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SAFETY CHECK FEEDBACK

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Introduction



The Assessment

Safety Check is a measure of the personal characteristics that help to highlight the potential for unsafe behaviour in the workplace. Safety Check is intended as a tool that can help organisations create safer workplaces.



The Report

The purpose of this report is to provide you with information about your likely behaviours. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which you can explore either on your own or with your manager or coach.



Private and Confidential

This is a confidential assessment report. It was requested for a specific purpose and has influenced the information and conclusions drawn.



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

Development Recommendations

- Set yourself targets and goals with clear plans and milestones.
- Seek to understand the reasons behind rules and regulations.

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

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

Development Recommendations

- Try to understand the positive benefits to you and your team of adhering to safety regulations.

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

- Your profile indicates that you are as motivated towards safe workplace behaviour as most people.
- You are likely to be as safety-conscious as most people.
- In addition to this, you are as likely to avoid engaging in risky behaviour as most people.

Development Recommendations

- You may benefit from safety training to develop your 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

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

Development Recommendations

- Identify possible stressors in the workplace and work with your manager to address them.
- Disruptive emotions can impact your ability to think straight, concentrate, and make decisions. Be sure to take time to relax and reduce your stress before making important decisions.
- Unpick the triggers for losing composure and why these are problems. Become more conscious of your feelings through discussion.

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

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

Development Recommendations

- Try to create stretching experiences to expand your comfort zone.
- Fine-tune a strength by becoming a coach or mentor to others.
- Create the space to keep up-to-date with new industry trends.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*



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

- Your result on the Comprehension of Situational Safety scale is well above average when compared to others from the general population. This suggests that you should have a high level of natural ability and should be quick to grasp new concepts which are outside of your previous experience.

Development Recommendations

- Develop strategies to simplify complex problems for others.
- Try teaching others a skill.
- Help others solve complex problems by asking them to consider the issue from multiple perspectives.

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

- Your score on the checking test suggests that your ability to perceive similarities and differences in sets of data is typical of most people.
- While you should have little difficulty completing tasks that require attention to detail of a day-to-day nature, you may prefer to have more time when checking the accuracy of more complex information.

Development Recommendations

- Further developing this ability is a matter of practice and discipline.
- Ensure that you reduce any distractions in your workplace to help you better focus on your tasks.
- Plan to spend additional time carefully checking your work for errors and preparing to-do lists with follow-up activities.
- Seek the support of others in checking your 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

- Your 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, you should have little difficulty understanding safety instructions of a day-to-day nature, though you may prefer to have more time when working to understand more complex information.

Development Recommendations

- Remember that developing your ability is a matter of practice and discipline.
- Work to develop your comprehension skills by following steps such as taking notes and summarising your understanding.
- Be sure to have sufficient time to review instructions.
- Ask questions if anything is unclear.

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

- Your 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, you are not likely to be more distractible or exhibit lapses that could imperil safety than most people.

Development Recommendations

- Work with your manager to develop strategies to maintain focus when working on tasks that require attention.
- Keep an organised work area and make lists that you can refer to when multi-tasking.
- Limit distractions that you may face while completing your tasks.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*



Development Plan

Use this section to summarise and document your 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. Read your feedback report and take notes.
2. Preparing a list of major concerns and personal goals.
3. If you will meet with a coach or your manager to discuss your development plan, then adopt an open approach where you both consider your actual performance before exploring different development activities and their implications.
4. Take notes and agree on action plans with your coach or manager.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					