



SQ

SAFETY QUOTIENT™



Sample Report Guide

This report is provided by:

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Attitude-Values-Personality (AVP) report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

**The AVP includes any combination of WPP, WVA & SQ/DSQ*



Workstyle & Performance Profile (WPP) reveals each participant's workstyle, strengths, and areas for improvement. The WPP can be used for hiring, training, performance management, succession planning, and more.

**Participant report available*



Work Values & Attitude (WVA) assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

**Participant report available*



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**Participant report available*



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**Participant report available*

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Cognitive Ability (CQ):

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**Participant report available*

OTHER SOLUTIONS: Ask us for details. Additional fees may apply.



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SQ

SAFETY QUOTIENT™



EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

ksample@email.com

Safety Personality Defined

- This section is a summary of the individual's **safety-related personality traits** calculated from the assessment questionnaire.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

SQ™ Score:

Kelly Sample's primary traits:

31

- Scores range from 0 to 100
- Lower scores tend to be riskier
- Higher scores tend to be safer

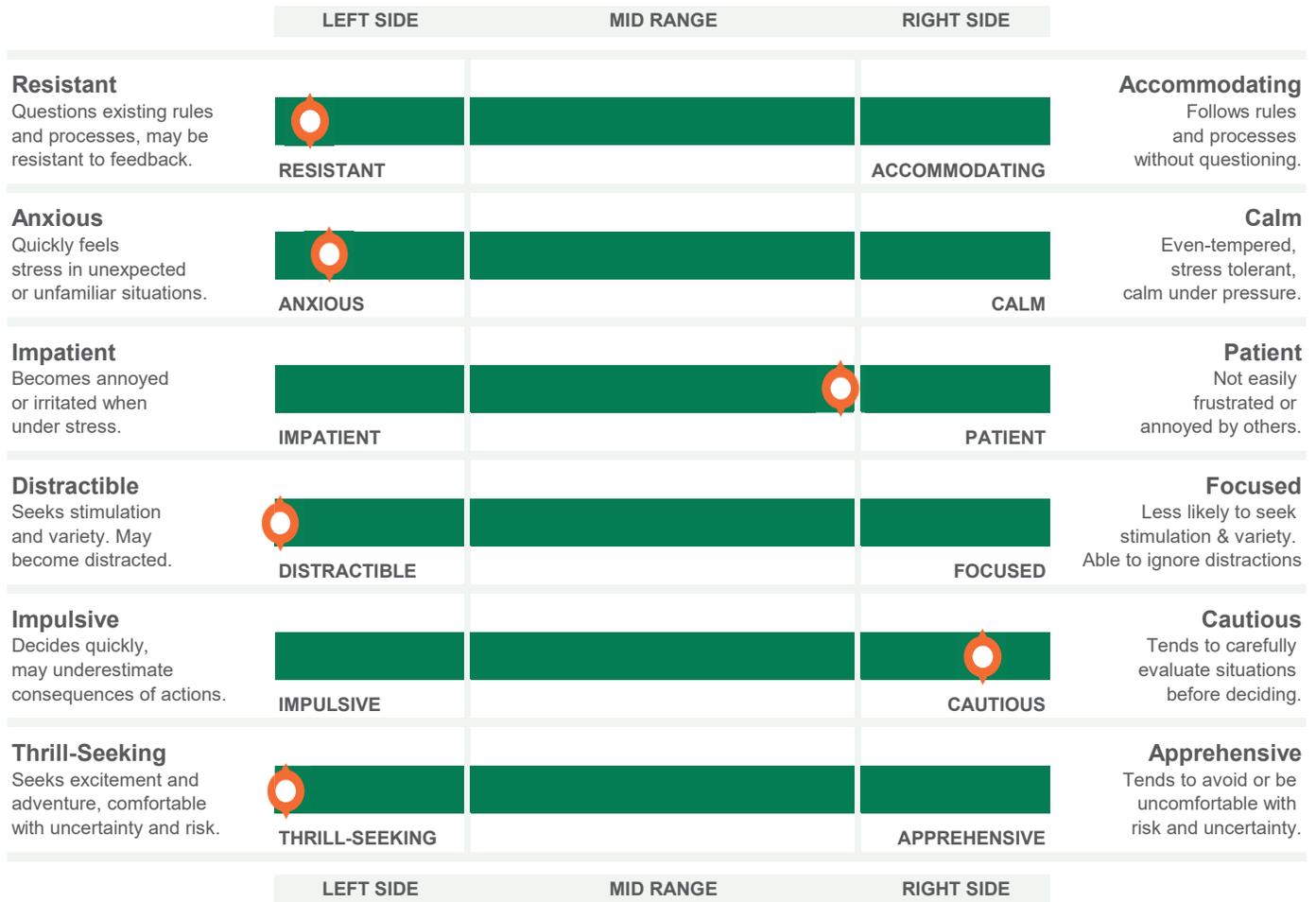
Distractible

Thrill-Seeking

Resistant

These are the most extreme scores from the personality profile below.

Kelly Sample's Safety Personality Profile:



Kelly Sample's Validity Category:

Acceptable

- If the validity category is "Caution":
- Interpret the results above with caution
 - Verify results with interview and reference questions



Marker:

Represents this person's results. The average results of working adults is at the middle point of each dimension.

Disclaimer:

We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

Dimension 1: Resistant vs. Accommodating

Resistant

Questions existing rules and processes, may be resistant to feedback.



Accommodating

Follows rules and processes without questioning.

Kelly Sample scored on the Left Side of Resistant vs. Accommodating.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score on the left side tend to question rules or processes and may be resistant to new ideas, re-training or coaching.

Positive aspects of how Kelly Sample scored:

- Able to point out areas for improvement
- Would not hesitate to stop and question things
- Would inform others when standard procedures aren't appropriate

Safety risks and tips for managing Kelly Sample:

- Would benefit from knowing the reasons behind rules and the consequences of ignoring them
- May need extra time to adapt to changes in routine or rules
- Monitoring of compliance may be necessary, especially with new rules and regulations

Suggested Interview Questions to probe "Fit"

- Tell me about a time when you needed to "bend the rules" in order to meet a deadline or complete a job. What was the situation and what was the result?
- Give me an example of a time when you had to go through re-training or re-learning and let go of old habits. Describe the situation in detail.

Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar situations.



Calm

Even-tempered, stress tolerant, calm under pressure.

Kelly Sample scored on the Left Side of Anxious vs. Calm.

This area measures a person's ability to handle stress and think clearly under pressure. People who score on the left side may quickly feel stress in unexpected, uncomfortable or unfamiliar situations.

Positive aspects of how Kelly Sample scored:

- Takes responsibilities seriously
- Shows a sense of urgency
- Receptive to feedback and coaching on areas for improvement

Safety risks and tips for managing Kelly Sample:

- Quickly feels stress and pressure
- May need to be reminded that mistakes are improvement opportunities
- Would benefit from reassurance and support, especially when learning new things

Suggested Interview Questions to probe "Fit"

- Give me an example of a time when you had to make an extremely quick decision that might have had serious consequences. What was the situation and what did you do?
- Give me an example of a time when you had to handle a lot of stress at work. Describe the situation and what you did to handle it.

Dimension 3: Impatient vs. Patient

Impatient

Becomes annoyed or irritated when under stress.



Patient

Not easily frustrated or annoyed by others.

Kelly Sample scored in the Mid Range of Impatient vs. Patient.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score in the mid range can usually handle stress without becoming annoyed or irritated by others.

Positive aspects of how Kelly Sample scored:

- Would respond well to positive feedback
- Will likely be even-tempered under typical job stress
- Will generally be a supportive team member

Safety risks and tips for managing Kelly Sample:

- When under extreme stress, may become annoyed by others
- Should be encouraged to speak up if something is bothering him/her
- Would not usually take others' behavior personally

Suggested Interview Questions to probe "Fit"

- Give me an example of a work situation where you let someone know that their behavior was unacceptable. What was the situation?

- Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?

Dimension 4: Distractible vs. Focused

Distractible

Seeks stimulation and variety. May become distracted.



Focused

Less likely to seek stimulation and variety. Able to ignore distractions.

Kelly Sample scored on the Left Side of Distractible vs. Focused.

This area measures a person's level of focus and their need for variety and stimulation. People who score on the left side tend to seek stimulation and variety, and may be easily distracted or bored.

Positive aspects of how Kelly Sample scored:

- Well suited to roles with a lot of variety in tasks
- Open to changes in routine
- Comfortable multi-tasking

Safety risks and tips for managing Kelly Sample:

- May be tempted to stray from standard operating procedures
- May become bored or restless quickly
- May not be suited to roles involving long periods of independent work

Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to have a lot of focus and concentration in order to do something correctly. What was the situation and what did you do to stay focused?

- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.

Dimension 5: Impulsive vs. Cautious

Impulsive

Decides quickly, may underestimate consequences of actions.



Cautious

Tends to carefully evaluate situations before deciding.

Kelly Sample scored on the Right Side of Impulsive vs. Cautious.

This area measures a person's level of caution when making decisions. People who score on the right side tend to carefully evaluate their decisions before acting.

Positive aspects of how Kelly Sample scored:

- Will consider potential consequences of actions
- Would carefully consider options when making decisions
- Would not require frequent compliance monitoring

Safety risks and tips for managing Kelly Sample:

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made

Suggested Interview Questions to probe "Fit"

- Give me an example of when you could have done a task quickly but you decided that taking quick action might be too risky. What was the situation and what did you do?
- Give me an example when you had to make a quick decision about something and made a mistake as a result. What was the situation and how did it turn out?

Dimension 6: Thrill-Seeking vs. Apprehensive

Thrill-Seeking

Seeks excitement and adventure, comfortable with uncertainty and risk.



Apprehensive

Tends to avoid or be uncomfortable with risk and uncertainty.

Kelly Sample scored on the Left Side of Thrill-Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score on the left side tend to seek excitement, are comfortable with uncertainty and get satisfaction from completing risky tasks or actions.

Positive aspects of how Kelly Sample scored:

- Comfortable with uncertainty and risk
- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of risks

Safety risks and tips for managing Kelly Sample:

- May benefit from relying on other team members to identify unnecessary risks
- May not recognize when risks should not be tolerated
- May become restless or bored with tasks that he/she has already mastered

Suggested Interview Questions to probe "Fit"

- Give me an example of a time when you became bored or restless in a job. What was the situation and what did you do?
- Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.



I, , will follow up with
Your Name Participant's Name

on the following areas for improvement:

Behavior 1:
Behavior 2:

Follow-up date:

EMPLOYER SIGNATURE

(Your Name)

(Your Signature)

(Date)

Recommended re-assessment date for Kelly Sample:

SQ™ DEFINED

SQ™ is an assessment tool that measures the key personality factors linked to safety outcomes in the workplace

SAFETY SELF-AWARENESS

Safety Self Awareness is the process of understanding and recognizing how an employee's thoughts, feelings, and behaviors affect safety outcomes.



About this Report

Purpose

- Summarize employee's safety risk profile & coaching consideration

Content

- Safety Personality Profile
- Risks & coaching tips
- Interview questions
- Follow up form

Keep in mind - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)

TalentClick's employee assessment solutions provide actionable business intelligence to help you build happier, safer, and more productive teams. Our unlimited-use subscriptions include ANY or ALL of the following reports, so you can test all your employees or applicants for one affordable price.

