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SAFETY CHECK DEVELOP

Sam Sample

June 2025



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Introduction



The Assessment

Safety Check measures the personal characteristics that help to predict unsafe behaviour in the workplace. It is based on a body of research that, over time, has revealed the personality preferences and abilities that tend to predict an increased likelihood of workplace accidents, injuries, risky behaviour, or noncompliant work practices. Safety Check is intended as a tool that can help organisations create safer workplaces.



The Report

The purpose of this report is to give information about Sam's likely behaviours. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with them.



Private and Confidential

This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

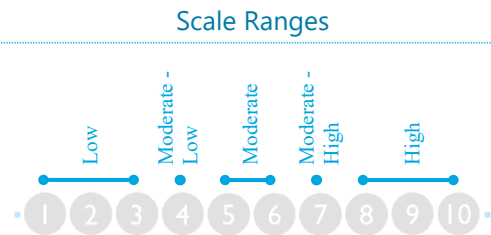


Waiver

Safety Check is an indicator of behaviour and preference only. The publishers, therefore, accept no responsibility for selection or other decisions made using this tool and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare respondent results. As a guide, scores of 1 to 3 indicate a strong preference for the low-end of the scale, while scores of 5 to 6 indicate no preferences for either end of the scale, and scores of 8 to 10 indicate a strong preference for the high-end of the scale.



Comparison Group (Norm)

Sam's results have been compared against the following norm groups.

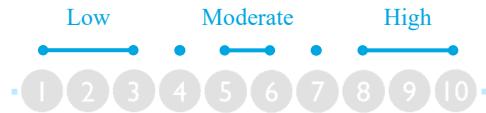
Assessment	Name	Size
Safety Perspectives	International Participants	405
Comprehension of Situational Safety	International Participants	13137
Information Checking	International Participants	2178
Understanding Instructions	International Participants (2020)	750

Impression Management

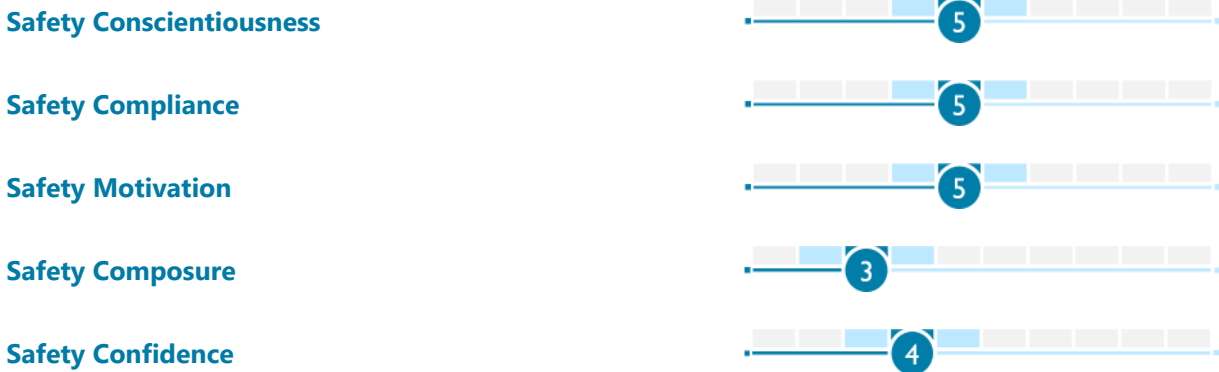
The impression management indicators would suggest that Sam was happy to present themselves openly, honestly and without wishing to project a positive or distorted image of themselves.

Profile Summary

Detailed below is a summary of Sam’s results. What this means on-the-job is detailed more fully in the remainder of this report.



Safety: Personality



Safety: Ability



Average Safety Scores

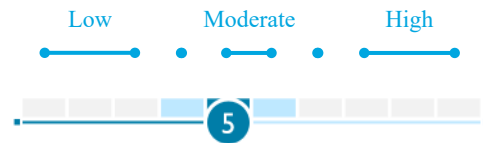


Results in Detail

Safety: Personality

Safety Conscientiousness

Safety Conscientiousness describes a person's tendency to be disciplined, organised, and dutiful. These characteristics incline a person towards safe workplace practices by following rules and safety procedures diligently, and not cutting corners.



