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Michael Sample

DECISION MAKER

HEALTH AND SAFETY SELECTION REPORT



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REPORT STRUCTURE

This report presents Michael Sample's Competency profile in the following sections:

1. Guide to Using This Report

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DISCLAIMER

This is a strictly confidential assessment report on Michael Sample. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Michael Sample.

The Health and Safety profile is only an indicator and was not designed to predict specific workplace accidents. Moreover, individual behaviour is only one component of organisational health and safety, where an organisation's overall management of safety systems and culture is critical.

The Health and Safety profile arises from a self-report questionnaire and must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, motivation, interests, values, abilities and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.

GUIDE TO USING THIS REPORT

INTRODUCTION

A large number of organisations aim to reduce health and safety incidents and workplace accidents. While the environment and safety culture of an organisation play a role in this, personnel factors are also very important. The Health and Safety battery of tests assesses a range of ability and personality characteristics that represent a tendency towards safe behaviour in the workplace environment.

The results of the Health and Safety Assessment predict the possibility that people will engage in healthy and safe workplace behaviour based on their ability to listen, comprehend and adhere to health and safety rules, their ability to perceive workplace hazards within their environments and their ability to respond to hazards based on their health and safety understanding.

This assessment is unique in that it includes cognitive reasoning abilities in addition to personality measures to investigate and predict health and safety behaviours. Research shows that high cognitive ability is associated with fewer accidents, lower accident mortality rates, fewer deliberate safety violations and lower accident risk.

CONTEXT

The profile arises from a personality questionnaire and an assessment of specific abilities. It must be interpreted in the context of other relevant factors such as experience, training, and wider skills. The profile should also be considered in light of the organisation's healthy and safety systems and culture, and with a view to the specific hazards faced in particular roles and workplace environments.

DIMENSIONS

This report consists of several individual dimensions. Based on contemporary research, several individual personality and cognitive reasoning ability dimensions contribute to the individual's overall health and safety attitude. Individual dimensions indicate different aspects of safety-related behavioural preferences, tendencies, and abilities.

COGNITIVE REASONING DIMENSIONS

Understanding instructions and safety-related information - Describes the ability to understand and follow instructions and information in English, either written or in a table. Low scorers will tend to have more difficulty understanding and following safety instructions than high scorers. This scale does NOT assess willingness to follow instructions.

Checking and attention to detail - Describes an individual's ability to be careful, fast, and accurate when checking safety-related details in their environment. Many routine health and safety practices require the individual to perform recurring but important checking tasks that necessitate concentration. Such tasks may include following detailed procedures, checking instruments, and checking and verifying the presence of hazards in the environment. Low scorers on this scale are less likely to see details accurately and spot differences quickly than high scorers.

Understanding the safety environment - Relates to general cognitive ability. Situations in which safety is important may often be uncertain and ambiguous. Strong general cognitive ability can help individuals to make sense of information quickly and logically and help them to recognise patterns and themes. This ability is especially helpful in novel or uncertain situations. High scorers will tend to be more aware of the subtleties of environmental factors and the consequences of events occurring around them than low scorers.

PERSONALITY DIMENSIONS

Safety motivation - Indicates an individual's preference for behaving safely and avoiding risk. Low scorers may be excited by risk, whereas high scorers tend to be cautious and safety-conscious, and are less likely to avoid routine safety procedures.

Safety diligence - Represents the extent to which an individual is likely to complete health and safety tasks conscientiously. Many routine safety-related practices require attentiveness, thoroughness, and suitable care, even though they may be tedious. Low scorers are less likely to perform such tasks diligently than high scorers.

Adherence to rules - Describes an individual's tendency to follow prescribed health and safety practices. If health and safety processes and procedures aren't followed, an organisation's ability to manage health and safety is compromised. Low scorers on this scale are more inclined to reject embedded procedures, shun safety norms, and question authority than high scorers.

Openness to guidance - Refers to the extent to which an individual is likely to respond well to guidance, training, and development programmes around health and safety. While low scorers may be less receptive to having their health and safety behaviour modified in this way, high scorers tend to be more open to such guidance.

Safety confidence - Predicts how self-assured an individual is likely to be about their safety-related behaviour. Low scores indicate less confidence and may be associated with a higher rate of errors when put under pressure. High scores suggest that such errors are less likely, and also predict that an individual will tend not to be discouraged from following safe practices by criticism and social pressure.

Safety composure - Relates to an individual's tendency to remain calm and not let frustration or impatience influence their adherence to safe practices. Low scorers tend to be impatient or short-tempered, and may easily become frustrated or angry. This can lead to safety shortcuts or mistakes. High scorers, on the other hand, tend to remain calm and compose. Consequently, they are more likely to adhere to good safety practices, and are less likely to make errors that compromise safety.

REFERENCE GROUP USED

The following reference groups were used to generate this report:

Test	Reference Group	Sample Size
Understanding Instructions	Respondents	1720
Checking and Attention To Detail	Respondents	1681
Understanding the Safety Environment	Respondents	1661
Personality Dimensions	Respondents	1589

RESPONSE STYLE

The response style indicators show that Michael appears to have answered the questionnaire honestly and attentively. **His profile can therefore be interpreted with some confidence.**

HEALTH AND SAFETY PROFILE

The overall score estimates Michael Sample's tendency to behave safely in the workplace. It reflects a combination of ability and personality factors related to health and safety. Ability factors include processing information quickly and accurately, and being able to understand safety-related information and the safety environment. Personality factors predict the likelihood of adhering to rules, being motivated by safety, being diligent in following safety practices, being open to safety guidance, and being able to be safe under different emotional pressures. Along with the overall score, it is also important to consider scores on each of the individual dimensions and to consider ability and personality scores separately.



