

SQ

# SAFETY QUOTIENT™



**EMPLOYER REPORT**  
For Hiring, Training & Coaching

**Test 5575 Keldar**

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### 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:**

**Mr. Keldar's primary traits:**

**34**

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

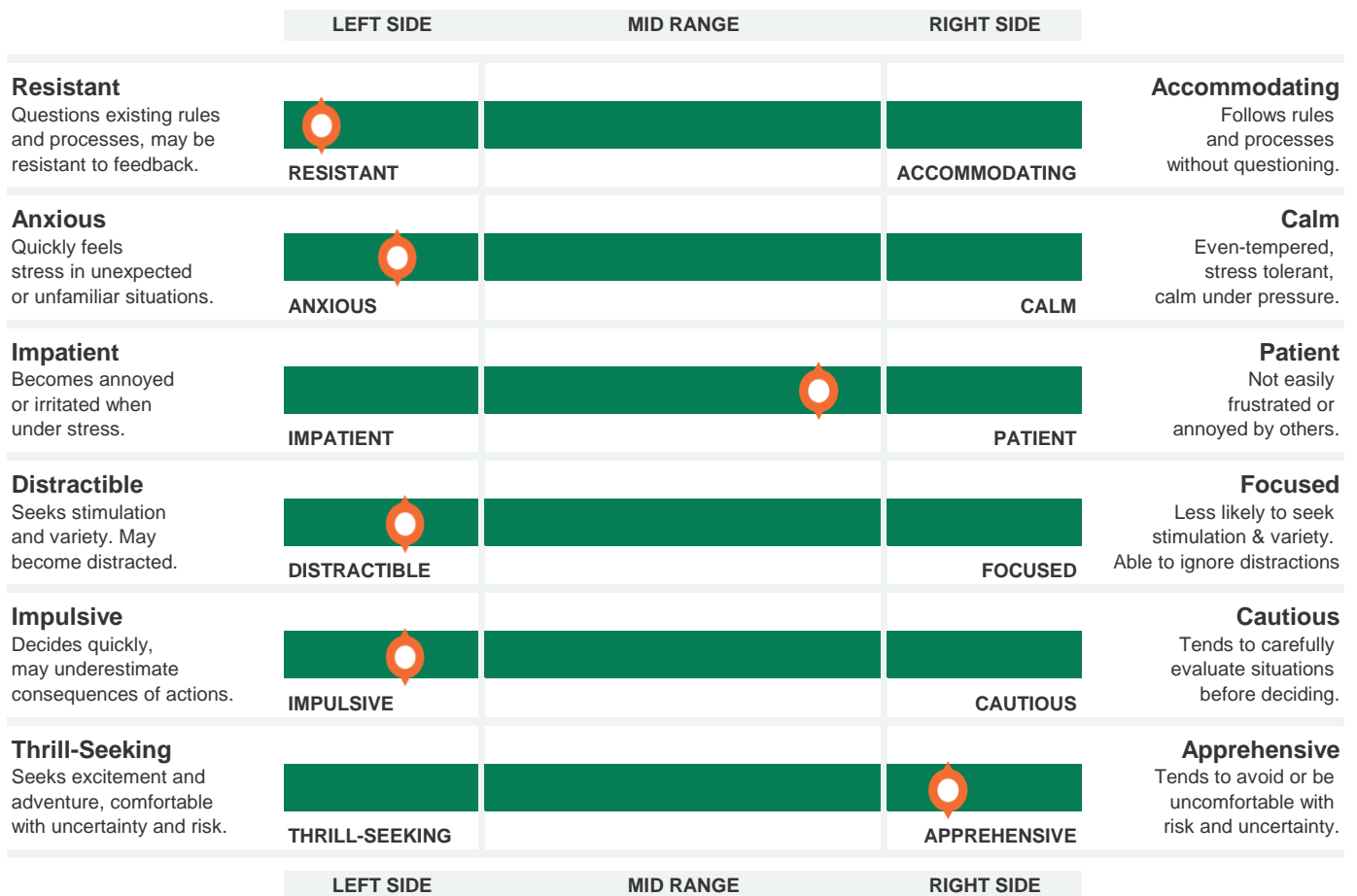
**Resistant**

**Anxious**

**Distractible**

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

### Mr. Keldar's Safety Personality Profile:



**Mr. Keldar's Validity Category:**

**Caution**

- 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.

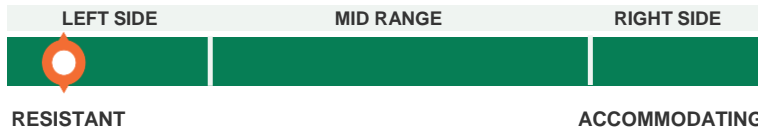
**Disclaimer:**

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 existing rules and processes, may be resistant to feedback.