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SAFETY QUOTIENT™



PARTICIPANT REPORT
For Self-Coaching & Self-Awareness

Kelly Sample



Safety Personality Defined

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Your Primary Traits

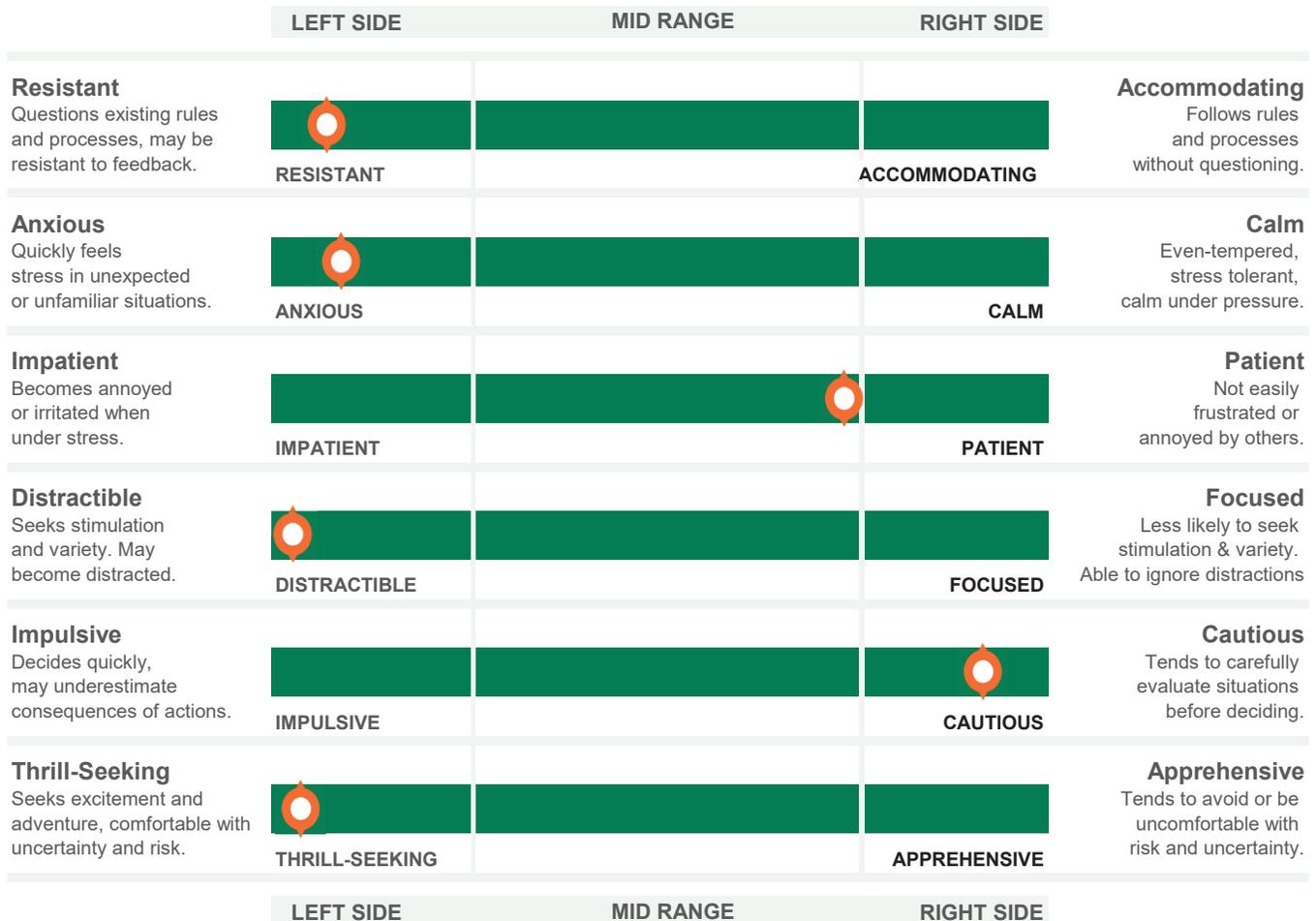
Distractible

Thrill-Seeking

Resistant

These are the most extreme scores from your personality profile below.

Your Safety Personality Profile:



The marker represents your results. The average results of working adults is at the middle point of each dimension.

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Dimension 1: Resistant vs. Accommodating



You scored on the LEFT SIDE.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score on the left side tend to question rules or processes and may be resistant to new ideas, re-training or coaching.

Positive aspects of how you scored:

- You're able to point out areas for improvement
- You're comfortable questioning how things are done
- You prefer to have freedom in how you do your work

Risk areas and self-coaching tips for you:

- You may need extra time to adapt to changes in routine or rules
- Ask your supervisor if you want to know the reasons for rules or procedures
- Give your constructive criticism and improvement ideas to your supervisor, not your co-workers

Consider **Resistant vs. Accommodating** and think of how it applies to you:

Please think of an example of where being Resistant vs. Accommodating contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I'm usually skeptical of new rules and procedures. I hated the new tie off rules when they put them in place and ignored them at first.</i></p> <hr/>	<p><i>Example: I should consider that there are reasons behind the set procedures in place - it's for my own safety.</i></p> <hr/>

Dimension 2: Anxious vs. Calm



You scored on the LEFT SIDE.

This area measures a person's ability to handle stress and think clearly under pressure. People who score on the left side may quickly feel stress in unexpected, uncomfortable or unfamiliar situations.

Positive aspects of how you scored:

- You take your responsibilities seriously
- You have a sense of urgency
- You're open to feedback and coaching on areas for improvement

Risk areas and self coaching tips for you:

- Try to limit your time working in high stress and pressure
- Remind yourself that mistakes are developmental opportunities
- Ask your supervisor for ideas on how you can improve

Consider **Anxious vs. Calm** and think of how it applies to you:

Please think of an example of where being Anxious vs. Calm contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get stressed when I have deadlines. Last week I worked too fast and I wasn't careful enough because we had a deadline.</i></p> <hr/>	<p><i>Example: Try not to get stressed so easily by focusing on high priority work - one thing at a time.</i></p> <hr/>

Dimension 3: Impatient vs. Patient



You scored in the MID RANGE.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score in the mid range can usually handle stress without becoming annoyed or irritated by others.

Positive aspects of how you scored:

- You respond well to positive feedback
- You can stay even-tempered under typical job stress
- You will be a supportive team member

Risk areas and self coaching tips for you:

- Help others by being a supportive team member
- Don't avoid correcting the unsafe behavior of other team members
- You may become more critical of others' behavior when under stress

Consider **Impatient vs Patient** and think of how it applies to you:

Please think of an example of where being Impatient vs. Patient contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: Last month there was a worker who was angry and saying some really insulting things to the crew. I didn't do anything about it and eventually the whole crew got distracted.</i></p> <hr/>	<p><i>Example: I should stop bad behavior right away if I see it rather than letting it go on and on.</i></p> <hr/>

Dimension 4: Distractible vs. Focused



You scored on the LEFT SIDE.

This area measures a person's level of focus and their need for variety and stimulation. People who score on the left side tend to seek stimulation and variety, and may be easily distracted or bored.

Positive aspects of how you scored:

- You're well suited to roles with a lot of variety in tasks
- You're open to changes in routine
- You're comfortable multi-tasking

Risk areas and self coaching tips for you:

- You may become bored or restless quickly
- Force yourself to stay focused when doing safety-sensitive tasks
- Break up your work into 30 minute chunks when you can

Consider **Distractible vs. Focused** and think of how it applies to you:

Please think of an example of where being Distractible vs. Focused contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: A few weeks ago I had to do the same task over and over and I got so bored that my mind started wandering. I almost made a few mistakes because I wasn't paying close attention.</i></p> <hr/>	<p><i>Example: I could talk to my supervisor about assigning me different types of work more often so I can get more variety in my work.</i></p> <hr/>

Dimension 5: Impulsive vs. Cautious



You scored on the RIGHT SIDE.

This area measures a person's level of caution when making decisions. People who score on the right side tend to carefully evaluate their decisions before acting.

Positive aspects of how you scored:

- You tend to think things through before acting
- You're good at considering possible negative consequences of actions
- You're not likely to take unnecessary risks

Risk areas and self coaching tips for you:

- You may be hesitant to take action in unusual situations
- You may be slower than others to make decisions
- You may be seen as too cautious or too careful

Consider **Impulsive vs. Cautious and think of how it applies to you:**

Please think of an example of where being Impulsive vs. Cautious contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: It takes me a long time to make decisions. Last week I felt rushed when we were planning a task and I made some bad choices on how to do it.</i></p> <hr/>	<p><i>Example: I can get input from others when I need to make a decision, especially if I have limited time.</i></p> <hr/>

Dimension 6: Thrill-Seeking vs. Apprehensive



You scored on the LEFT SIDE.

This area measures a person's level of excitement seeking. People who score on the left side tend to seek excitement, are comfortable with uncertainty and get satisfaction from completing risky tasks or actions.

Positive aspects of how you scored:

- You're comfortable with uncertainty and risk
- You're open to trying new ways of completing tasks
- You're not likely to be fearful or afraid of taking risks

Risk areas and self coaching tips for you:

- You may benefit from relying on other team members to identify unnecessary risks
- You may not recognize when risks should not be tolerated
- You may become restless or bored with tasks that you have already mastered

Consider **Thrill-Seeking vs. Apprehensive** and think of how it applies to you:

Please think of an example of where being Thrill-Seeking vs. Apprehensive contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: When I get bored, I time myself to see how fast I can do tasks. Sometimes this makes me cut corners or be careless.</i></p> <hr/>	<p><i>Example: I need to focus, work at a steady pace and be careful even when things are getting boring. I can do things that are more exciting outside of work.</i></p> <hr/>



Creating your action steps to be safer on the job

Your Second Example:

Please provide a specific example of a behavior or action from your own experience that was a risk to yourself or others. The example could be from Part B or another experience like a vehicle or first aid incident.

1. Describe what you were thinking and feeling at the time.

2. Describe what triggered your behavior or what caused you to act this way.

3. Describe the potential consequences. Who was affected? Who else could have been impacted?

4. What are your goals for improving? What is the end result you are committing to reaching?

5. What are some difficulties you might face when trying to improve?

6. What can you do to minimize these difficulties?

7. What are the benefits to you and to others for improving?



1. I acknowledge that my number one priorities while working on behalf of this company are:

- My personal safety and the well being of those who work for, with, or around me
- The protection of the environment
- Compliance with all applicable security regulations

2. I commit to taking the action steps outlined in Part C: Creating Your Action Steps to improve my personal safety and the safety of others.

Behavior 1:

Behavior 2:

3. I agree to provide progress updates to my supervisor at all future reviews that will include:

- a. Progress reports against my goals of improving the two safety behaviors I described in **Part C: Creating Your Action Steps**.
- b. Any challenges I am facing in meeting my improvement goals and what I am doing to address these challenges.
- c. Any incidents of high risk behavior I've engaged in.
- d. Any help or assistance I need in meeting my improvement goals.

(Your Name)

(Supervisor Name)

(Your Signature)

(Supervisor Signature)

(Date)

(Date)

SQ™ DEFINED

SQ™ is an assessment tool that measures the key personality factors linked to safety outcomes in the workplace

SAFETY SELF-AWARENESS

Safety Self-Awareness is the process of understanding and recognizing how your thoughts, feelings, and behaviors affect safety outcomes on the job.



