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Sam Sample
02 Apr 2025

DECISION MAKER

HEALTH AND SAFETY SELECTION REPORT

SOLUTIONS SELECTION

REPORT STRUCTURE

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

1. Guide to Using This Report
- Introduction
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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:

Development Report
The Development Report provides an overview of Sam Sample'shealth and safety results followed by more detailed information regarding his performance on each of the assessment's dimensions. The report also provides development recommendations and a framework for creating a development plan.

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.
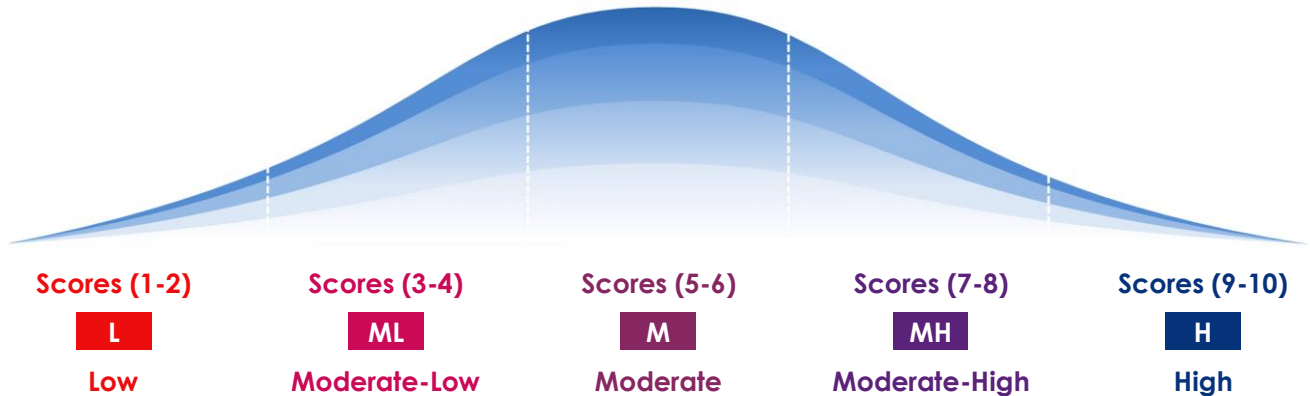
Safety composure - Relates to an individual's tendency to remain calm and not let frustration or impatience influence their adherence to safe practices. Low scorers tend to be impatient or short-tempered, and may easily become frustrated or angry. This can lead to safety shortcuts or mistakes. High scorers, 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 Sample'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**

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 Sam Sample appears to have answered the questionnaire honestly and attentively. **His profile can therefore be interpreted with some confidence.**
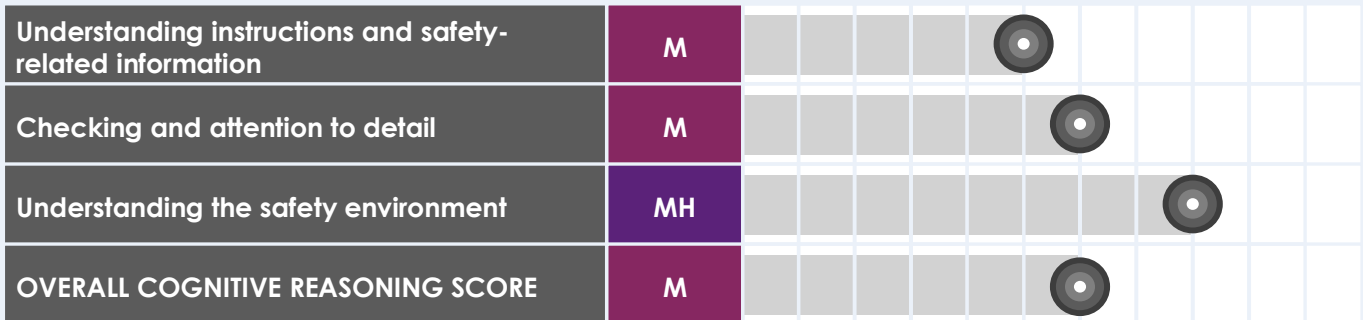
HEALTH AND SAFETY PROFILE

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.

