



STRICTLY CONFIDENTIAL
Individual Safety Attributes Test
Brief Selection Report

Candidate: Sam Sample

Job Title: Test

Company: Test Company

Date of Assessment:

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Profile Summary

Overall Score

Sam's Overall Safety Score is 76. A score in this range suggests Sam should generally display appropriate behaviours in respect to safety, but on occasion she could also display less ideal behaviours when compared to her peers in the Resource Sector norm group. Reference checking on those areas of limitation or development should provide reassurance as to strengths and areas of development.

Low	Below Average	Average	Above Average	High
Compared to Peer Group	Compared to Peer Group	Compared to Peer Group	Compared to Peer Group	Compared to Peer Group

Complete Profile

Development Required Does not understand which behaviours are effective or ineffective. Likely to exhibit inappropriate behaviours. Behavioural development required.	Potential Limitation May not always be aware of the effectiveness or ineffectiveness of some behaviours. Likely to exhibit some appropriate and some inappropriate behaviours.	Sound Depending on circumstance he/she may demonstrate the most appropriate behaviours, but could also exhibit inappropriate behaviours.	Likely Competence Generally aware of the effectiveness or ineffectiveness of most behaviours. Should be open to learning.	Likely Strength Understands which behaviours are appropriate and which behaviours are inappropriate. Likely to exhibit appropriate behaviours and engage in learning.	DR	PL	S	LC	LS
Safety Diligence and Conscientiousness									
Resistance to social pressure									
Enforcing and explaining rules									
Adhering to guidelines									
Working with PPE									
Coping with Pressures									
Acknowledging stress									
Managing workload									
Managing time effectively									
Managing stress									
Taking personal responsibility to resolve interpersonal conflict									
Responsibility for Safety									
Providing timely suggestions									
Identifying hazards									
Identifying unsafe work practices									
Questioning procedures									
Communicating Safety Information									
Voicing safety concerns									
Identifying safety issues									
Reporting safety issues									
Responding to safety issues									
Educating others									
Confidence in Delivery									
Recognising own limitations									
Identifying own strengths									
Identifying others' strengths									
Attempting to influence future outcomes									

Sam Sample

Reference Check Questions

- **Adhering to guidelines:** Has Sam deviated from set procedures in the past? How has Sam responded when her colleagues have suggested alternative methods to those procedurally prescribed?
 - *Adhering to guidelines:* How does Sam respond when she feels excluded or stressed at work?
 - *Flexibility over other performance demands:* How does she react to work that is not her specialty with other work priorities? How did she attempt to resolve the situation?
 - *Providing timely suggestions:* Has Sam made any suggestions for improving safety in the past? How did she react to her suggestions?
 - *Weighting rule compliance over personal relations:* Has Sam ever observed a threat to be with her work? How did she respond?
 - *Seeking clarification:* How has Sam previously dealt with a situation at work in which she has had to perform a responsibility not normally for something that?
 - *Questioning procedures:* What does Sam do if she perceives a procedure or practice to be inappropriate or inefficient? Does she follow a way or the procedure steps to really be correct? Can you give an example?
 - *Encouraging safety:* How does Sam react to safety issues at work? How did she react to the situation?
 - *Health of documentation:* Has Sam ever been responsible for communicating safety information to clients? How did she approach the situation? How did she ensure the documentation was? How did she ensure the information?
 - *Making excuses:* When Sam is asked to do something, but she needs that assistance, how does she respond?
 - *Seeking solutions:* When Sam has been aware of how to do a work-related problem, how has she responded?

Interpretation

Safety Diligence and Conscientiousness

- **Resistance to social pressure** – Sam's responses suggest that she recognises the importance of placing rule compliance over social pressures. As such, she is likely to abide by organisational policies and procedures despite social pressure to behave otherwise. She has also recognised the importance of getting to know her colleagues and as such should be seen as a sociable member of her team.
- **Enforcing and explaining rules** – Sam is likely to enforce rules in an agreeable and empathetic manner.
- **Ensuring quality of work** – Sam's responses indicate that she will personally ensure that work is completed to a high standard at all times.
- **Adhering to guidelines** – Sam's responses suggest that she may not stick to set procedures if they differ from local practices or "lore".
- **Working with PPE** – Sam's responses indicate that she understands the necessity of working with PPE.

Coping with Pressures

- **Acknowledging stress** – While Sam is likely to recognise that stress affects her work, she is unlikely to acknowledge the impact of stress on her work.
- **Assessing overall workload** – Sam's responses suggest that she is likely to be aware of the importance of her work, but she is likely to deal with any extra work as it comes.
- **Planning and prioritising work** – While Sam is likely to be aware of the importance of her work, she is unlikely to plan or prioritise her work.
- **Taking personal responsibility to ensure high quality work** – Sam should take personal responsibility for ensuring high quality work, she is likely to approach this positively, rather than making excuses for delays, or missing deadlines.

Responsibility for Safety

- **Providing timely responses** – Sam has indicated that she feels very uncomfortable with any requests to inspect, or respond to who is offering these these responses.
- **Checking and enforcing rules** – Sam's responses suggest that she sees the importance of all employees abiding by local practice. She should take responsibility for checking and enforcing local practice procedures, and all relevant policies.
- **Setting standards** – While Sam is unlikely to become overly irritated if the information provided to her by her colleagues is unclear or not really useful, she may not always stand her ground for the standards.
- **Coaching procedures** – While Sam is unlikely to identify other procedures, she may benefit from some encouragement to address the appropriate safety and work with them to ensure this opportunity.

Communicating Safety Information

- **Valuing safety concerns** – Sam has indicated that the barriers during safety concerns to group discussion has affected way of communicating safety issues. As such, we would expect Sam to enhance his capabilities to take his safety workshops or meetings.
- **Encouraging safety discussions** – Sam's responses suggest that the way not indicated how to facilitate group safety discussions through. This way to Sam is with the way on the quality for the sake of group concerns, or because more reluctant to work on it.
- **Benefits of dissemination** – Sam is likely to check some time and energy towards ensuring that safety related information is correctly disseminated. The way however not prepared to facilitate quality in order to ensure success.
- **Confidence in dissemination** – Based on Sam's responses, we expect that he will still be to be safety involved in the public dissemination of knowledge that he is likely to utilize in order of experience.
- **Blaming others** – Sam should clarify others about taking personal responsibility for preventing accidents.

Confidence in Delivery

- **Recognizing own limitations** – Sam is likely to continue to be outside the field as all the knowledge of the field. Rather than "knowing it" and likely to eventually learn from others.
- **Attending courses** – Sam's responses suggest that he is more interested, the way not indicated to independently consider the success that the work Sam often to complete his work in a timely manner. Instead the way not responsible for his responsibility.
- **Developing confidence** – Sam is likely to check some time and energy towards ensuring that safety related information is correctly disseminated. The way however not prepared to facilitate quality in order to ensure success.
- **Asking for assistance** – Sam's responses suggest that the recognizes the benefits of safety experience others for assistance in high value situations. As such, the should seek the involvement of others who are experts.
- **Attempting to influence future outcomes** – Sam should be proactive about influencing the future outcomes after his own and other people's actions to utilize his knowledge.