About this Report

Purpose

- Summarize your Safety Personality Profile and self-coaching suggestions

Content

- Your Safety Personality Profile
- Self-coaching tips to improve safety
- Workbook for Safety Self-Awareness
- Your commitment

Keep in mind - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)

SQ-L

SAFETY QUOTIENT™ for LEADERS



PARTICIPANT REPORT
For Self-Coaching & Self-Awareness

Kelly Sample



Safety Personality Defined

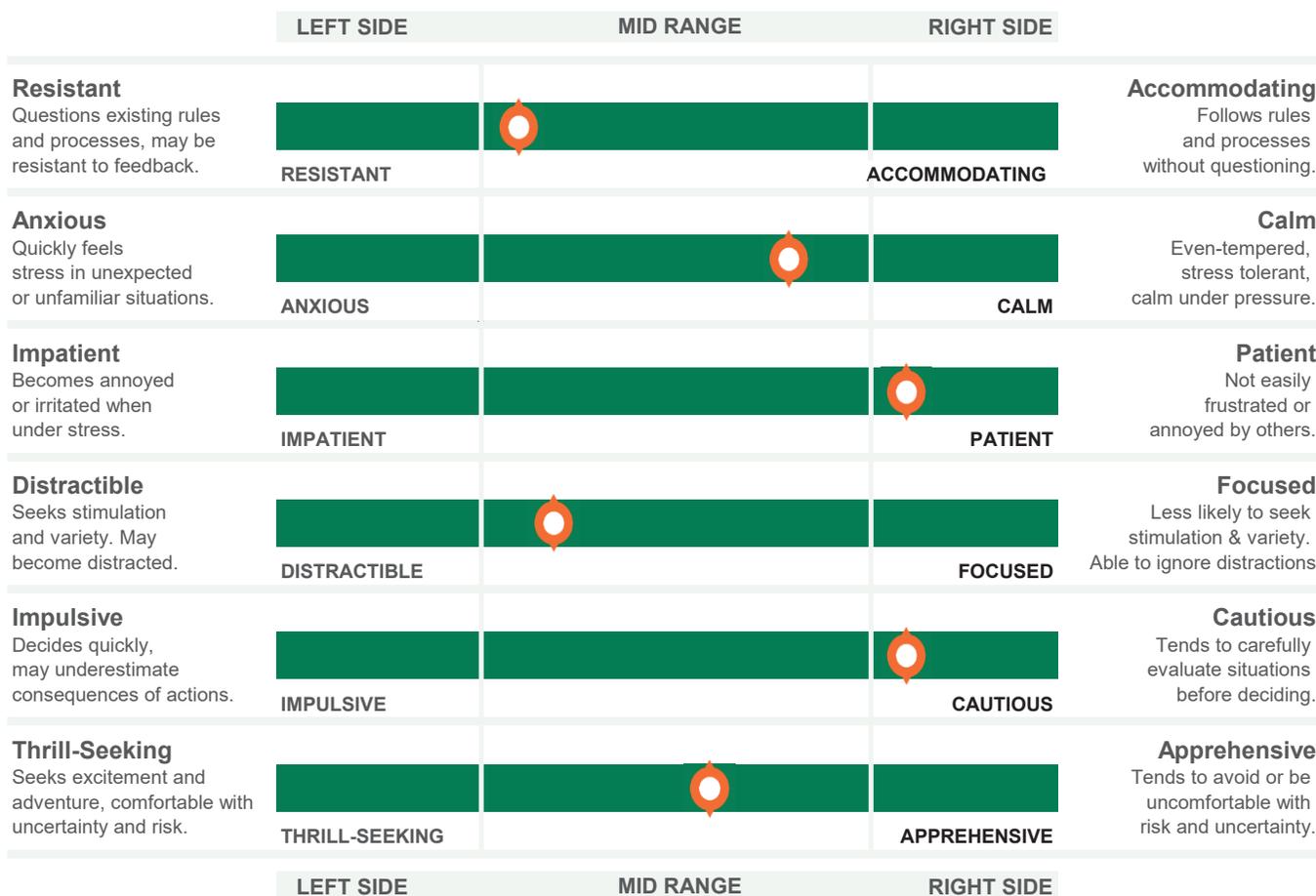
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- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

Your Primary Traits



These are the most extreme scores from your personality profile below.

Your Safety Personality Profile:



The marker represents your results. The average results of working adults is at the middle point of each dimension.

Disclaimer:

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Dimension 1: Resistant vs. Accommodating



You scored in the MID RANGE.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score in the mid range have an average level of openness to re-training, new ideas, coaching and generally accept existing rules and processes.

Positive aspects of how you scored:

- When facing changes, you can step back and evaluate the pros and cons
- You question existing rules, processes and procedures with your team
- You take the time to think about the reasons behind rules or procedures

Risk areas and self-coaching tips for you:

- Be firm but fair with workers who question rules or procedures
- Explain the reasons behind current rules and processes with workers
- Think about how you could improve current processes

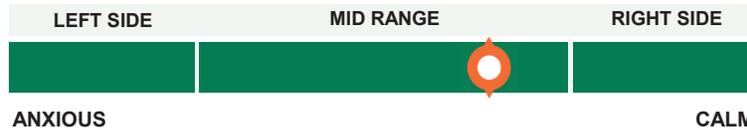
Consider **Resistant vs. Accommodating and think of how it applies to you:**

Please think of an example of where being Resistant vs. Accommodating contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: During retraining, I was being skeptical of new rules and procedures on _____, and ignored them at first, but then realized the impact this had on the rest of my team when it came to following rules.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: Going forward, I will make sure to learn which employees are naturally compliant and which ones are resistant and need me to explain the reasons behind SOPs.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar situations.



Calm

Even-tempered, stress tolerant, calm under pressure.

You scored in the MID RANGE.

This area measures a person's ability to handle stress and think clearly under pressure. People who score in the mid range can usually handle stress well when in unexpected, uncomfortable or unfamiliar situations.

Positive aspects of how you scored:

- You're able to stay calm when under stress
- You can handle pressure
- You're receptive to feedback, re-training and coaching

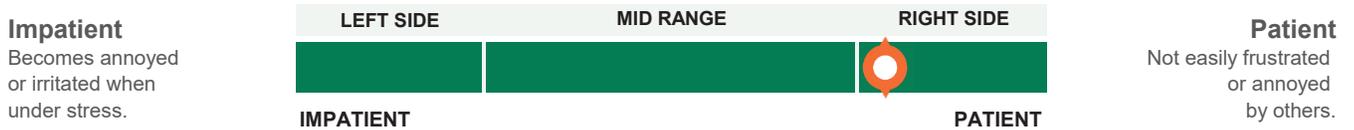
Risk areas and self coaching tips for you:

- Recognize the situations that cause you stress and ask other leaders how they handle them
- If you feel anxious, delay making non-urgent decisions until you've re-focused
- Get input from others when you have to make important decisions

Consider **Anxious vs. Calm** and think of how it applies to you:

Please think of an example of where being Anxious vs. Calm contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I tend to procrastinate _____ because I know it will all work out in the end. This causes some last minute panic and rushing for me and my team.</i></p> <hr/>	<p><i>Example: I should make a point to notice when a task is more urgent so it gets the immediate attention it needs.</i></p> <hr/>

Dimension 3: Impatient vs. Patient



You scored on the RIGHT SIDE.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score on the right side are able to control their emotions under stress and rarely become irritable.

Positive aspects of how you scored:

- You're patient and understanding with your team
- You're able to keep emotions under control
- You can handle stress and discomfort without becoming irritable

Risk areas and self coaching tips for you:

- Let workers know right away if they're not meeting high standards
- Make sure you immediately correct unsafe behavior in other team members
- Avoid getting drawn into unproductive conflict with workers or management

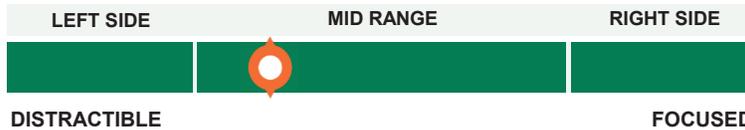
Consider **Impatient vs Patient** and think of how it applies to you:

Please think of an example of where being Impatient vs. Patient contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: Last month there was a worker who was angry and saying some really insulting things to the crew. I didn't do anything about it and eventually the whole crew got distracted.</i></p> <hr/>	<p><i>Example: I should stop bad behavior right away if I see it rather than letting it go on and on.</i></p> <hr/>

Dimension 4: Distractible vs. Focused

Distractible

Seeks stimulation and variety. May become distracted.



Focused

Less likely to seek stimulation and variety. Able to ignore distractions.

You scored in the MID RANGE.

This area measures a person's level of focus and their need for variety and stimulation. People who score in the mid range can usually stay focused without becoming distracted or bored.

Positive aspects of how you scored:

- You're able to remain focused and alert when priorities on your team shift
- You can remain mindful of details when doing focused work
- You're comfortable re-prioritizing tasks on your team

Risk areas and self coaching tips for you:

- Delegate routine or repetitive tasks to others when possible
- See projects through to full completion before shifting your focus to something else
- Follow up to make sure tasks you've delegated have been completed properly

Consider Distractible vs. Focused and think of how it applies to you:

Please think of an example of where being Distractible vs. Focused contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: At times, there is too much routine and boredom doing the regular tasks of _____, and one time this lead to _____, when I was distracted.</i></p> <hr/>	<p><i>Example: When my mind starts wandering, I need to...</i></p> <hr/>

Dimension 5: Impulsive vs. Cautious



You scored on the RIGHT SIDE.

This area measures a person's level of caution when making decisions. People who score on the right side tend to carefully evaluate their decisions before acting.

Positive aspects of how you scored:

- You carefully consider the consequences of your decisions on your team
- You're not likely to take unnecessary risks as leader
- You're effective at managing risk on your team

Risk areas and self coaching tips for you:

- Always consider the possible negative consequences of your decisions and actions
- Step in when others are making unsafe or risky decisions
- Help others think through the "what if" consequences of actions they are considering

Consider *Impulsive vs. Cautious* and think of how it applies to you:

Please think of an example of where being Impulsive vs. Cautious contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: It takes me a long time to make decisions. Last week I felt rushed when we were planning a task and I made some bad choices on how to do it.</i></p> <hr/>	<p><i>Example: I can get input from others when I need to make a decision, especially if I have limited time.</i></p> <hr/>

Dimension 6: Thrill-Seeking vs. Apprehensive

Thrill-Seeking

Seeks excitement and adventure, comfortable with uncertainty and risk.



Apprehensive

Tends to avoid or be uncomfortable with risk and uncertainty.

You scored in the MID RANGE.

This area measures a person's level of excitement seeking. People who score in the mid range have an average level of excitement seeking and usually do not prefer risk taking and uncertainty.

Positive aspects of how you scored:

- You're open to trying new ways of completing tasks within your team
- You're not likely to be fearful or afraid of working on project that require taking reasonable risks
- You're able to recognize risks on your team that can be avoided

Risk areas and self coaching tips for you:

- You may benefit from getting help from your team members or peers to recognize risks you may overlook
- You may not always recognize when risks should not be tolerated
- You may become bored with tasks that you have already mastered

Consider Thrill-Seeking vs. Apprehensive and think of how it applies to you:

Please think of an example of where being Thrill-Seeking vs. Apprehensive contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: Last week I had to do some high altitude work and it bothered me. I kept thinking about all the things that could have gone wrong and I resisted getting the crew to start the work.</i></p> <hr/>	<p><i>Example: I need to understand which of my crew members are risk averse and which ones are adrenaline junkies and provide instructions and guidance accordingly.</i></p> <hr/>



Creating your action steps to manage safety in your crew

Your Second Behavior:

Please provide a specific example of a behavior or action by one of your workers which happened as a result of one of your primary traits that was a risk to yourself and/or others. The example could be from Part B or another experience like a vehicle or first aid incident.

1. Describe what you were thinking and feeling at the time.

2. Describe what triggered your behavior or what caused you to act this way.

3. Describe the potential consequences. Who was affected? Who else could have been impacted?

4. What are your goals for improving? What is the end result you are committing to reaching?

5. What are some difficulties you might face when trying to improve?

6. What can you do to minimize these difficulties?

7. What are the benefits to you and to others for improving?

1. I acknowledge that my top HSE priorities while working on behalf of this company are:

- The safety and well being of employees and the public
- The protection of the environment
- Compliance with all applicable security regulations

2. I commit to taking the action steps outlined in Part C: Creating Your Action Steps to improve my personal safety and the safety of others.