**Accommodating**

Follows rules and processes without questioning.

**Mr. Keldar 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 Mr. Keldar 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 Mr. Keldar:**

- 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

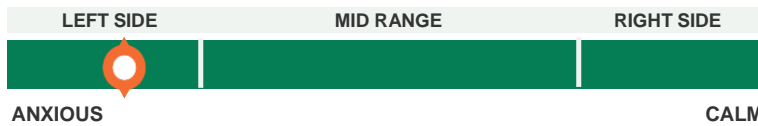
**Suggested Interview Questions to probe "Fit"**

- 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.

**Mr. Keldar 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 Mr. Keldar scored:**

- Takes responsibilities seriously
- Shows a sense of urgency
- Receptive to feedback and coaching on areas for improvement

**Safety risks and tips for managing Mr. Keldar:**

- 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

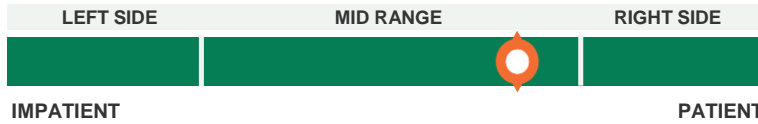
**Suggested Interview Questions to probe "Fit"**

- 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.

**Mr. Keldar 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 without becoming annoyed or irritated by others.

**Positive aspects of how Mr. Keldar scored:**

- Would respond well to positive feedback
- Will likely be even-tempered under typical job stress
- Will generally be a supportive team member

**Safety risks and tips for managing Mr. Keldar:**

- 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

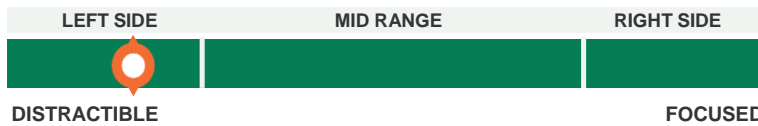
**Suggested Interview Questions to probe "Fit"**

- Give me an example of a work situation where you let someone know that their behavior was unacceptable. 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.

**Mr. Keldar 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 Mr. Keldar 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 Mr. Keldar:**

- 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

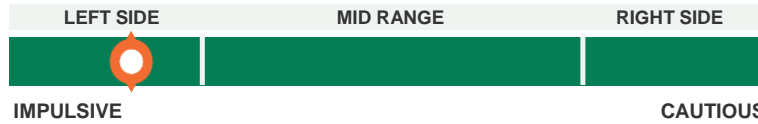
**Suggested Interview Questions to probe "Fit"**

- 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.

**Mr. Keldar 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 Mr. Keldar scored:**

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

**Safety risks and tips for managing Mr. Keldar:**

- 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

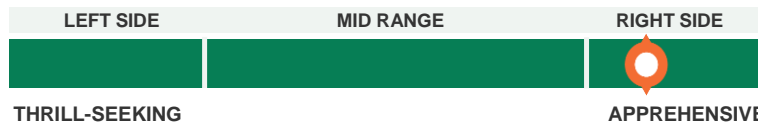
**Suggested Interview Questions to probe "Fit"**

- 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.

**Mr. Keldar scored on the Right Side of Thrill-Seeking vs. Apprehensive.**

This area measures a person's level of excitement seeking. People who score on the right side do not seek excitement and are often uncomfortable with uncertainty and taking risks.

**Positive aspects of how Mr. Keldar scored:**

- Will not tolerate unnecessary risks
- Able to identify risks that can be avoided
- Would be able to recognize and point out others' risky behavior

**Safety risks and tips for managing Mr. Keldar:**

- May be uncomfortable when things are uncertain
- May find it difficult to take risks even when it is necessary
- May avoid trying new ways to complete tasks or experimenting with new ideas

**Suggested Interview Questions to probe "Fit"**

- Give me an example of a time when you had to take a risk at work that made you uncomfortable. What was the situation and how did you handle it?
- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.



