



Average Safety Scores

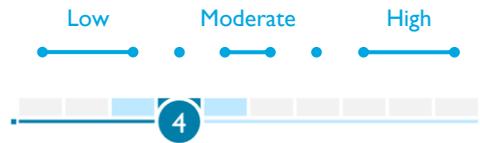


Results in Detail

Safety: Personality

Safety Conscientiousness

Safety Conscientiousness describes a person's tendency to be disciplined, organised, and dutiful. These characteristics incline a person towards safe workplace practices by following rules and safety procedures diligently, and not cutting corners.



What This Result Means

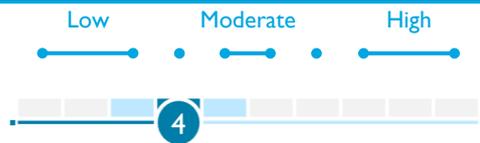
- Pat may be seen as relaxed and informal, having an easy going and unflustered demeanour.
- Perhaps feeling less bound than some by what he may see as unnecessary rules or protocols, Pat may live by the motto 'the end justifies the means', although he is unlikely to dismiss rules and regulations out of hand.
- He may not always meet deadlines and small details are unlikely to be seen as relevant to him.

Development Recommendations

- Set Pat clear targets and goals.
- Ensure he stays mindful of the importance of planning to achieve targets.
- Explain the reasons for rules and regulations so that Pat is fully convinced of their importance.

Safety Compliance

Safety Compliance represents a person's motivation to get along with others and to work towards the collective wellbeing. Such regard makes people more likely to be compliant with established safety practices and less likely to engage in behaviours that endanger the wider group.



What This Result Means

- Pat profiles as being comfortable with conflict.
- Having a slightly less conforming nature than most people, Pat may not be as inclined as most to comply with established safety protocols.

Development Recommendations

- Invest time in explaining the personal benefits of adhering to safety practices.
- Build Pat's interest in safety training and development by focusing on the benefits and outcomes.

Safety Motivation

Safety Motivation describes a person's drive to seek excitement and stimulation, and to take risks. This scale is inversely related to tendencies to engage in risky behaviours, which unsurprisingly predict safety incidents in the workplace.



What This Result Means

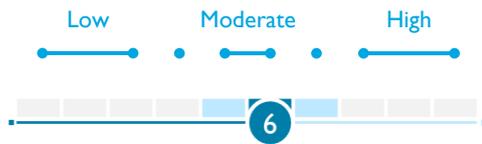
- Pat's profile indicates that he is as motivated towards safe workplace behaviour as most people.
- He is likely to be as safety-conscious as most people.
- In addition to this, he is as likely to avoid engaging in risky behaviour as most people.

Development Recommendations

- Ensure that Pat and others are aware of what to do in the event of a crisis by running safety drills.
- Use safety training to develop Pat's safety awareness and understanding of potential safety risks.

Safety Composure

Safety Composure measures resilience. People high on this scale are more likely to remain composed and calm under pressure. It is relevant to safety outcomes as people who are easily stressed and less emotionally stable are more prone to accidents in the workplace.



What This Result Means

- Pat may manage his frustrations and emotions as well as most people.
- He may be reasonably effective at handling personal criticism without losing his cool.
- Pat's capacity to handle pressure may be dependent on the circumstances.
- Under prolonged pressure, he may over-react.

Development Recommendations

- Encourage Pat to see the positives in challenging situations.
- If Pat is upset about something, try to understand the situation from his perspective.

Safety Confidence

Safety Confidence measures the inverse of apprehension or withdrawal. Those scoring high in Safety Confidence tend to be secure and self-assured, and tend to have better safety outcomes.



What This Result Means

- Pat profiles as being slightly more self-doubting than the average person.
- He may downplay his achievements.
- He is more likely than some others to worry about what could go wrong.
- He may lose some confidence when things get tough.

Development Recommendations

- Ensure feedback is provided in a constructive manner by building on the positive aspects of Pat's performance; recognising achievements, and framing any shortcomings as opportunities for development.
- Pat is likely to benefit from coaching aimed at increasing his self-confidence and ability to accept criticism.
- Make it very clear to Pat that he will not be unduly criticised as a result of owning up to errors.

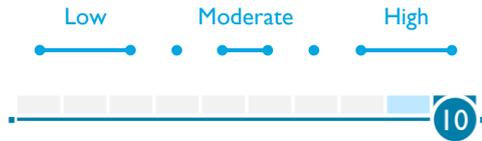
Safety: Ability

Comprehension of Situational Safety

Comprehension of Situational Safety assesses the ability to understand complex concepts and assimilate new information. This scale is used to predict the ability to comprehend hazards, safety relationships, and the ramifications of behaviour for safety outcomes.

What This Result Means

- Pat's Comprehension of Situational Safety score is within the well above average range when compared to the reference group and suggests that he should have a high level of natural or innate ability.
- Scoring in this range suggests that Pat should be quick to grasp new and complex concepts which are outside of his previous experience and may require a stimulating role in order to keep himself motivated.



Development Recommendations

- Support him to develop strategies to simplify complex problems for others.
- Encourage him to teach others a skill.
- Encourage Pat to help others solve complex problems.

Information Checking

Information Checking assesses the ability to discern similarities and differences when comparing multiple sets of data. It consists of items which require the recognition of alphanumeric patterns and differences between them.

What This Result Means

- Pat's performance on the checking test places him in the within the average range when compared to the norm group. His ability to perceive similarities and differences in sets of data is typical of this group.
- While he should have little difficulty completing tasks that require attention to detail of a day-to-day nature, he may prefer to have more time when checking the accuracy of more complex information.



Development Recommendations

- Remind Pat that developing this ability any further is a matter of practice and discipline.
- Remove or reduce any distractions in his workplace to help him better focus on his tasks.
- Provide Pat with additional time carefully check his work for errors.
- Encourage him to prepare to-do lists with follow-up activities.
- Pair him with more detail-oriented colleagues who can support him in checking his work.

Understanding Instructions

Understanding Instructions measures a person's ability to understand instructions presented in different forms. It is an essential part of a person's ability to follow safety instructions.



What This Result Means

- Pat's ability to understand instructions in different written and graphical forms is within the well above average range when compared to the reference group.
- Scoring in this range suggests that he should be more capable than most people of understanding instructions in complex sets of data and be able to quickly and accurately follow those instructions.

Development Recommendations

- Utilise Pat's ability to quickly and accurately interpret safety instructions to help explain new safety procedures and rules to others.

Attention to the Task

Attention to the Task measures situational awareness or the inverse of cognitive failures. Safety outcomes are partially determined by workers' attention to the task, where individuals with low scores are more likely to be distractible and exhibit lapses that may imperil safety.



What This Result Means

- Pat's ability to remain focused on the task at hand and is within the average range when compared to the reference group.
- Scoring in this range, he is not likely to be more distractible or exhibit lapses that could imperil safety than most people.

Development Recommendations

- Work with Pat to develop strategies to maintain his focus when working on tasks that require focused attention.
- Encourage him to keep an organised work area and make lists that he can refer to when multi-tasking.
- Limit distractions that Pat may face while completing his tasks.



Development Plan

Use this section to summarise and document Pat's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Pat and read the report prior to conducting a coaching session.
2. Corroborate the results with Pat and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with him.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					