Behavior 1:

Behavior 2:

3. I agree to provide progress updates to my boss at all future reviews that will include:

- a. Progress reports against my goals of improving the two safety behaviors I described in **Part C: Creating Your Action Steps**.
- b. Any challenges I am facing in meeting my improvement goals and what I am doing to address these challenges.
- c. Any incidents of high risk behavior I've engaged in.
- d. Any help or assistance I need in meeting my improvement goals.

(Your Name)

(Your Signature)

(Date)

SQ™ DEFINED

SQ™ is an assessment tool that measures the key personality factors linked to safety outcomes in the workplace

SAFETY SELF-AWARENESS

Safety Self-Awareness is the process of understanding and recognizing how your thoughts, feelings, and behaviors affect safety outcomes on the job.



About this Report

Purpose

- Summarize your Safety Personality Profile and self-coaching suggestions

Content

- Your Safety Personality Profile
- Self-coaching tips to improve safety
- Workbook for Safety Self-Awareness
- Your commitment

Keep in mind - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)

DSQ

DRIVER SAFETY QUOTIENT™



EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

ksample@email.com

Safety Personality Defined

- This section is a summary of the individual's **safety-related personality traits** calculated from the assessment questionnaire
- Everyone has core personality traits and tendencies or "**default settings**" that affect their behaviors
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors

DSQ™ Score:

Kelly Sample's primary driving traits:

31

- Scores range from 0 to 100
- Lower scores tend to be riskier
- Higher scores tend to be safer

Distractible

Thrill-Seeking

Resistant

These are the most extreme scores from the personality profile below.

Kelly Sample's Driver Safety Personality Profile:



Kelly Sample's Validity Category:

Acceptable

- If the validity category is "Caution":
- Interpret the results above with caution
 - Verify results with interview and reference questions



Marker:
Represents this person's results. The average results of working adults is at the middle point of each dimension.

Disclaimer:

We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

Dimension 1: Resistant vs. Accommodating

Resistant

Questions driving rules and guidelines, may be resistant to feedback



Accommodating

Follows driving rules and guidelines without question

Kelly Sample scored on the Left Side of Resistant vs. Accommodating.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score on the left side tend to question road rules or guidelines and may be resistant to new ideas, re-training or coaching.

Positive aspects of how Kelly Sample scored:

- Able to point out areas for improvement
- Would not hesitate to stop and question things
- Would question guidelines when they aren't appropriate

Safety risks and tips for managing Kelly Sample:

- Monitoring of compliance to laws and regulations may be necessary, especially in the first few months
- May need encouragement to be open to learning and new experiences
- May need to be reminded of the consequences of ignoring rules and regulations

Suggested interview questions to probe "fit"

- Tell me about a time when someone gave you advice on how to improve your driving. What did the person suggest and how did you respond?
- Tell me about a time when you thought a regulation or driving law was unnecessary. What was the situation?

Dimension 2: Anxious vs. Calm

Anxious

Quickly feels stress in unexpected or unfamiliar driving situations



Calm

Even-tempered, stress-tolerant, calm when driving under pressure

Kelly Sample scored on the Left Side of Anxious vs. Calm.

This area measures a person's ability to handle stress and think clearly under pressure. People who score on the left side may quickly feel stress in unexpected, uncomfortable or unfamiliar driving situations.

Positive aspects of how Kelly Sample scored:

- Takes responsibilities seriously
- Shows a sense of urgency
- Receptive to feedback and coaching on areas for improvement

Safety risks and tips for managing Kelly Sample:

- May need reassurance after making mistakes
- May not be well-suited to roles requiring high stress tolerance
- Should be encouraged to build self-confidence through gradual skill development

Suggested interview questions to probe "fit"

- Give me an example of a time when you had to decide what to do extremely quickly in order to avoid an accident. Describe the situation in detail.
- Tell me about an extremely stressful driving situation you were in. What happened and how did you deal with the stress?

Dimension 3: Impatient vs. Patient

Impatient

May become annoyed or irritated by other drivers when under stress



Patient

Not easily frustrated or annoyed by other drivers

Kelly Sample scored in the Mid Range of Impatient vs. Patient.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score in the mid range can usually handle stress when driving without becoming annoyed or irritated by others.

Positive aspects of how Kelly Sample scored:

- Would respond well to positive feedback
- Will likely be even-tempered under typical job stress
- Will generally be a supportive team member

Suggested interview questions to probe "fit"

- Tell me about a situation when you confronted or wanted to confront a dangerous or inconsiderate driver. What was the situation and what did you do?

Safety risks and tips for managing Kelly Sample:

- When under extreme stress, may become annoyed by others
- Should be encouraged to speak up if something is bothering him/her
- Would not usually take others' behavior personally

- What are the things that other drivers do that you find extremely annoying? What do you do when you encounter these situations?

Dimension 4: Distractible vs. Focused

Distractible

Seeks stimulation and variety. May become distracted while driving



Focused

Less likely to seek variety & stimulation. Able to ignore distractions

Kelly Sample scored on the Left Side of Distractible vs. Focused.

This area measures a person's level of focus and their need for variety and stimulation. People who score on the left side tend to seek stimulation and variety, and may be easily distracted or bored while driving.

Positive aspects of how Kelly Sample scored:

- Well suited to driving jobs with a lot of variety
- Open to changes in routine
- Comfortable multi-tasking

Suggested interview questions to probe "fit"

- Give me an example of a time you became distracted while driving. What distracted you and what happened?

Safety risks and tips for managing Kelly Sample:

- May be tempted to stray from standard operating procedures
- May become bored or restless quickly
- May not be suited to jobs requiring long periods of focus and concentration

- We all become bored at times. What are some of the things you have done to prevent boredom while driving?

Dimension 5: Impulsive vs. Cautious

Impulsive

Decides quickly, may underestimate consequences of actions when driving



Cautious

Carefully evaluates driving situations before deciding and acting

Kelly Sample scored on the Right Side of Impulsive vs. Cautious.

This area measures a person's level of caution when making decisions. People who score on the right side tend to carefully evaluate their decisions before acting when they drive.

Positive aspects of how Kelly Sample scored:

- Will consider possible negative consequences of actions
- Would carefully consider options when making a decision
- Would not require frequent monitoring of compliance to rules and procedures

Safety risks and tips for managing Kelly Sample:

- May need to be reminded to think through possible negative consequences of actions
- May need coaching on when to decide quickly and when to decide slowly and carefully
- Would benefit from learning the mistakes others have made

Suggested interview questions to probe "fit"

- Give me an example of a time when you had to make a quick decision while driving. What was the situation and what was the result?
- Tell me about a time when you had to take a risky action while driving. What was the situation, what action did you take and what was the result?

Dimension 6: Thrill-Seeking vs. Apprehensive

Thrill-Seeking

Seeks excitement and adventure, comfortable with uncertainty and risk



Apprehensive

Tends to avoid or be uncomfortable with risk & uncertainty when driving

Kelly Sample scored on the Left Side of Thrill-Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score on the left side tend to seek excitement, are comfortable with uncertainty and tend to enjoy risky driving maneuvers or actions.

Positive aspects of how Kelly Sample scored:

- Comfortable with uncertainty and risk
- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of risks when driving

Safety risks and tips for managing Kelly Sample:

- May not recognize when driving risks should not be taken
- May benefit from others pointing out risks
- May become restless or bored when he/she doesn't feel challenged

Suggested interview questions to probe "fit"

- Give me an example of a time when you became bored or restless in a job. What was the situation and what did you do?
- We all become bored at times. What are some of the things you have done to prevent boredom while driving?

I,

Your Name

, will follow up with

Participant's Name

on the following areas for improvement:

Behavior 1:

Behavior 2:

Follow-up date:

EMPLOYER SIGNATURE

(Your Name)

(Your Signature)

(Date)

Recommended re-assessment date for Kelly Sample:

DSQ™ DEFINED

DSQ™ (Driver Safety Quotient™) is an assessment tool that measures the key personality factors linked to safety outcomes for drivers.

SAFETY SELF-AWARENESS

Safety Self-Awareness is the process of understanding and recognizing how an employee's thoughts, feelings, and behaviors affect safety outcomes.



About This Report

Purpose

- Summarize employee's safety risk profile & coaching considerations

Content

- Safety Personality Profile
- Risks & coaching tips
- Interview questions
- Follow-up form

Keep in mind - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)

TalentClick's employee assessment solutions provide actionable business intelligence to help you build happier, safer, and more productive teams. Our unlimited-use subscriptions include ANY or ALL of the following reports, so you can test all your employees or applicants for one affordable price.

OUR CORE BUNDLE: Included in the Standard Unlimited-Use Subscription.



Attitude-Values-Personality (AVP) report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

**The AVP includes any combination of WPP, WVA & SQ/DSQ*



Workstyle & Performance Profile (WPP) reveals each participant's workstyle, strengths, and areas for improvement. The WPP can be used for hiring, training, performance management, succession planning, and more.

**Participant report available*



Work Values & Attitude (WVA) assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

**Participant report available*



Safety Quotient™ (SQ) helps identify the high-risk personality traits that lead to human error and preventable workplace incidents. The SQ measures rule-resistance, distractibility, impulsiveness, and more. Specialized report for Safety Leaders available.

**Participant report available*



Driver Safety Quotient™ (DSQ) helps predict a driver's likelihood of collisions, near misses, traffic violations, property damage, and more. The DSQ helps ensure a safer roadway for everyone.

**Participant report available*

ADD-ON SOLUTIONS: Included in the Standard Unlimited-Use Subscription.



Cognitive Ability (CQ): Tests language comprehension, numerical calculation ability, and spatial reasoning.



English Proficiency (EP): Measures English language competencies, including writing, vocabulary, and typing accuracy.

PREMIUM SOLUTIONS: Included in the Premium Unlimited-Use Subscription.



Leadership Profile (LP): Helps hire, train, and develop an organization's most valuable assets - its leaders. The LP identifies leadership style, business reasoning ability, and conflict management approach.

**Participant report available*

OTHER SOLUTIONS: Ask us for details. Additional fees may apply.



