



People
Solutions

Individual Safety Attributes Test **Selection Report**

Candidate: Sam Sample

Job Title:

Company: [Company]

Date of Assessment: 11/04/2021

Contact: +61 8 9388 0300

assess@people-solutions.com.au

Profile Summary

Overall Score

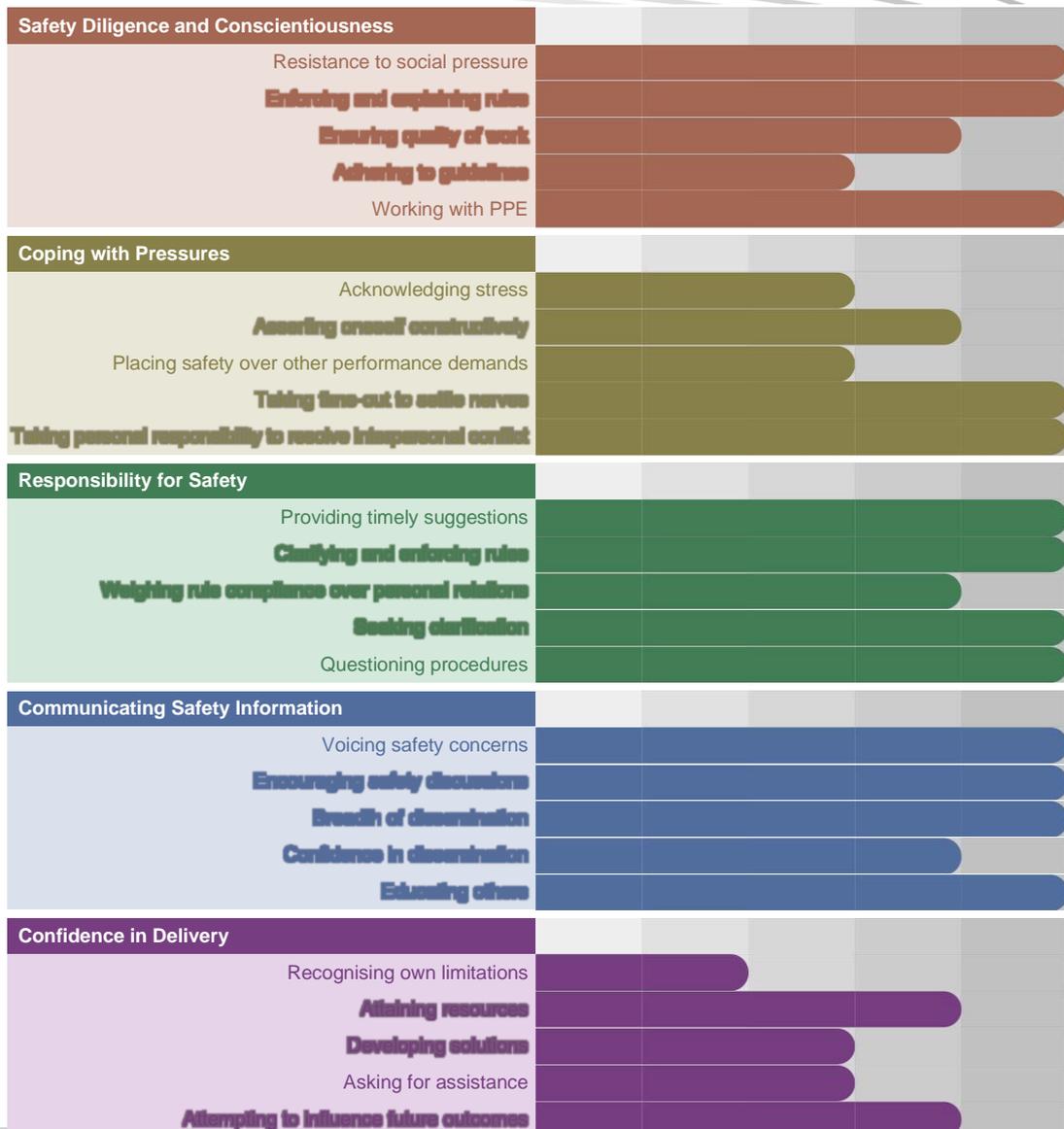
Sam's Overall Safety Score is 81. Sam appears to have a sound level of safety judgment; falling within the average range when compared to his peers in the Resource Sector norm group. A score in this range suggests Sam should generally display appropriate behaviours in respect to safety. However, like most people in his peer group, occasional mentoring and development may be beneficial in order to promote even more proactive behaviours in certain areas. We expect Sam would understand the need to develop his learning in respect to safety.



