PSYTECH INTERNATIONAL

Sam Sample | 1234
27 Mar 2019

DECISION MAKER

HEALTH AND SAFETY DEVELOPMENT REPORT

SOLUTIONS DEVELOPMENT

REPORT STRUCTURE

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

DISCLAIMER

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

SUPPLEMENTARY REPORTS

The information gained from this report can be used in conjunction with other supplementary reports. The supplementary reports available for the Health and Safety Assessment are:

Selection Report

The "Selection" report provides an overview of Sam's health and safety results followed by more detailed information regarding his performance on each of the assessment's dimensions. The report also provides interview questions which can be used to probe his tendency towards healthy and safe behaviour in the workplace and form a better understanding of the areas of concern and whether they may pose a potential risk in the workplace.

Respondent Feedback Report

The Feedback Report is intended for sharing directly with respondents. It is similar to the Development Report, though does not provide dimension scores or a framework for development.

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.

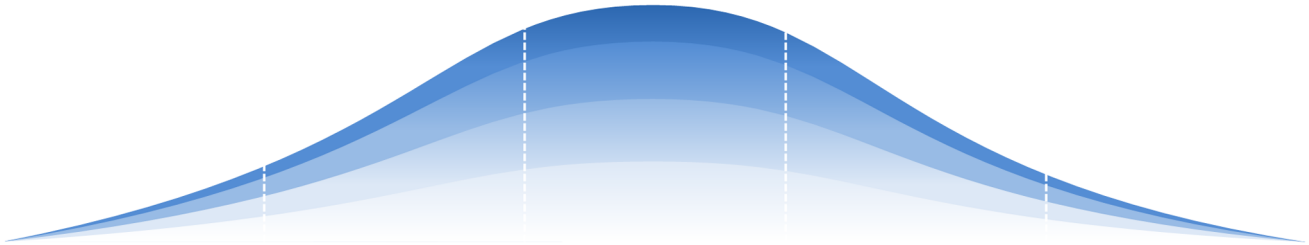
Safety confidence - Predicts how self-assured an individual is likely to be about their safety-related behaviour. Low scores indicate less confidence and may be associated with a higher rate of errors when put under pressure. High scores suggest that such errors are less likely, and also predict that 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.

RESULTS SCALE

A reference group is used to evaluate Sam's results and determine his tendency to behave safely in the workplace compared to others. His results are presented as standardised scores on a scale of 1 to 10.

The following chart represents a continuum of safe behaviours in the workplace, where high scores represent greater tendency to behave safely in the workplace and low scores represent a reduced likelihood of behaving safely in the workplace. An overall safety level ranging from a "Low" to a "High" tendency to behave safely is provided to help highlight areas of concern.



Scores (1-2)	Scores (3-4)	Scores (5-6)	Scores (7-8)	Scores (9-10)
L	ML	M	MH	H
Low	Moderate-Low	Moderate	Moderate-High	High

RESPONSE STYLE

The response style indicators show that Sam 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 Sam 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.

HEALTH AND SAFETY PROFILE CHART

Cognitive Dimensions	Score
Understanding instructions and safety-related information	H
Checking and attention to detail	MH
Understanding the safety environment	H
OVERALL COGNITIVE REASONING SCORE	H

Personality Dimensions	Score
Safety Motivation	M
Safety Diligence	M
Adherence to Rules	ML
Openness to Guidance	MH
Safety Confidence	MH
Safety Composure	MH
OVERALL PERSONALITY SCORE	M

Overall Score	Score
OVERALL SCORE	MH

RESULTS OVERVIEW

SUMMARY

Sam's responses suggest that, overall, **he is much more likely than most to behave safely in the workplace.**

Sam's ability scores suggest that, on the whole, his ability to notice and understand the requirements and subtleties of the safety environment may be better than 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

- Sam appears to be more open to guidance, training, and development around his health and safety behaviour than most. Instructing him in health and safety practice appears to be more likely to improve his workplace safety than it would with most other people.
- Sam is less likely to commit errors or take safety shortcuts out of anger or frustration than most others.
- Sam is more likely to respond appropriately to safety instructions than most.
- It appears that Sam is more likely to identify important safety details quickly and accurately than most others.
- Sam is likely to be more able than most others to process uncertain and ambiguous information, such as that found in safety-related and emergency situations.

POTENTIAL RISKS

- No potential risks could be derived from Sam's profile.