360 Degree Leadership Review



Safety Culture Survey



Online Training Courses



Sports Performance Profile

Contact Us at info@talentclick.com | 1 (877) 723-3778

DSQ

DRIVER SAFETY QUOTIENT™



PARTICIPANT REPORT
For Self-Coaching & Self-Awareness

Kelly Sample

Safety Personality Defined

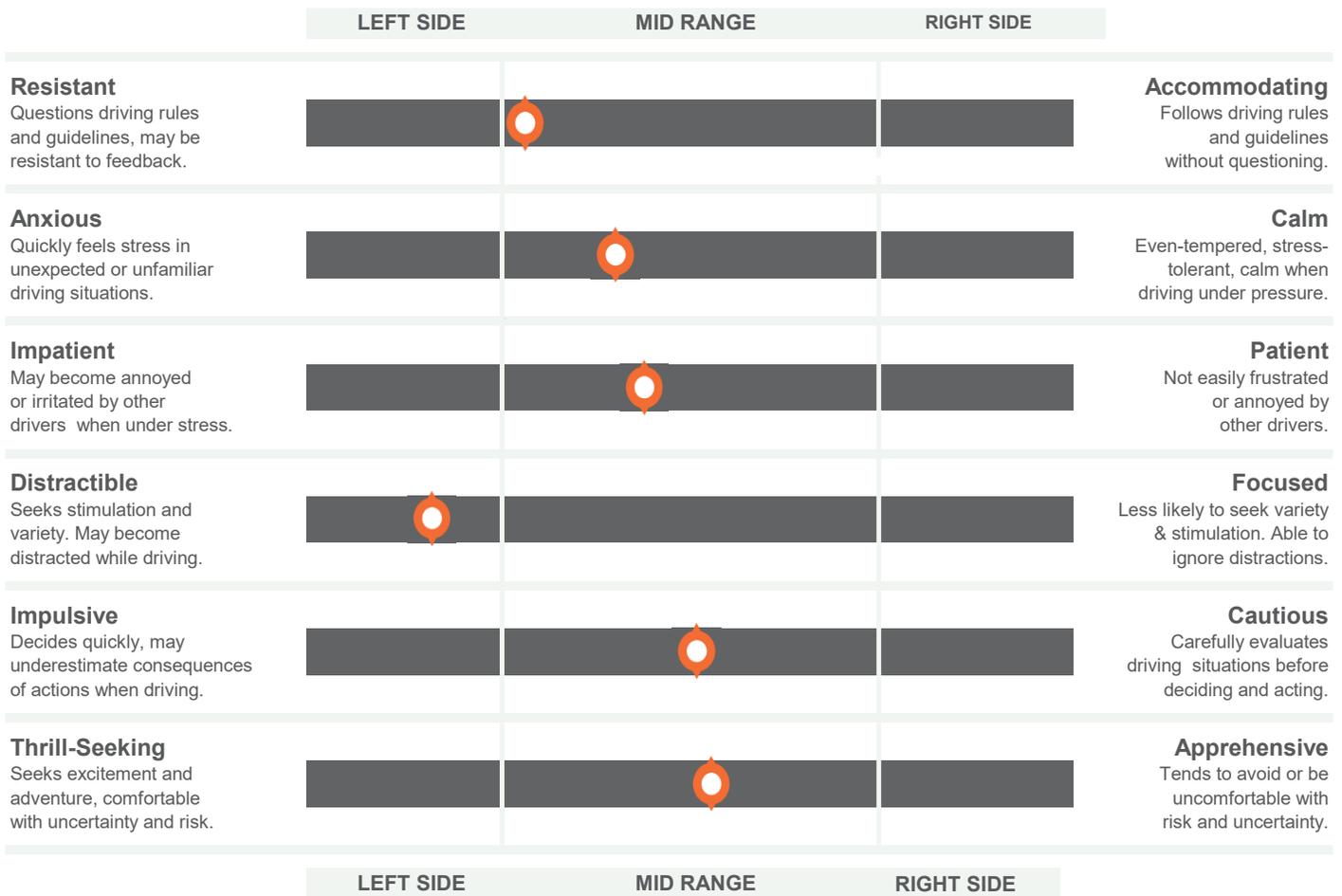
- This section is a summary of your **safety-related personality traits** calculated from the assessment you completed.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

Your Primary Driving Traits



These are the most extreme scores from your personality profile below.

Your Driver Safety Personality Profile:



The marker represents your results. The average results of working adults is at the middle point of each dimension.

Disclaimer: We cannot predict the occurrence of specific incidents. We can only predict the probability that people will engage in certain behaviors which, if they persist, will increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.

Dimension 1: Resistant vs. Accommodating



You scored in the MID RANGE.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score in the mid range have an average level of openness to re-training, new ideas, coaching and generally accept road rules and regulations.

Positive aspects of how you scored:

- You're comfortable working within existing rules & procedures
- You respect policies and rules
- You're comfortable questioning how things are done

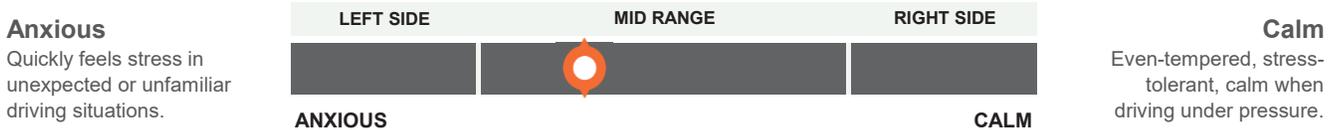
Risk areas and self-coaching tips for you:

- It's ok to stop and question things if you need to
- Ask your supervisor if you want to know the reasons for rules
- Give your improvement ideas to your supervisor, not your co-workers

Consider Resistant vs. Accommodating and think of how it applies to you:

Please think of an example of where being Resistant vs. Accommodating contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I'm usually skeptical of new rules and procedures. I hated the new tie off rules when they put them in place and ignored them at first.</i></p> <hr/>	<p><i>Example: I should consider that there are reasons behind the set procedures in place - it's for my own safety.</i></p> <hr/>

Dimension 2: Anxious vs. Calm



You scored in the MID RANGE.

This area measures a person's ability to handle stress and think clearly under pressure. People who score in the mid range can usually handle stress well when in unexpected, uncomfortable or unfamiliar driving situations.

Positive aspects of how you scored:

- You're able to be effective when under normal levels of stress
- You can handle pressure
- You're receptive to feedback and coaching

Risk areas and self coaching tips for you:

- Review training to stay confident in your abilities
- Ask your supervisor for regular feedback on your performance
- Remind yourself to see mistakes as improvement opportunities

Consider **Anxious vs. Calm** and think of how it applies to you:

Please think of an example of where being Anxious vs. Calm contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get stressed when I have deadlines. Last week I worked too fast and I wasn't careful enough because we had a deadline.</i></p> <hr/>	<p><i>Example: Try not to get stressed so easily by focusing on high priority work - one thing at a time.</i></p> <hr/>

Dimension 3: Impatient vs. Patient



You scored in the MID RANGE.

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score in the mid range can usually handle stress when driving without becoming annoyed or irritated by others.

Positive aspects of how you scored:

- You respond well to positive feedback
- You can stay even-tempered under typical job stress
- You are a supportive team member

Risk areas and self coaching tips for you:

- Help others by being a supportive team member
- Don't avoid correcting the unsafe behavior of other team members
- You may become more critical of others' behavior, when under stress

Consider **Impatient vs Patient and think of how it applies to you:**

Please think of an example of where being Impatient vs. Patient contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get really annoyed when I'm trying to focus and I get interrupted. This happens often with a worker who is too talkative.</i></p> <hr/>	<p><i>Example: I should let others know not to interrupt me unless it's important. If I get interrupted anyway I shouldn't take it personally and get mad.</i></p> <hr/>

Dimension 4: Distractible vs. Focused



You scored on the LEFT SIDE.

This area measures a person's level of focus and their need for variety and stimulation. People who score on the left side tend to seek stimulation and variety, and may be easily distracted or bored while driving.

Positive aspects of how you scored:

- You're well suited to roles with a lot of variety in tasks
- You're open to changes in routine
- You're comfortable multi-tasking

Risk areas and self coaching tips for you:

- You may become bored or restless quickly
- Force yourself to stay focused when doing safety-sensitive tasks
- Break up your work into 30 minute chunks when you can

Consider **Distractible vs. Focused and think of how it applies to you:**

<p>Please think of an example of where being Distractible vs. Focused contributed to an unsafe behavior. Describe below:</p> <p><i>Example: A few weeks ago I had to do the same task over and over and I got so bored that my mind started wandering. I almost made a few mistakes because I wasn't paying close attention.</i></p> <hr/>	<p>What can you do to improve your safety-related behavior related in this area? Please add your ideas below:</p> <p><i>Example: I could talk to my supervisor about assigning me different types of work more often so I can get more variety in my work.</i></p> <hr/>
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Dimension 5: Impulsive vs. Cautious



You scored in the MID RANGE.

This area measures a person's level of caution when making decisions. People who score in the mid range have an average level of caution and usually evaluate their decisions before acting when they are driving.

Positive aspects of how you scored:

- You're able to take immediate action in unusual situations
- You usually consider the possible negative consequences of your actions
- You learn from your mistakes

Risk areas and self coaching tips for you:

- Watch that you don't rush and take unsafe risks
- Always consider possible negative consequences of your actions
- Remember that sometimes it's best to take immediate action

Consider **Impulsive vs. Cautious and think of how it applies to you:**

Please think of an example of where being Impulsive vs. Cautious contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: It takes me a long time to make decisions. Last week I felt rushed when we were planning a task and I made some bad choices on how to do it.</i></p> <hr/>	<p><i>Example: I can get input from others when I need to make a decision, especially if I have limited time.</i></p> <hr/>

Dimension 6: Thrill-Seeking vs. Apprehensive



You scored in the MID RANGE.

This area measures a person's level of excitement seeking. People who score in the mid range have an average level of excitement seeking and usually do not prefer risk taking and uncertainty when they drive.

Positive aspects of how you scored:

- You're open to trying new ways of completing tasks
- You're not likely to be fearful or afraid of taking reasonable risks
- You're able to recognize risks that can be avoided

Risk areas and self coaching tips for you:

- You may benefit from getting help from team members to recognize risks you may overlook
- You may not always recognize when risks should not be tolerated
- You may become bored with tasks that you have already mastered

Consider **Thrill-Seeking vs. Apprehensive** and think of how it applies to you:

Please think of an example of where being Thrill-Seeking vs. Apprehensive contributed to an unsafe behavior. Describe below:	What can you do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: Last week I had to do some high altitude work and it bothered me. I kept thinking about all the things that could have gone wrong and I couldn't focus and do good work.</i></p> <hr/>	<p><i>Example: If a risky task is uncomfortable for me I can ask my supervisor to switch my tasks with another worker.</i></p> <hr/>

1. I acknowledge that my top priorities while working on behalf of this company are:

- My personal safety and the well being of those who work for, with, or around me
- The protection of the environment
- Compliance with all applicable security regulations

2. I commit to taking the action steps outlined in Part C: “Creating Your Action Steps” to improve my personal safety and the safety of others.

Behavior 1:

Behavior 2:

3. I agree to provide progress updates to my supervisor at all future reviews that will include:

- a. Progress reports against my goals for improving the two safety behaviors I described in **Part C: Creating Your Action Steps**.
- b. Any challenges I am facing in meeting my improvement goals and what I am doing to address these challenges.
- c. Any incidents of high risk behavior I’ve engaged in.
- d. Any help or assistance I need in meeting my improvement goals.

(Your Name)

(Supervisor Name)

(Your Signature)

(Supervisor Signature)

(Date)

(Date)

DSQ™ DEFINED

DSQ™ (Driver Safety Quotient™) is an assessment tool that measures the key personality factors linked to safety outcomes for drivers.

SAFETY SELF-AWARENESS

Safety Self-Awareness is the process of understanding and recognizing how your thoughts, feelings, and behaviors affect safety outcomes on the job.



