

**Glen Innes | XXyy Ltd
9 November 2017**

EXPERT

HEALTH AND SAFETY REPORT

HEALTH AND SAFETY INDICATOR





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.

REFERENCE GROUP USED

The following reference groups were used to generate this report:

Test	Reference Group	Innes Size
Understanding Instructions	Participants	410
Checking and Attention To Detail	Participants	413
Understanding the Safety Environment	Participants	416
Personality Dimensions	Participants	1303

DISCLAIMER

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

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 an assessment of specific abilities. Therefore, it 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.



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.

RESPONSE STYLE

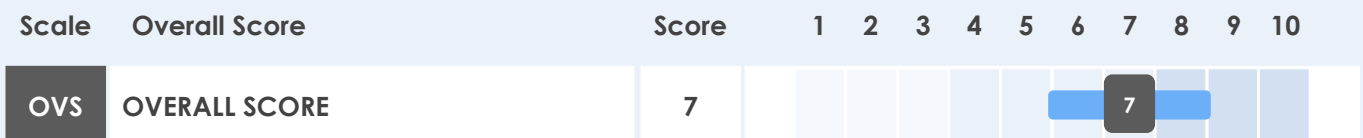
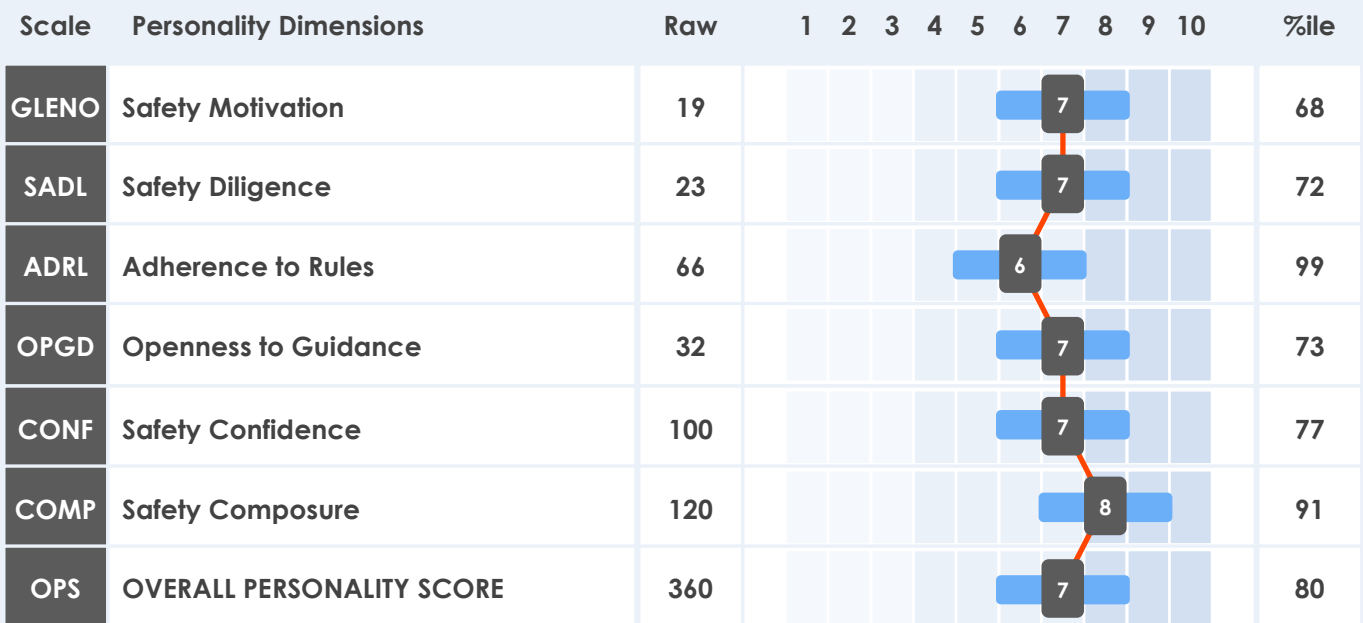
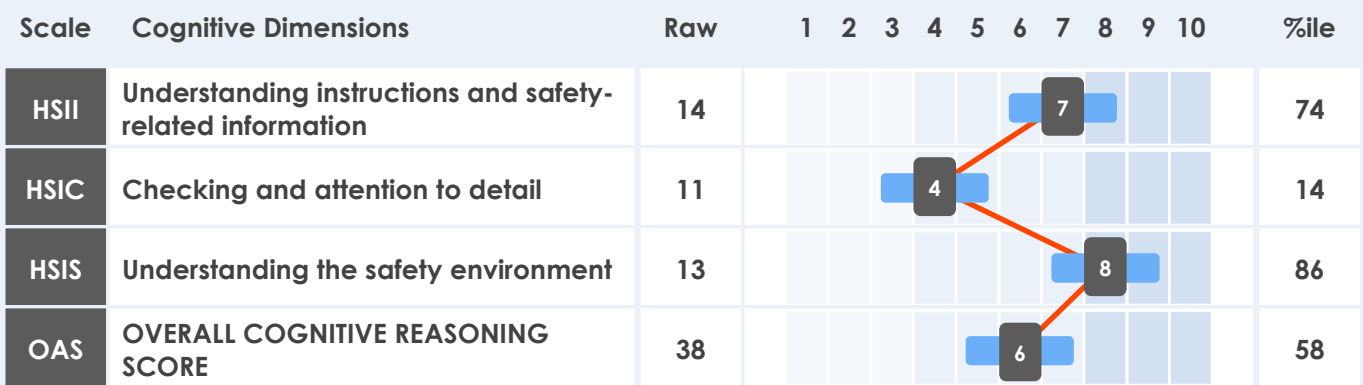
There are indications that Glen may have been concerned to present himself in a positive manner in terms of having attributes seen as desirable within the workplace. Such indications may be presented by an individual who wishes to appear a desirable employee. This indication may be the result of a deliberate strategy or may be a reflection his personality, being more a function of the genuine desire to engage in positive organisational citizenship than an attempt to distort the profile. **It is therefore recommended to interpret Glen's profile with a degree of caution.**



HEALTH AND SAFETY PROFILE

The overall score estimates Glen Innes'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





RESULTS OVERVIEW

SUMMARY

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

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

POTENTIAL STRENGTHS

- Glen is less likely to commit errors or take safety shortcuts out of anger or frustration than most others.
- Glen 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 Glen's profile.



COGNITIVE REASONING DIMENSIONS

MH Understanding Instructions And Safety-Related Information

Description

- Glen's responses suggest that he is likely to be slightly more able to understand written instructions and information in English than many in the comparison group. Consequently, he may be a little more likely to respond appropriately to safety instructions than most.

Notes

ML Checking and Attention To Detail

Description

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

Notes

MH Understanding The Safety Environment

Description

- Glen's score suggests that he is more likely than most to understand patterns of risk and the safety consequences of behaviour in his workplace environment. As a result, Glen 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

MH Safety Motivation

Description

- Glen 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.

Notes

MH Safety Diligence

Description

- Glen appears to be slightly more likely than most to complete the health and safety tasks and procedures required of him. He profiles as being a little more likely than others to be careful about completing such routine procedures as checks, maintenance, drills, hazard identification exercises, safety meetings, and other safety tasks.

Notes

M Adherence To Rules

Description

- Glen'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.

Notes

MH Openness To Guidance

Description

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

- Glen 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

- Glen 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