What This Result Means

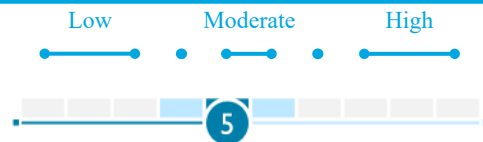
- No more or less conscientious than many, Sam is likely to be as driven to succeed as most but is likely to also be able to recognise when a task is beyond their influence.
- No more likely than many to ignore protocol or regulation, they should display the necessary self-discipline to deliver their obligations or commitments.

Development Recommendations

- Work with Sam to build contingencies into plans and remind them to be prepared to switch to different strategies when initial ones are unsuccessful.
- Work with Sam to help define their goals and objectives to ensure they are both ambitious and achievable.
- Explain the reasons for rules and regulations so that Sam is fully convinced of their importance.

Safety Compliance

Safety Compliance represents a person's motivation to get along with others and to work towards the collective wellbeing. Such regard makes people more likely to be compliant with established safety practices and less likely to engage in behaviours that endanger the wider group.



What This Result Means

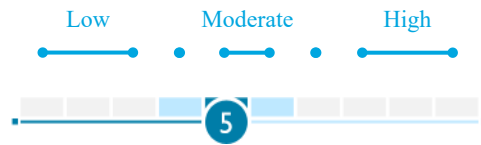
- Sam may be reasonably interested in understanding how people's feelings affect decision making.
- They may make an effort to look at an issue from multiple angles.
- While they should appreciate a harmonious workplace, Sam may still recognise conflict as a normal part of day-to-day interactions.
- Having a balanced regard for others makes them less likely to engage in behaviours that endanger the wider group.

Development Recommendations

- Invest time in explaining the personal benefits of adhering to safety practices.
- Build Sam's interest in safety training and development by focusing on the benefits and outcomes.

Safety Motivation

Safety Motivation describes a person's drive to seek excitement and stimulation, and to take risks. This scale is inversely related to tendencies to engage in risky behaviours, which unsurprisingly predict safety incidents in the workplace.



What This Result Means

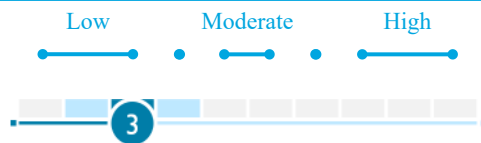
- Sam's profile indicates that they are as motivated towards safe workplace behaviour as most people.
- They are likely to be as safety-conscious as most people.
- In addition to this, they are as likely to avoid engaging in risky behaviour as most people.

Development Recommendations

- Ensure that Sam and others are aware of what to do in the event of a crisis by running safety drills.
- Use safety training to develop Sam's safety awareness and understanding of potential safety risks.

Safety Composure

Safety Composure measures resilience. People high on this scale are more likely to remain composed and calm under pressure. It is relevant to safety outcomes as people who are easily stressed and less emotionally stable are more prone to accidents in the workplace.



What This Result Means

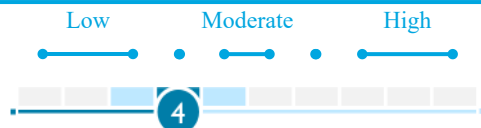
- Sam may get easily overwhelmed when under pressure.
- They may be overly sensitive to personal criticism.
- They may struggle to pick themselves up in the face of setbacks.
- They may find it difficult to mask their feelings when things don't go as planned.

Development Recommendations

- Sam is likely to find training in positive thinking techniques to be of some benefit.
- Encourage Sam to see the positives in challenging situations.
- If Sam is upset about something, try to understand the situation from their perspective.
- Work with Sam to identify and resolve stressors in the workplace.

Safety Confidence

Safety Confidence measures the inverse of apprehension or withdrawal. Those scoring high in Safety Confidence tend to be secure and self-assured, and tend to have better safety outcomes.



What This Result Means

- Sam profiles as being slightly more self-doubting than the average person.
- They may downplay their achievements.
- They are more likely than some others to worry about what could go wrong.
- They may lose some confidence when things get tough.