About This Report

Purpose

- Summarize your Safety Personality Profile and self-coaching suggestions

Content

- Your Safety Personality Profile
- Self-coaching tips to improve safety
- Workbook for Safety Self-Awareness
- Your commitment

Keep in mind - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)



AVP REPORT

Attitude, Values, Personality



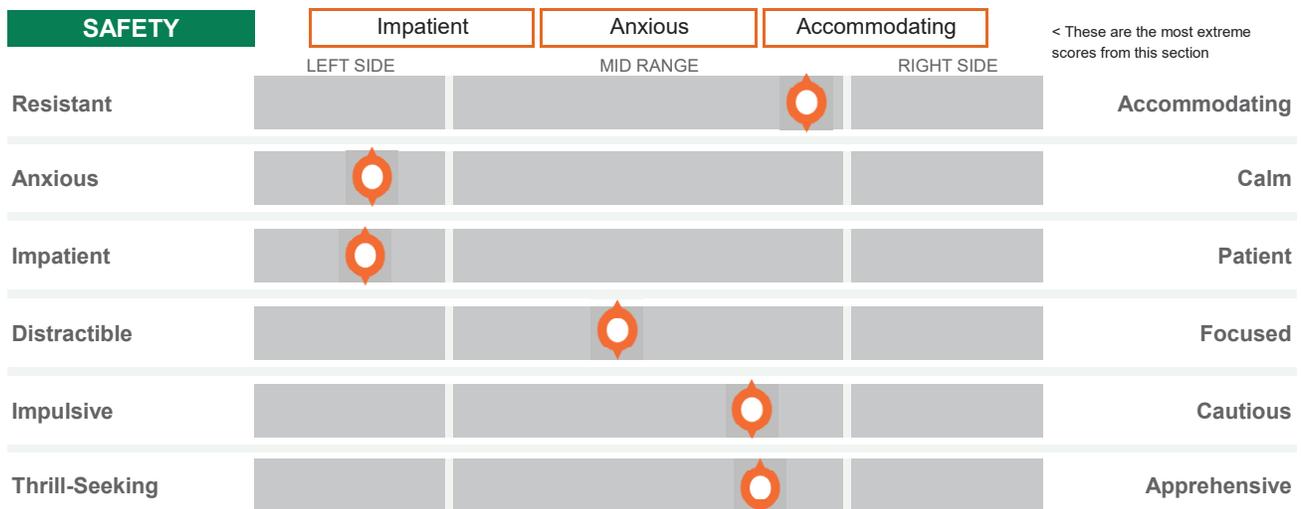
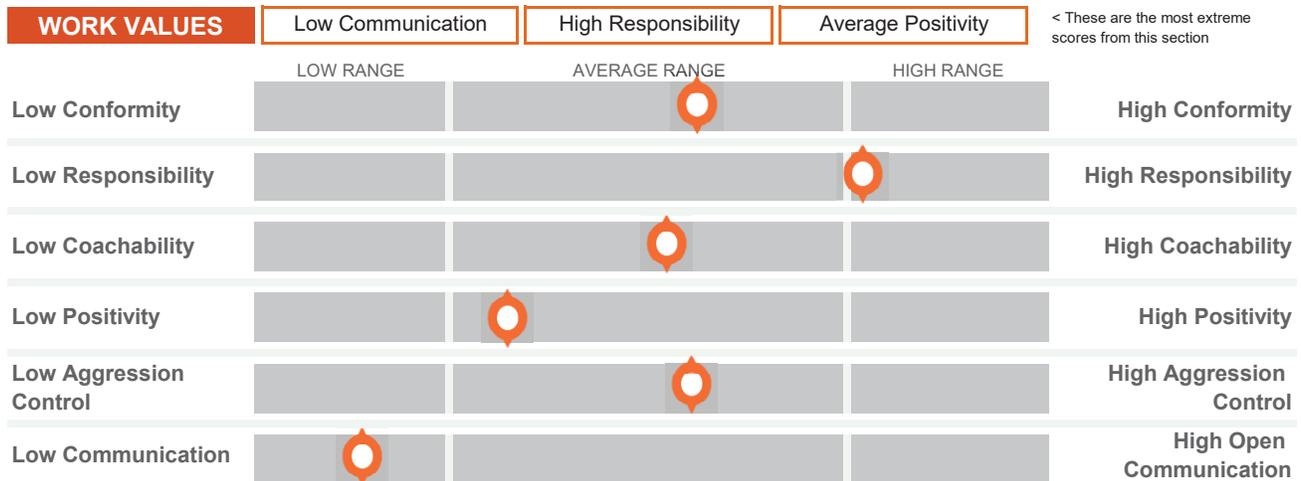
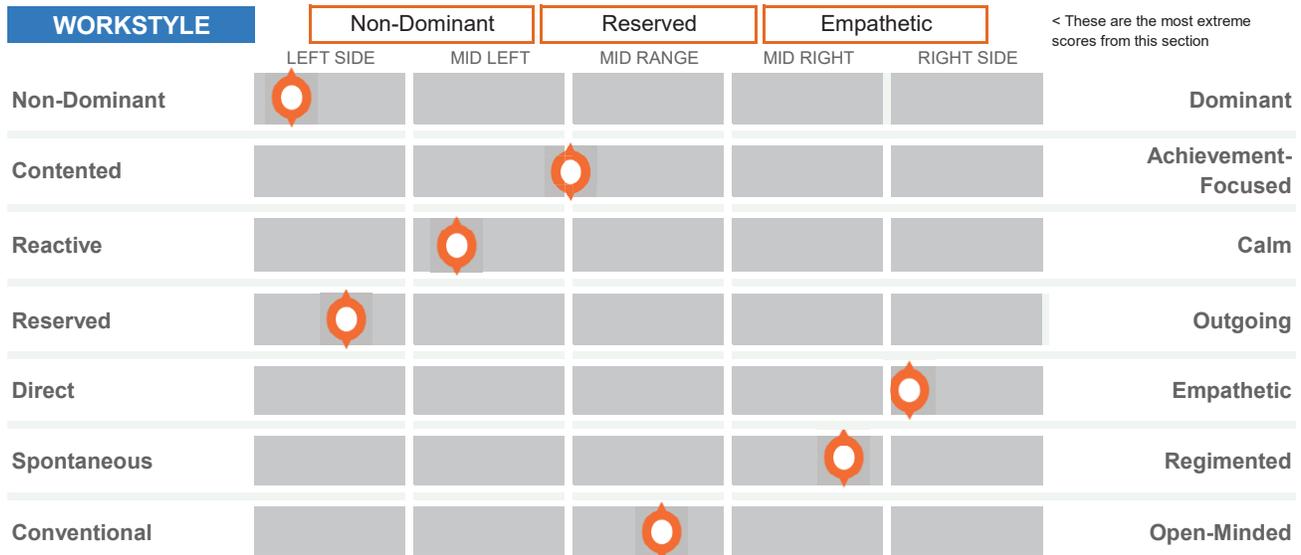
EMPLOYER REPORT

For Hiring, Training & Coaching

Kelly Sample

September 1, 2020





Marker: Represents this person's results. The middle point of each dimension reflects the average score of all working adults.

Disclaimer: We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.

Introduction

This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment. The report is focused around seven main dimensions addressing different aspects of your workstyle. Keep in mind as you read the report that right side scores are not better than left side scores. There are positive and negative implications for both right side and left side scores, although certain scores are more preferable for certain roles.

Kelly Sample's primary traits:

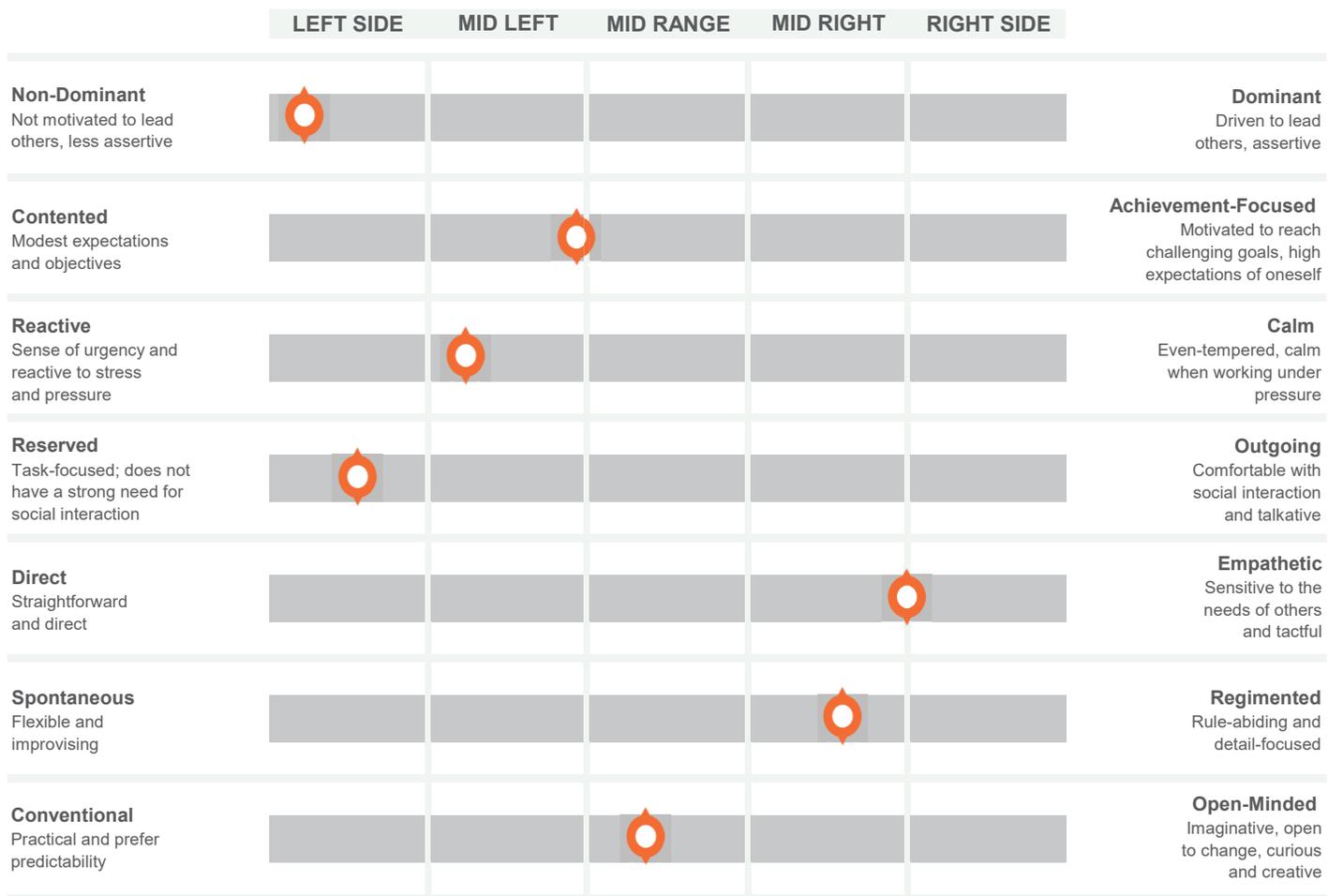
Non-Dominant

Reserved

Empathetic

These are the most extreme scores from the personality profile below.

Summary of Kelly Sample results:



Validity Category:

Acceptable

If the validity category is "Caution":

- Interpret the results above with caution
- Verify results with interview and reference questions



Marker:

Represents this person's results. The middle point of each dimension reflects the average score of all working adults.