RESULTS OVERVIEW

SUMMARY

Michael's responses suggest that, overall, **he is as likely as most to behave safely in the workplace.**

Michael's ability scores suggest that, on the whole, his ability to notice and understand the requirements and subtleties of the safety environment may be below average. His profile, however, suggests that he may have as strong a preference for, and tendency towards, behaving safely in the workplace as most others.

POTENTIAL STRENGTHS

- Michael appears to be significantly more open to guidance, training, and development around his health and safety behaviour than most.

POTENTIAL RISKS

- Michael profiles as being less likely than others to be careful about properly completing such routine procedures as checks, maintenance, drills, hazard identification exercises, safety meetings, and other safety tasks.
- Michael may be less likely to respond appropriately to safety instructions than most.
- Michael may be less likely to quickly and accurately identify important safety details than most.

INTERVIEW GUIDE

The report provides interview questions to attempt to help elicit information about a respondent's health and safety attitudes. While this report provides valid interview questions as well as further structure to how interviews are conducted, interviewers are encouraged to:

- Identify which dimensions listed in the report are related to the organisation's health and safety framework.
- Develop their own list of questions and not rely solely on the interview questions provided.
- Determine what other health and safety factors are not covered in the report and prepare additional questions to cover those areas.
- Gather additional information about respondents from other sources such as background checks, references, past performance, etc.
- Utilise the evidence gathered from all the sources in order to make a decision.

INTERVIEW GUIDE: COGNITIVE REASONING DIMENSIONS

ML Understanding Instructions And Safety-Related Information

Description

- Michael's responses suggest that he is likely to be less able to understand written instructions and information in English than most. Consequently, he may be less likely to respond appropriately to safety instructions than most.

Questions

- Have you ever had trouble understanding certain types of instructions over others? How did you deal with the situation?

Interview Notes

ML Checking and Attention To Detail

Description

- Michael's score suggests that he is likely to be slower, less accurate, and less careful than most when checking details. As a result, it appears that he is less likely to quickly and accurately identify important safety details than most.

Questions

- What types of errors or mistakes have been spotted in your work? Why did these occur?
- Have you ever spotted or corrected a mistake in someone else's work? What were the errors and how did they occur?

Interview Notes

ML Understanding The Safety Environment

Description

- Michael's score suggests that he is slightly less likely than most to understand patterns of risk and the safety consequences of behaviour in his workplace environment. As a result, Michael may be a little less able than most to process uncertain and ambiguous information, such as that found in safety-related and emergency situations.

Questions

- Have you ever faced any crises or emergencies in your workplace? How did you respond?
- Have you had to solve a crisis situation on your own? What did you do?

Interview Notes

INTERVIEW GUIDE: PERSONALITY DIMENSIONS

MH Safety Motivation

Description

- Michael profiles as being slightly more motivated towards safe workplace behaviour than most others. He appears to be more safety-conscious than most, and is likely to be more proactive about keeping the workplace safe than many in the comparison group. In addition to this, he profiles as being a little less likely than most to engage in risky behaviour.

Questions

- Have you ever implemented any safety precautions at work? What were the precautions and what was the outcome?
- Have you ever warned others of possible risks in the workplace? What did you warn them of and what was the outcome?

Interview Notes

ML Safety Diligence

Description

- Michael appears to be less likely than others to carefully and diligently complete the health and safety tasks and procedures required of him. He profiles as being less likely than others to be careful about properly completing such routine procedures as checks, maintenance, drills, hazard identification exercises, safety meetings, and other safety tasks.

Questions

- Do you find that you get bored by routine/repetitive tasks?
- What type of routine tasks do you have in your current work and how do you approach them?

Interview Notes

M**Adherence To Rules****Description**

- Michael's profile indicates that he believes, as much as most, in the importance of following correct and established standards. As a consequence, he appears to be as likely as most to follow safety rules and procedures, and conform to safety norms and authority. However, he may have some difficulty conforming to safety norms if he feels they restrict his personal freedoms.

Questions

- Have you ever felt that outdated protocols and procedures got in the way of your work? What did you do?
- Have you ever been asked to work on a project which you felt was trivial? What did you do?

Interview Notes**H****Openness To Guidance****Description**

- Michael profiles as being very obliging and open to the points of view of others. As a result, he appears to be significantly more open to guidance, training, and development around his health and safety behaviour than most.

Questions

- What have you done to support change initiatives in the workplace recently?
- What training and development activities did you find to be the least/most beneficial over the last few years? Why?

Interview Notes**M****Safety Confidence****Description**

- Michael profiles as being as confident around his safety-related behaviour as most others. While he may be as susceptible as most to the opinions of others, he appears to be as likely as most to avoid being discouraged by others from following safe practices.

Questions

- Have you ever felt pressured by others to cut corners or disregard rules? What was the situation and how did you respond?
- Have you ever worked in an environment that did not follow safety standards as closely as you did? How did you deal with the situation?

Interview Notes

M**Safety Composure**

Description

- Michael profiles as being as likely to remain calm and composed in workplace situations as most others. Consequently, he is as likely as most to avoid committing errors or taking safety shortcuts out of anger or frustration.

Questions

- Tell me about a situation where you had to work against a tight deadline. What did you do?
- What sort of things annoy you or irritate you the most? How do you deal with them?

Interview Notes