COGNITIVE REASONING DIMENSIONS

H **Understanding Instructions And Safety-Related Information**

Description

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

Notes

MH **Checking and Attention To Detail**

Description

- Sam's score suggests that he is faster, more accurate, and more careful than most when checking details. As a result, it appears that he is more likely to identify important safety details quickly and accurately than most others.

Notes

H **Understanding The Safety Environment**

Description

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

Notes

PERSONALITY DIMENSIONS

M Safety Motivation

Description

- Sam profiles as being as motivated towards safe workplace behaviour as most others. He appears to be as safety-conscious as most others, and is as likely to be proactive about keeping the workplace safe as most.

Notes

M Safety Diligence

Description

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

Notes

ML Adherence To Rules

Description

- Sam's profile indicates that he is slightly more inclined than most to question established protocol and procedure, especially if he feels they restrict his personal freedoms. As a consequence, Sam appears to be a little less likely than most to follow safety rules and procedures, and may have some difficulty conforming to safety norms and authority.

Notes

MH Openness To Guidance

Description

- Sam profiles as being quite obliging and open to the points of view of others. As a result, he appears to be more open to guidance, training, and development around his health and safety behaviour than most. Instructing him in health and safety practice appears to be more likely to improve his workplace safety than it would with most other people.

Notes

MH Safety Confidence

Description

- Sam profiles as being slightly more confident around his safety-related behaviour than most. He is therefore not as susceptible as most to the opinions of others and appears to be a little less likely than most to be discouraged by others from following safe practices.

Notes

MH Safety Composure

Description

- Sam profiles as being more likely to remain calm and composed in workplace situations than most others. Consequently, he is less likely to commit errors or take safety shortcuts out of anger or frustration than most others.

Notes

DEVELOPMENT PLANNING

This section provides individuals with the opportunity for self-reflection and self-development. Users can work with individuals to define development goals based on the results of the Health and Safety Assessment.

Suggested development process:

1. Share with Sam his Health and Safety profile using the Feedback Report and probe his reactions to the feedback.
2. Work with Sam to decide which competencies to improve upon.
3. Help Sam complete the development plan forms for the areas most in need for development.

1. FEEDBACK AND REACTIONS

Provide Sam with a copy of the Feedback Report then discuss his results with him. Gauging Sam's reaction to the profile is essential to the interpretation of the results and is useful in determining a development plan. Use the following questions to gauge his overall reaction to the feedback.

What did you learn from the results?

How did your perceptions of your workplace behaviour compare to those of the profile?

What areas did you agree with the most?

What areas did you disagree with the most?

2. SELECTING AREAS FOR DEVELOPMENT

The table below summarises the competencies used in the Health and Safety Assessment. The areas which are most in need of development are highlighted with a check mark under the "Need" column. These areas have been determined from the Health and Safety profile, though users may also select other areas which they deem to be in need for development.

Category	Dimension	Need	Priority
COGNITIVE REASONING DIMENSIONS	Understanding Instructions And Safety-	☐	☐
	Checking and Attention To Detail	☐	☐
	Understanding The Safety Environment	☐	☐
PERSONALITY DIMENSIONS	Safety Motivation	☐	☐
	Safety Diligence	☐	☐
	Adherence To Rules	☑	☐
	Openness To Guidance	☐	☐
	Safety Confidence	☐	☐
	Safety Composure	☐	☐

Competencies which are highlighted as "need" development and which are marked as "Priority" should be considered as part of Sam's development plan.

3. DEVELOPMENT PLAN

This step provides general recommendations for development along with forms to plan and track Sam's development. Please consider the following in order to gain as much benefit from the development plan:

- Focus on the dimensions identified for development from the previous section.
- Use the development recommendations provided below as a guide for determining which development activities to pursue.
- Keep the objectives simple and measurable.
- Define how to monitor and evaluate progress.
- Use the provided form to put the plans in writing.
- Monitor Sam's progress through regular review meetings.

DEVELOPMENT RECOMMENDATIONS

- Invest more time explaining the reasons for rules and regulations so that Sam is fully convinced of their importance.
- Monitor Sam's work closely to ensure his continuous commitment.
- Try to utilise Sam's ability to accurately spot errors or abnormalities to review the work of others and to check safety details.
- Boost Sam's safety awareness with semi-regular safety training.

Use the following forms to help build a development plan. This page can be copied as necessary.

What areas do you wish to develop?

Why is it important or necessary to develop these areas?

How will you go about developing these areas?

Who do you need support from in order to achieve your development objectives?

When do you wish to achieve the desired development?