Disclaimer:

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STRENGTHS

Positive aspects related to how Kelly Sample scored:

Non-Dominant

- Would be a cooperative team member
- Able to stay focused on independent work
- Comfortable taking direction from others
- Accommodating of co-workers

Regimented

- Prefers organization and structure
- Process and detail-oriented
- Mindful of planning requirements
- Conscientious and dependable

Contented

- Able to fulfil responsibilities
- Able to meet others' standards and expectations
- Able to complete tasks and reach objectives
- Has modest expectations of themselves and others

Reserved

- Prefers completing tasks to socializing
- Able to focus and work independently
- Has good listening skills
- Doesn't seek attention

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Non-Dominant

- Will prefer collaborating more than leading
- May be uncomfortable delegating tasks to others if required to
- Would benefit from hearing performance feedback
- Would benefit from recognition for good performance

Reactive

- Should be given ambitious but reachable goals and targets
- Should be monitored to make sure that stress levels are not too high
- Would benefit from positive feedback
- Would likely be open to hearing suggestions for performance improvement

Reserved

- Should be encouraged to share thoughts and ideas
- May not highlight or seek attention for work well done
- May need to feel comfortable before communicating openly
- Should have independent work as a significant job component

Contented

- Would respond well to being recognized for good work
- Would benefit from occasional reminders for work quality standards
- Would respond best to being given reachable goals
- Would be motivated by group collaboration

Non-Dominant

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Give me an example of a time when you had to resolve a difficulty or conflict with a customer, vendor or co-worker. What was the situation and how did you handle it?
 - Give me an example of a situation in the past where you have demonstrated your ability to be assertive when necessary. What was the situation?
-

Reserved

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Tell me about a recent time when you had to initiate contact and build a relationship with a new person or group. Describe the situation and your actions in detail.
 - Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?
-

Reactive

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Tell me about a time when you were particularly overwhelmed with your responsibilities at work. What strategies did you use to deal with this pressure?
 - Stress can often decrease our job effectiveness. Tell me about a particularly stressful situation that could have affected your performance at work if you had let it. How did you cope with the stress?
-

Contented

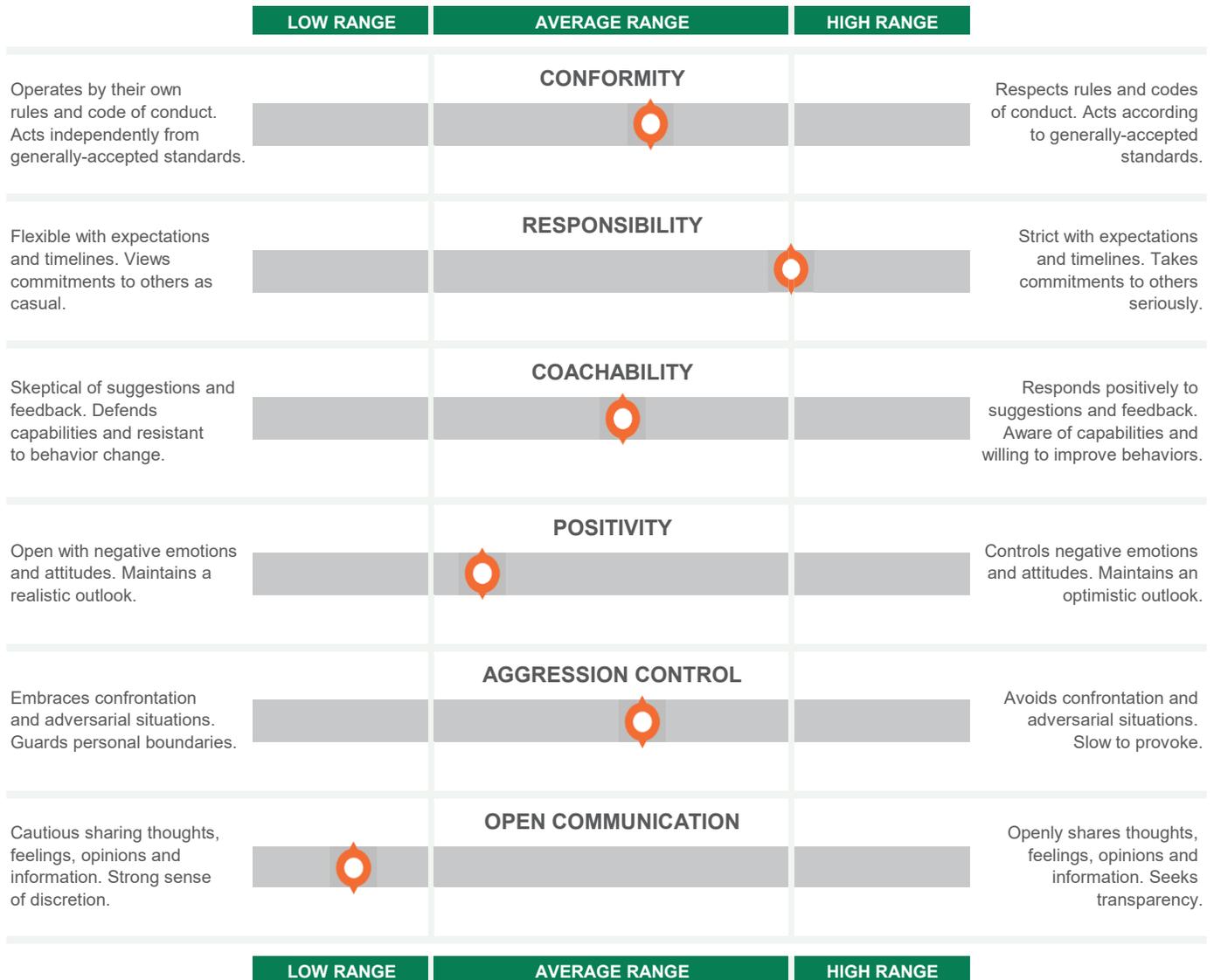
Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Tell me about a time when you faced a challenge that required an exceptional amount of self-motivation to overcome. Please describe the situation and your actions in detail.
 - Tell me about a time when you had to motivate yourself to accomplish something difficult. What was the situation and how did you motivate yourself?
-

Introduction

- This report is a summary of the individual's work values and attitude calculated from the assessment questionnaire.
- Everyone has core traits and personal standards for behavior that manifest as "default" reactions to work situations.
- These "default settings" can be hard to change, but you can reduce the risk of negative outcomes by increasing awareness and actively managing counterproductive behaviors.

Results for Kelly Sample:



Validity Category:

Acceptable

- If the validity category is "Caution":
- Interpret the results above with caution
 - Verify results with interview and reference questions



Marker:

Represents this person's results. The middle point of each dimension reflects the average score of all working adults.

Disclaimer:

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STRENGTHS

Positive aspects related to how Kelly Sample scored:

Low Communication

- Can be trusted with confidentiality
- Prefers listening to speaking
- Comfortable with limited information
- Unlikely to distract others with social conversation

High Responsibility

- Follows through on commitments
- Adheres to plans and timelines
- Prefers to complete tasks themselves
- Strives to please others

Average Positivity

- Controls negative feelings in typical situations
- Typically maintains an optimistic outlook
- Notices potential downsides of plans or ideas
- Generally seen as a cooperative team member

Average Conformity

- Comfortable questioning rules and traditions
- Generally trusting of others
- Cares about their own reputation
- Seen as credible

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Low Communication

- May hesitate to share information with others
- May keep others at a distance and appear 'closed off' or secretive
- Should be encouraged to make an effort to communicate more than they may feel necessary

Average Coachability

- May be sensitive to critical performance feedback
- May give all sources of feedback equal weighting
- Would benefit from constructively-worded criticism to avoid a defensive reaction

Average Positivity

- May hesitate to question new ideas when they sense potential downsides
- May not let others know when they are feeling stressed or frustrated
- May need encouragement during stressful or uncertain times

Average Aggression Control

- May become frustrated with others in stressful situations
- May need to be more assertive when urgent action is necessary
- Should be encouraged to take a break to 'regroup' if they feel agitated

Low Communication

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Give me an example of a work situation when you shared your thoughts even though it would have been easier to keep your opinions to yourself. What was the situation, and how did you handle it?
 - Tell me about a time when you had to initiate communication with a new person or group of people in a work situation. Describe the situation and how you handled it.
-

Average Positivity

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- We all have times when we get discouraged at work. Describe a time when this happened to you, and what you did about it.
 - Give me an example of a time when working with a coworker was very challenging. What was the situation, and what did you do?
-

Average Coachability

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Give me an example of a time when you changed a behavior or stopped a bad habit. What was it, and what did you do to change?
 - Tell me about a time when someone gave you advice that you disagreed with. What was the situation, and what did you do?
-

Average Aggression Control

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- We all have people we don't get along with. Describe a time when you had to work with someone you didn't get along with and how you handled it.
 - Tell me about a time when someone did something bad to you and you did something about it. Describe the situation and your actions in detail.
-

Safety Personality Defined

- This section is a summary of the individual's **safety-related personality traits** calculated from the assessment questionnaire.
- Everyone has core personality traits and tendencies or **"default settings"** that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

SQ™ Score:

Kelly Sample's primary traits:

44

- Scores range from 0 to 100
- Lower scores tend to be riskier
- Higher scores tend to be safer

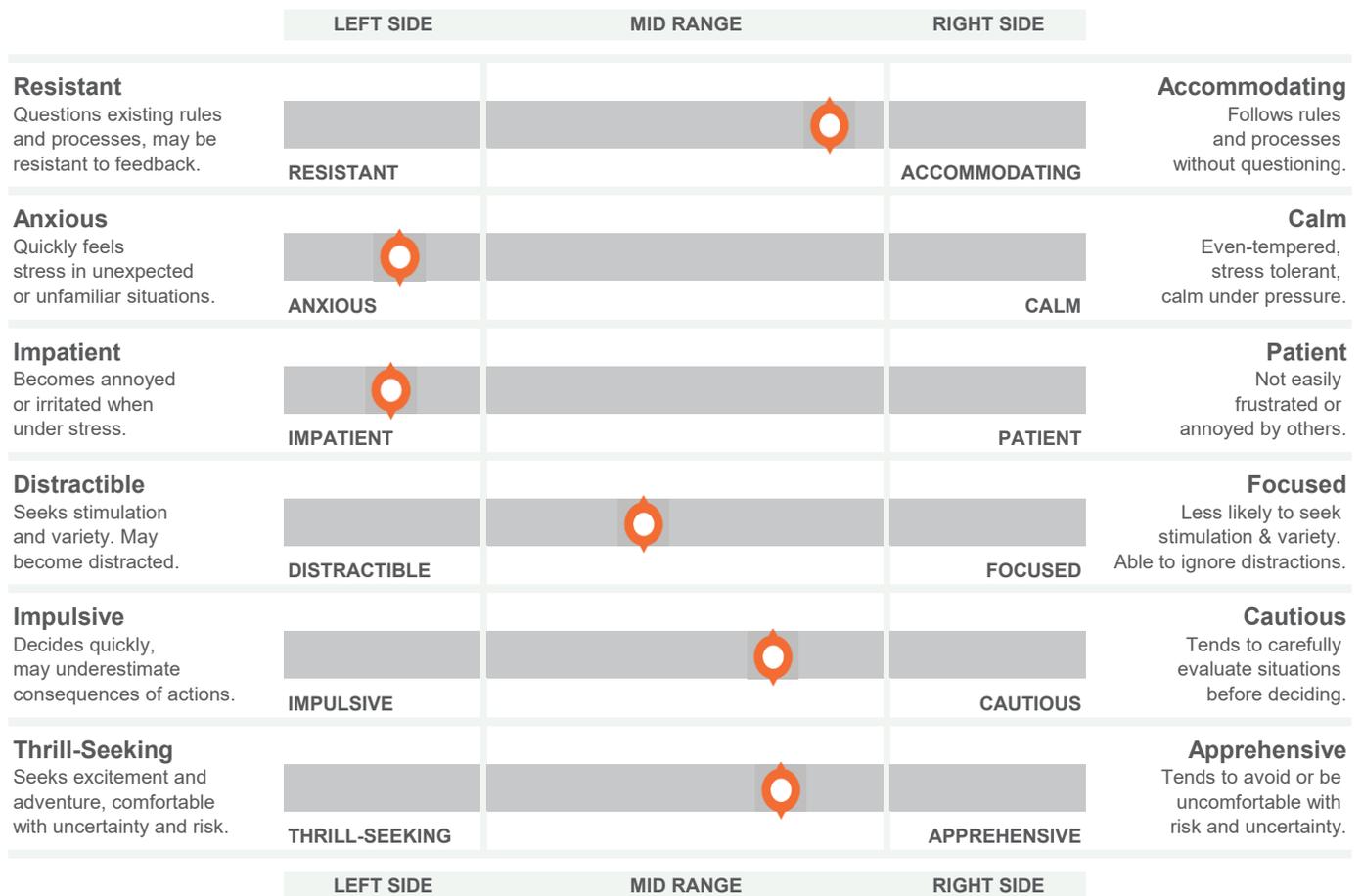
Impatient

Anxious

Accommodating

These are the most extreme scores from the personality profile below.

