

**Sam Sample | 1234**  
**27 Mar 2019**

**RESPONDENT**

# HEALTH AND SAFETY FEEDBACK REPORT

**DEVELOPMENT**





## REPORT STRUCTURE

This report presents your competency profile results in the following sections:

### 1. Guide to Using This Report

- Introduction
- Context

### 2. Health and Safety Results

- Cognitive Reasoning Dimensions
- Personality Dimensions

### 3. Development Recommendations

## DISCLAIMER

When reading this report, it is important to consider the results in light of other relevant data. Previous experience, interests, aptitudes, and motivation as they play a significant part in determining your profile and your particular combination of strengths and areas for development.

This document is confidential and contains sensitive information on your personality preferences. It is entrusted to you on the understanding that it will be kept secure, that it will not be disclosed to any unauthorised person and that copies of this material will not be made without our agreement.



## 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

This report provides a summary of your profile results. The results are to be used for your own professional development only.

Psychological assessments provide valuable **additional** information often not available through other processes. We strongly recommend you use the information provided in this report to **support, not replace, other sources of developmental information** that are available to you. Where possible, **this information should be verified through one-to-one discussion and feedback.**



## DIMENSIONS

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.



## HEALTH AND SAFETY RESULTS

### COGNITIVE REASONING DIMENSIONS

#### Understanding Instructions And Safety-Related Information

Your responses suggest that you are likely to be significantly more capable of understanding written instructions and information in English than most. Consequently, you are more likely to respond appropriately to safety instructions than most.

#### Checking and Attention To Detail

Your score suggests that you are faster, more accurate, and more careful than most when checking details. As a result, it appears that you are more likely to identify important safety details quickly and accurately than most others.

#### Understanding The Safety Environment

Your score suggests that you are significantly more likely than most to understand patterns of risk and the safety consequences of behaviour in your workplace environment. As a consequence, you are likely to be more able than most others to process uncertain and ambiguous information, such as that found in safety-related and emergency situations.

### PERSONALITY DIMENSIONS

#### Safety Motivation

You profile as being as motivated towards safe workplace behaviour as most others. You appear to be as safety-conscious as most others, and are as likely to be proactive about keeping the workplace safe as most.

#### Safety Diligence

You appear to be as likely as others to carefully and diligently complete the health and safety tasks and procedures required of you. You profile 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.

#### Adherence To Rules

Your profile indicates that you may be slightly more inclined than most to question established protocol and procedure, especially if you feel they restrict your personal freedoms. While you may have some difficulty conforming to safety norms and authority, you should be as capable as most of following safety rules and procedures.

#### Openness To Guidance

You profile as being quite obliging and open to the points of view of others. As a result, you appear to be more open to guidance, training, and development around your health and safety behaviour than most. Instructing you in health and safety practice appears to be more likely to improve your workplace safety than it would with most other people.

#### Safety Confidence

You profile as being slightly more confident around your safety-related behaviour than most. You are therefore not as susceptible as most to the opinions of others and appear to be less likely to be discouraged by others from following safe practices than many in the comparison group.

#### Safety Composure

You profile as being more likely to remain calm and composed in workplace situations than most others. Consequently, you are less likely to commit errors or take safety shortcuts out of anger or frustration than most others.



## DEVELOPMENT RECOMMENDATIONS

Use the following points as general guidelines for developing your workplace health and safety behaviour. You may wish to consider other points after speaking with your manager or health and safety officers.

- Invest more time understanding the reasons for rules and regulations so that you are fully convinced of their importance.
- Stick to the rules and regulations whenever in doubt.
- Utilise your ability to accurately spot errors or abnormalities by volunteering to review the work of others and to check safety details.
- Boost your safety awareness with semi-regular safety training.