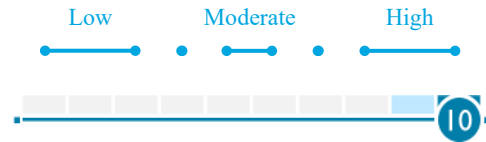
Development Recommendations

- Ensure feedback is provided in a constructive manner by building on the positive aspects of Sam's performance; recognising achievements, and framing any shortcomings as opportunities for development.
- Sam is likely to benefit from coaching aimed at increasing their self-confidence and ability to accept criticism.
- Make it very clear to Sam that they will not be unduly criticised as a result of owning up to errors.

Safety: Ability

Comprehension of Situational Safety

Comprehension of Situational Safety assesses the ability to understand complex concepts and assimilate new information. This scale is used to predict the ability to comprehend hazards, safety relationships, and the ramifications of behaviour for safety outcomes.



What This Result Means

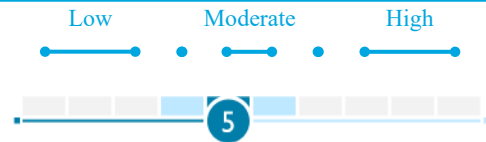
- Sam's Comprehension of Situational Safety score is within the well above average range when compared to the reference group and suggests that they should have a high level of natural or innate ability.
- Scoring in this range suggests that Sam should be quick to grasp new and complex concepts which are outside of their previous experience and may require a stimulating role in order to keep themselves motivated.

Development Recommendations

- Support them to develop strategies to simplify complex problems for others.
- Encourage them to teach others a skill.
- Encourage Sam to help others solve complex problems.

Information Checking

Information Checking assesses the ability to discern similarities and differences when comparing multiple sets of data. It consists of items which require the recognition of alphanumeric patterns and differences between them.



What This Result Means

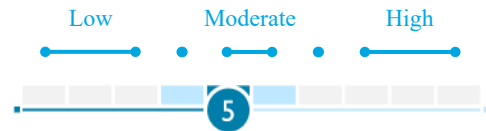
- Sam's performance on the checking test places them in the within the average range when compared to the norm group. Their ability to perceive similarities and differences in sets of data is typical of this group.
- While they should have little difficulty completing tasks that require attention to detail of a day-to-day nature, they may prefer to have more time when checking the accuracy of more complex information.

Development Recommendations

- Remind Sam that developing this ability any further is a matter of practice and discipline.
- Remove or reduce any distractions in their workplace to help them better focus on their tasks.
- Provide Sam with additional time carefully check their work for errors.
- Encourage them to prepare to-do lists with follow-up activities.
- Pair them with more detail-oriented colleagues who can support them in checking their work.

Understanding Instructions

Understanding Instructions measures a person's ability to understand instructions presented in different forms. It is an essential part of a person's ability to follow safety instructions.



What This Result Means

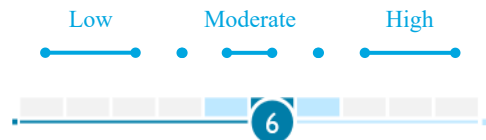
- Sam's ability to understand instructions in different written and graphical forms is within the average range when compared to the reference group.
- Scoring in this range, they should have little difficulty understanding safety instructions of a day-to-day nature, though they may prefer to have more time when working to understand more complex information.

Development Recommendations

- Remind Sam that developing this ability any further is a matter of practice and discipline.
- Encourage them to develop their comprehension skills by following steps such as taking notes and summarising their understanding.
- Check that Sam have sufficient time to review instructions.
- Check Sam's understanding and answer any questions they may have.

Attention to the Task

Attention to the Task measures situational awareness or the inverse of cognitive failures. Safety outcomes are partially determined by workers' attention to the task, where individuals with low scores are more likely to be distractible and exhibit lapses that may imperil safety.



What This Result Means

- Sam's ability to remain focused on the task at hand and is within the average range when compared to the reference group.
- Scoring in this range, they are not likely to be more distractible or exhibit lapses that could imperil safety than most people.

Development Recommendations

- Work with Sam to develop strategies to maintain their focus when working on tasks that require focused attention.
- Encourage them to keep an organised work area and make lists that they can refer to when multi-tasking.
- Limit distractions that Sam may face while completing their tasks.



Development Plan

Use this section to summarise and document Sam's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Sam and read the report prior to conducting a coaching session.
2. Corroborate the results with Sam and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with them.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					