



People  
Solutions



## The Individual Safety Attributes Test (ISAT)

A new era in safety assessment

# Introducing the Individual Safety Assessment Test (ISAT)



Developed by our organisational psychologists over three and a half years, the ISAT is an exciting new safety assessment tool to add to your selection, recruitment and development arsenal. With a unique methodology, the ISAT predicts the safety behaviours of individuals looking to work in, or currently working in safety critical roles. The ISAT provides a detailed, comprehensive and relevant safety profile.

## The contemporary safety landscape

Today, a proactive and progressive approach to maintaining safe work environments is more than simply desirable – it's essential. Effective safety strategies extend way beyond rules, regulations and compliance. The key to success lies in initiatives that foster sound safety cultures, such as recruiting and developing employees who will actively promote and improve safety.

## Delving deeper

The ISAT goes further than traditional safety assessment tools, not only evaluating whether people will abide by organisational rules, but also appraising the likelihood that they will engage in learning behaviours, asking questions, seeking feedback, reflecting on results, discussing errors and unexpected outcomes of actions. These are the things that the ISAT seeks to assess.

## The ISAT methodology

Unlike other safety assessment tools, the ISAT doesn't just assess how rule-compliant an individual is likely to be. Nor is the ISAT a simple attitudinal survey. Instead, the ISAT measures a candidate's propensity to behave in ways that will help foster safe working environments, including whether an individual is assertive enough to enforce rules and confident enough to guide others.

### Proven benefits

The ISAT has been designed to have high face validity. Each test item overtly and directly assesses what the respondent would or should do in well-defined and fairly common safety-related scenarios. It's a format and approach that has been found to have low adverse impact and make better predictions about behaviours than traditional assessment techniques.

### ● Safety Diligence and Conscientiousness

Assesses an individual's adherence to safety-related rules and procedures, including in difficult situations such as when faced with expediency and group pressure.

### ● Coping with Pressures

Evaluates the capacity to manage daily situations that may generate some anxiety or stress, and the ability to avoid projecting overt dissatisfaction.

### ● Confidence in Delivery

Appraises an individual's quality focus and confidence about his/her abilities to deliver a quality result.

### ● Responsibility for Safety

Assesses how likely a candidate is to assume personal responsibility for avoiding on-the-job accidents – i.e. the level of pro-activity with regards to improving own and others' safety.

### ● Communicating Safety Information

Looks at an individual's willingness to provide open and constructive safety communication, including the dissemination of non-routine safety information.

## The ISAT format

The ISAT has been designed to be administered via either paper-and-pencil or online in an unsupervised setting. It takes on average about 30–35 minutes to complete and is suitable for employees at all levels with a reading level of approximately Grade 9.

Participants are presented with 25 hypothetical work-related scenarios and asked to rate the effectiveness of a list of behavioural responses to each of these situations. The behavioural responses have been carefully designed to be plausible and socially desirable.



### Scoring

We've developed a sophisticated scoring algorithm based on the findings of previous academic research and ratings from industry experts. In essence, when the candidate rates the effectiveness of a potential behavioural response to a scenario it assesses an individual's safety ability. Safety ability is the ability to determine the most effective response in a given situation, whether or not such a response is congruent with an individual's personal preferences or work methodology. Individuals have particular preferences or approaches to work, however knowing when these are appropriate and when an alternative approach is required is crucial to safety performance.

Features	Benefits
New, unique methodology	Unlike traditional safety assessment tools, the ISAT looks beyond safety attitudes and behavioural dispositions to predict the safety ability of individuals in safety-critical roles.
Five key areas of focus	The ISAT builds a comprehensive safety assessment profile based on five key assessment areas: Safety Diligence and Conscientiousness; Coping with Pressures; Confidence in Delivery; Responsibility for Safety; and Communicating Safety Information.
High validity	The ISAT format assesses what a respondent would or should do in a given safety-related scenario, using a format that has been found to have low adverse impact and make better predictions about future candidate behaviours than traditional assessment techniques.
Sophisticated scoring algorithm	Based on academic research and ratings from industry experts, the ISAT scores individuals according to how they rate a carefully crafted series of equally plausible behavioural responses. In doing so, it tells us about individuals behavioural preferences and learned responses to safety critical situations.
Online or paper-and-pencil testing	The ISAT has been designed to be administered online in an unsupervised setting, as well as via paper-and-pencil.

### Want to find out more? Contact People Solutions

People Solutions is a market-leading organisational development consultancy, providing integrated human resources and psychology services – what we call strategic people solutions – for clients across Australia. Our experienced team is a diverse one, comprising organisational psychologists, business leaders and human resources practitioners. Together, we develop and deliver best practice solutions that span the attraction, selection, development and transition spectrum.