*Compared to Norm Group

Scoring Key

<p>Significant Development Required Does not understand which behaviours are effective or ineffective. Likely to exhibit inappropriate behaviours. Behavioural development required.</p>	<p>Development Required May not always be aware of the effectiveness or ineffectiveness of some behaviours. Likely to exhibit some appropriate and some inappropriate behaviours.</p>	<p>Potential Limitation Depending on circumstance he/she may demonstrate the most appropriate behaviours, but could also exhibit inappropriate behaviours.</p>	<p>Likely Competence Generally aware of the effectiveness or ineffectiveness of most behaviours. Should be open to learning.</p>	<p>Likely Strength Understands which behaviours are appropriate and which behaviours are inappropriate. Likely to exhibit appropriate behaviours and engage in learning.</p>
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Sam Sample

Reference Check Questions

- **Adhering to guidelines:**
How has Sam previously responded when his colleagues have suggested work methods that deviate from set procedures?
- **Acknowledging stress:**
Does Sam acknowledge if he is feeling stressed to others? If so, does he do so in a professional way, sharing only the appropriate details?
- **Asserting oneself constructively:**
Working with others can be trying at times. How has Sam previously dealt with colleagues that have irritated him? Did he resolve the matter in a constructive manner? Please explain.
- **Placing safety over other performance demands:**
Describe a time in which Sam had to balance safety with other work priorities? How did he attempt to resolve this situation?
- **Weighting rule compliance over personal relations:**
Are you aware of a time when Sam witnessed a friend be unfit for work? How did he respond?
- **Recognizing own limitations:**
How has Sam previously approached new tasks that were at the boundaries of his experience? Does he consult with more experienced colleagues for guidance?
- **Attaining resources:**
When Sam's colleagues are busy, but he needs their assistance, how does he respond?
- **Developing solutions:**
When Sam has been unsure of how to fix a work-related problem, how has he responded?
- **Asking for assistance:**
Does Sam ask more experienced others for assistance when it is important/appropriate to do so?

Interpretation

Safety Diligence and Conscientiousness

Propensity to follow safety related rules and procedures. How individuals can successfully deal with situations where no rules are available or when variations in the local circumstances contradict the applicability of the available rules.

Resistance to social pressure – Sam's responses suggest that he recognises the importance of placing rule compliance over social pressures. As such, he is likely to abide by organisational policies and procedures despite social pressure to behave otherwise. He has also recognised the importance of getting to know his colleagues and as such should be seen as a sociable member of his team.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Coping with Pressures

Capacity to manage daily situations that may generate some anxiety. The ability to recognise stressors and respond in a manner avoiding projecting overt dissatisfaction and effectively coping with workplace pressures, so safety for self and others is not compromised.

Acknowledging stress – Sam may benefit from some guidance about how to communicate his stress to others. It is suggested that this area be explored further.

[REDACTED]

Placing safety over other performance demands – Sam has indicated that he understands the importance of upholding safe work practices. He may at times feel pressured to take on excessive workloads, and prioritise productivity over safety.

[REDACTED]

[REDACTED]

Responsibility for Safety

Likelihood for individuals to assume personal responsibility and proactivity for avoiding on-the-job accidents and improving own and others safety, including catching and correcting errors before they become consequential.

Providing timely suggestions – Sam has indicated that he believes speaking up immediately about safety suggestions is important. As such, we expect he will go out of his way to ensure that he presents his ideas in a timely manner.

[Redacted]

[Redacted]

[Redacted]

Questioning procedures – Based on Sam's responses, we expect that he will question procedures appropriately. If he identifies a procedure as inappropriate he should consult others and have the procedure amended prior to continuing any tasks involving these procedures.

Communicating Safety Information

Willingness to provide open and constructive safety communication and how individuals communicate non-routine problems and information.

Voicing safety concerns – Sam has indicated that he believes sharing safety concerns in group situations is an effective way of communicating safety issues. As such, we would expect Sam to raise any suggestions that he has in safety workshops or meetings.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Confidence in Delivery

Propensity for individuals to be quality focused, to invest effort into continuous improvement and to work within their skillset and abilities.

Recognising own limitations – Sam is likely to perform tasks that may be out of his skill set when directed to do so, which may impact his personal safety. He also may not know when to ask for help from more experienced colleagues.

[Redacted]

[Redacted]

Asking for assistance – Sam's responses suggest that he may not always recognise the benefits of asking experienced others for assistance in high stakes situations. Whilst he is likely to put in increased personal effort for important tasks, he may not always think to seek the involvement of others.

[Redacted]



5 Agnew Way Subiaco WA 6008

Phone: 08 9388 0300

Website: people-solutions.com.au

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Assessment is but one tool in the information gathering process. It provides valuable information often not available through other means; however, they are not intended to replace all other sources of information. Assessment findings should be considered as hypotheses regarding an individual's likely abilities and behaviours. Scientific research keeps assessment error to a minimum; however, it remains a possibility. Therefore, organisations are encouraged to consider other information sources to corroborate the data obtained.

The assessment findings should be considered valid for no more than 12 months from the date of assessment.