I, , will follow up with   
Your Name Participant's Name

on the following areas for improvement:

Behavior 1:

Behavior 2:

Follow-up date:

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## EMPLOYER SIGNATURE

\_\_\_\_\_  
(Your Name)

\_\_\_\_\_  
(Your Signature)

\_\_\_\_\_  
(Date)

**Recommended re-assessment date for Mr. Keldar:**

**July 26, 2017**



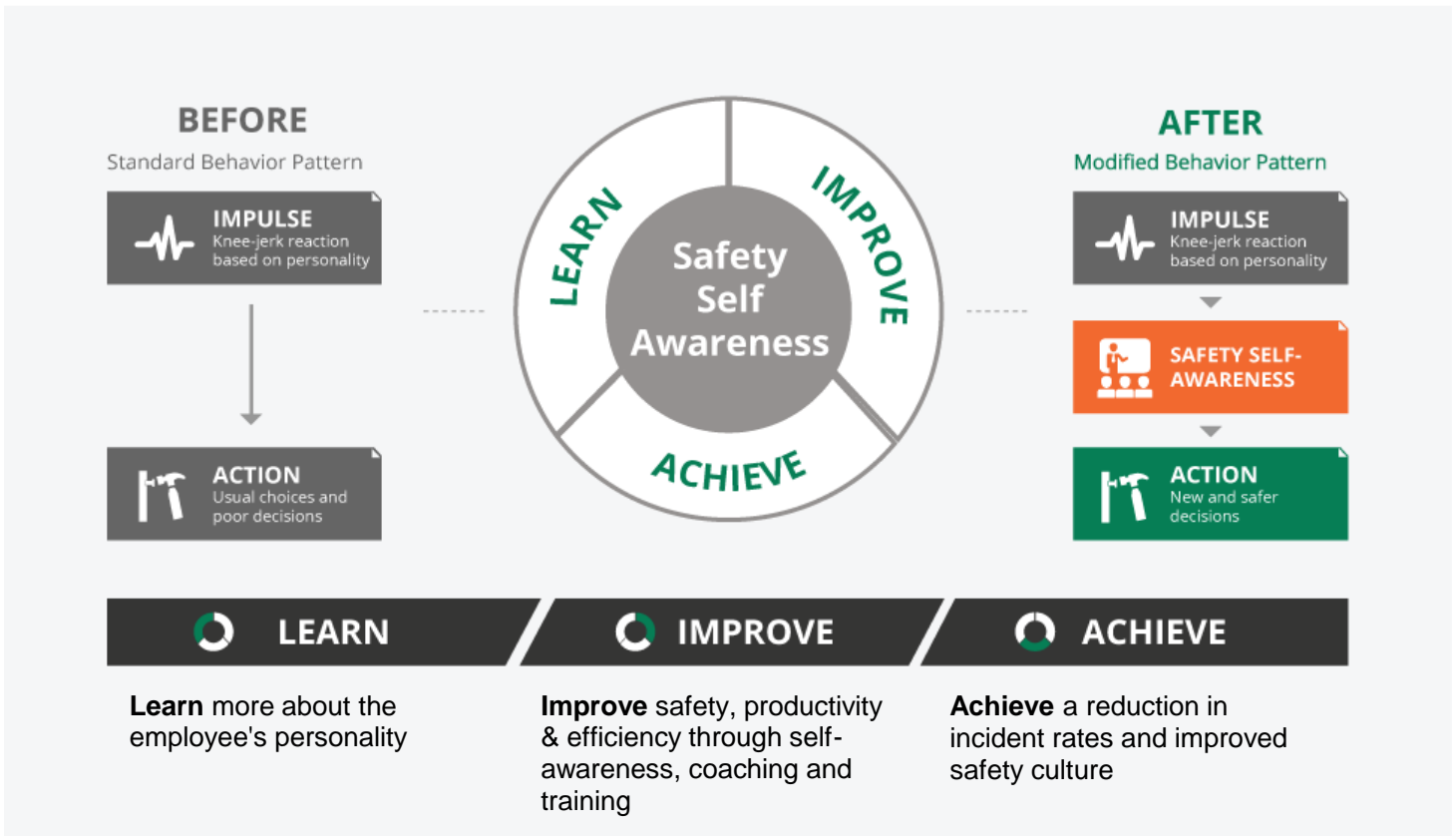
# ABOUT SAFETY QUOTIENT™

## 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.)

# Products

CORE PRODUCT: TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solution provides actionable business intelligence. Each report contains tailored behavioral interview questions and performance management recommendations. Buy 1 unit and get any of these reports from one participant survey.



**Safety Quotient™ (SQ)** helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents.



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



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



**Work Values & Attitude (WVA)** assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help decrease employee absenteeism, turnover, theft, fraud, violence, and increase employee engagement, productivity, customer satisfaction, profitability, and more.

ADD-ON PRODUCTS: Purchase additional units for these separate products.



**Cognitive Quotient (CQ)** for testing spatial reasoning, language, and numerical problem-solving ability.



**English Proficiency (EP)** for testing ability to read procedures, manuals, invoices, signage, regulations, in English.



**eLearning** online *Safety Self-Awareness* courses



**Virtual eCoaching** ongoing *Self-Awareness* learning via electronic reminders

PREMIUM PRODUCTS: Contact us for details and pricing on our premium services.



**Leadership Profile**



**360 Degree Review**



**Culture Assessment**