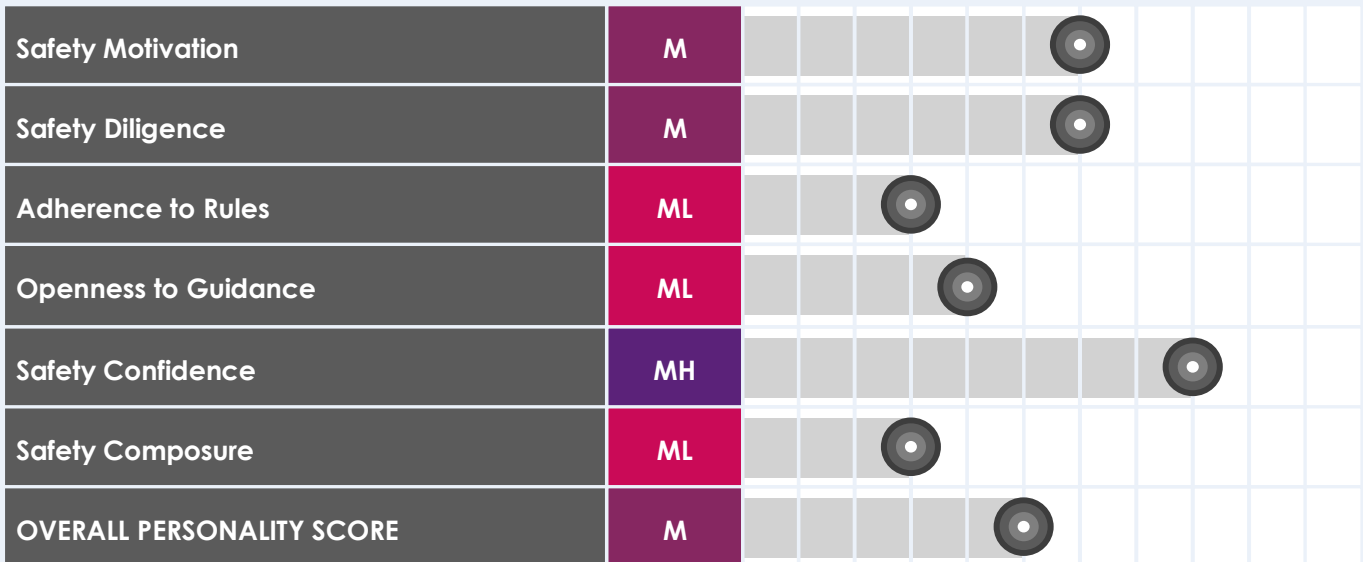## HEALTH AND SAFETY PROFILE CHART

Cognitive Dimensions	Score	1	2	3	4	5	6	7	8	9	10
Understanding instructions and safety-related information	M					●					
Checking and attention to detail	M						●				
Understanding the safety environment	MH								●		
OVERALL COGNITIVE REASONING SCORE	M						●				

Personality Dimensions	Score	1	2	3	4	5	6	7	8	9	10
Safety Motivation	M						●				
Safety Diligence	M						●				
Adherence to Rules	ML			●							
Openness to Guidance	ML				●						
Safety Confidence	MH								●		
Safety Composure	ML			●							
OVERALL PERSONALITY SCORE	M					●					

Overall Score	Score	1	2	3	4	5	6	7	8	9	10
OVERALL SCORE	M						●				
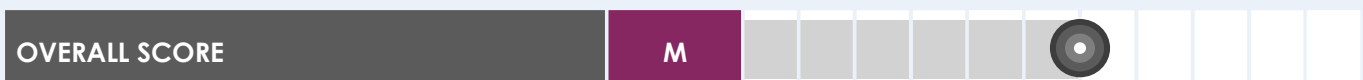
RESULTS OVERVIEW

SUMMARY

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

Sam Sample'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. Similarly, his profile suggests that he may have as strong a preference for, and tendency towards, behaving safely in the workplace as most others.

POTENTIAL STRENGTHS

- Sam Sample appears to be less likely than most to be discouraged by others from following safe practices.
- Sam Sample 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

- Sam Sample's profile indicates that he is relatively opinionated and not as inclined to listen to other points of view as most. As a result, he is less likely to be open to guidance, training, and development around his health and safety behaviour than most. Instructing him in health and safety practice appears to be less likely to improve his workplace safety than it would with most other people.
- Sam Sample may be more likely to commit errors or take safety shortcuts out of anger or frustration than others.

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

M   **Understanding Instructions and Safety-Related Information**

Description
- Sam Sample'sresponses suggest that he is likely to be as able as most to understand written instructions and information in English. Consequently, he appears to be no more or less likely to respond appropriately to safety instructions than most.

Questions
- Do you find that certain types of instructions are harder to follow? How do you deal with such situations?

Interview Notes

M   **Checking and Attention To Detail**

Description
- Sam Sample's score suggests that he is likely to be as fast and accurate as most when checking details. As a result, it appears that he is as likely to identify important safety details quickly and accurately as most others.

Questions
- When was the last time errors were found in your work? What were they and how did they 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

MH   **Understanding The Safety Environment**

Description
- Sam Sample'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, Sam Sample 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.

Questions
- Have you ever faced any crises or emergencies in your workplace? How did you respond?
- Have you ever helped to avert any possible crises in your workplace? How did you do so?

Interview Notes

INTERVIEW GUIDE: PERSONALITY DIMENSIONS

M   Safety Motivation

Description

- Sam Sample 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.

Questions

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

Interview Notes

M   Safety Diligence

Description

- Sam Sample 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.

Questions

- What type of routine tasks do you have in your current work?
- How do you approach routine/repetitive tasks?

Interview Notes

ML   Adherence To Rules

Description

- Sam Sample's profile indicates that he does not believe in the importance of following established protocol and procedure, especially if he feels they restrict his personal freedoms. As a consequence, Sam Sample appears to be less likely than most to follow safety rules and procedures and may have difficulty conforming to safety norms and authority.

Questions

- Have you ever felt that outdated protocols and procedures got in the way of your work? What did you do?
- Have you ever felt it necessary to circumvent certain rules in order to get things done? What did you do and why?

Interview Notes

ML   Openness To Guidance

Description

- Sam Sample's profile indicates that he is relatively opinionated and not as inclined to listen to other points of view as most. As a result, he is less likely to be open to guidance, training, and development around his health and safety behaviour than most. Instructing him in health and safety practice appears to be less likely to improve his workplace safety than it would with most other people.

Questions

- Have you ever found certain changes or developments in the workplace to be unnecessary? Why?
- What training and development activities did you find to be the least/most beneficial over the last few years? Why?

Interview Notes

MH   Safety Confidence

Description

- Sam Sample profiles as being more confident around his safety-related behaviour than most and less susceptible to the opinions of others than most. He therefore appears to be less likely than most to be discouraged by others from following safe practices.

Questions

- Have you ever been pressured by others to do something that you felt was risky or dangerous? 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

ML   Safety Composure

Description

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

Questions

- Tell me about a situation where you faced great setbacks and challenges in your work. What did you do?
- What sort of things annoy you or irritate you the most? How do you deal with them?

Interview Notes

Sam SampleFrancis