Kelly Sample's Safety Personality Profile:



Validity Category:

Acceptable

- If the validity category is "Caution":
- Interpret the results above with caution
 - Verify results with interview and reference questions



Marker:

Represents this person's results. The middle point of each dimension reflects the average score of all working adults.

Disclaimer:

We cannot predict the occurrence of specific incidents, but only the probability that people will engage in behaviors that increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person; do not use this as the sole factor for making employment-related decisions.



STRENGTHS

Positive aspects related to how Kelly Sample scored:

Apprehensive

- Open to trying new ways of completing tasks
- Not likely to be fearful or afraid of acceptable risks
- Able to recognize risks that can be avoided

Anxious

- Takes responsibilities seriously
- Shows a sense of urgency
- Receptive to feedback and coaching on areas for improvement

Cautious

- Able to take quick action in unusual situations
- Will consider possible negative consequences of actions
- Not likely to make quick decisions

Distractible

- Able to remain focused and alert
- Can remain mindful of details
- Not likely to become bored or distracted easily

POTENTIAL CHALLENGES

Management considerations related to how Kelly Sample scored:

Impatient

- May need to be reminded of the impact his/her actions have on others
- May need encouragement to let go of grudges and stop taking others' behavior personally
- May need time to “cool off” after becoming frustrated

Distractible

- Would benefit from having some variety in tasks
- Comfortable when circumstances change
- May become restless or bored after long periods of repetitive work

Anxious

- Quickly feels stress and pressure
- May need to be reminded that mistakes are improvement opportunities
- Would benefit from reassurance and support, especially when learning new things

Accommodating

- May not always inform others when standard procedures aren't appropriate
- Would benefit from knowing the reasons behind rules and the consequences of ignoring them
- May hesitate to stop and question things



Impatient

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Give me an example of a work situation where someone did something that you found to be extremely annoying. What was the situation?
 - Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?
-

Anxious

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Give me an example of a time when you had to make an extremely quick decision that might have had serious consequences. What was the situation and what did you do?
 - Give me an example of a time when you had to handle a lot of stress at work. Describe the situation and what you did to handle it.
-

Distractible

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Tell me about a time when you had to do boring or tedious work. What was the situation and what did you do to stay focused?
 - Tell me about a time when you were distracted and you narrowly avoided an accident. Describe the situation in detail.
-

Accommodating

Interview Questions: Suggested questions to probe into this area to assess 'fit':

- Tell me about a situation where you felt that if you followed standard rules and procedures it might be unsafe. How did you handle the situation? Did you tell anyone?
 - Tell me about a time when you were supposed to follow rules or regulations that you thought were unnecessary. What was the situation and what did you do?
-

TalentClick's employee assessment solutions provide actionable business intelligence to help you build happier, safer, and more productive teams. Our unlimited-use subscriptions include ANY or ALL of the following reports, so you can test all your employees or applicants for one affordable price.

OUR CORE BUNDLE: Included in the Standard Unlimited-Use Subscription.



Attitude-Values-Personality (AVP) report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

**The AVP includes any combination of WPP, WVA & SQ/DSQ*



Workstyle & Performance Profile (WPP) reveals each participant's workstyle, strengths, and areas for improvement. The WPP can be used for hiring, training, performance management, succession planning, and more.

**Participant report available*



Work Values & Attitude (WVA) assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

**Participant report available*



Safety Quotient™ (SQ) helps identify the high-risk personality traits that lead to human error and preventable workplace incidents. The SQ measures rule-resistance, distractibility, impulsiveness, and more. Specialized report for Safety Leaders available.

**Participant report available*



Driver Safety Quotient™ (DSQ) helps predict a driver's likelihood of collisions, near misses, traffic violations, property damage, and more. The DSQ helps ensure a safer roadway for everyone.

**Participant report available*

ADD-ON SOLUTIONS: Included in the Standard Unlimited-Use Subscription.



Cognitive Ability (CQ): Tests language comprehension, numerical calculation ability, and spatial reasoning.



English Proficiency (EP): Measures English language competencies, including writing, vocabulary, and typing accuracy.

PREMIUM SOLUTIONS: Included in the Premium Unlimited-Use Subscription.



Leadership Profile (LP): Helps hire, train, and develop an organization's most valuable assets - its leaders. The LP identifies leadership style, business reasoning ability, and conflict management approach.

**Participant report available*

OTHER SOLUTIONS: Ask us for details. Additional fees may apply.



360 Degree Leadership Review



Safety Culture Survey



Online Training Courses



Sports Performance Profile

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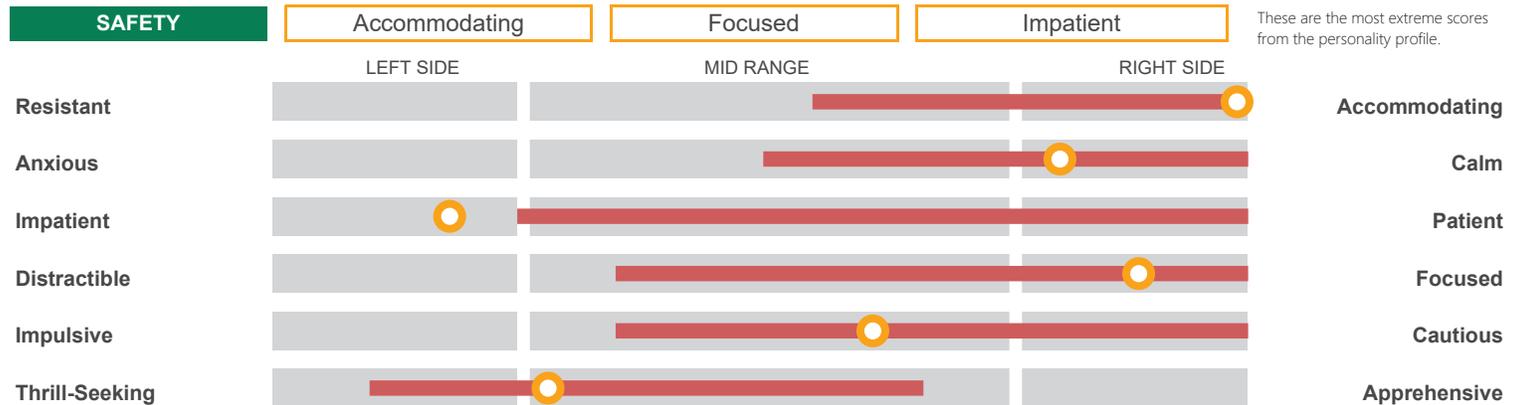
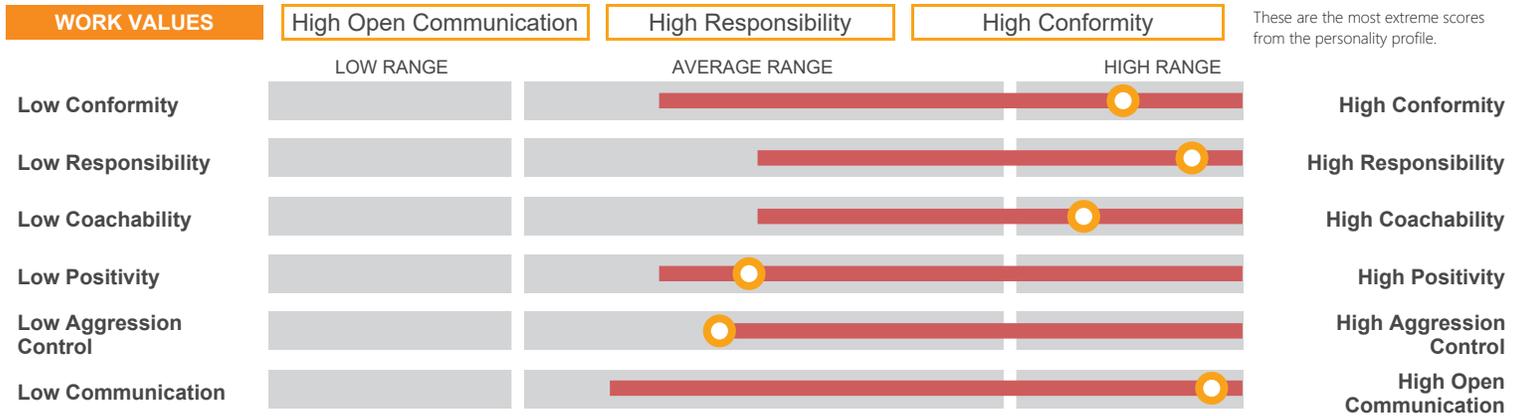
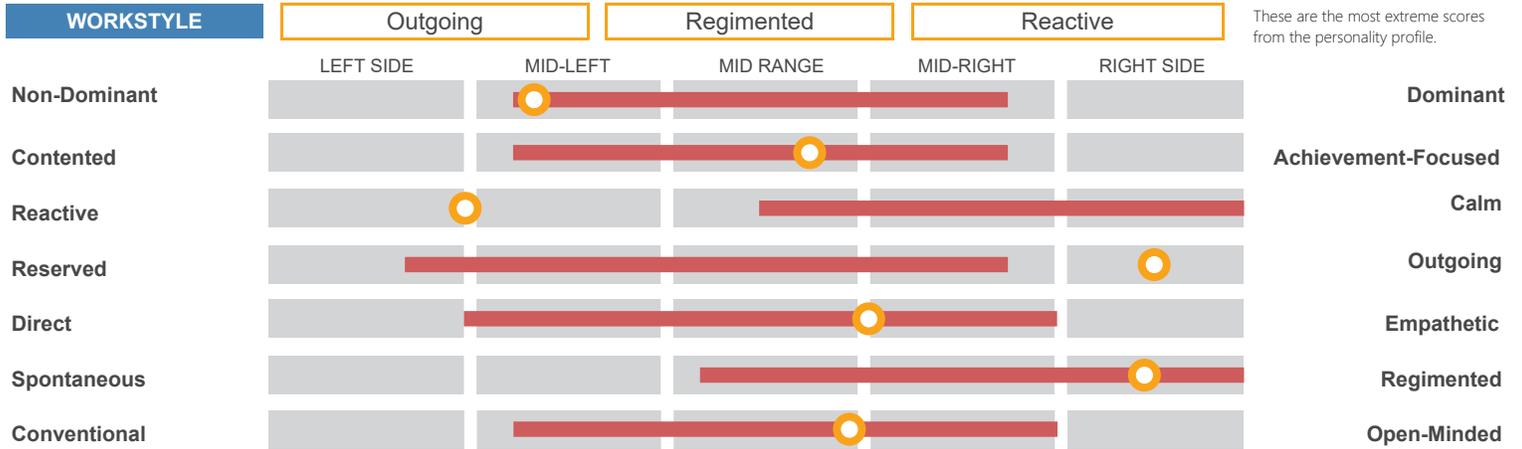


Validity Category: Acceptable

89

- Good Fit
- Possible Fit
- Low Fit

Laborer





Suggested Behavioral Interview Questions

■ Laborer

Reactive



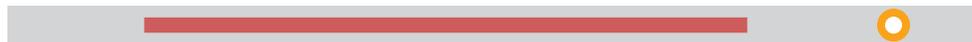
Calm

Area 1: Kelly Sample scored OUTSIDE THE BENCHMARK on Reactive vs. Calm

Ask one or more of the following questions:

- Tell me about a time when you were particularly overwhelmed with your responsibilities at work. What strategies did you use to deal with this pressure?
- Stress can often decrease our job effectiveness. Tell me about a particularly stressful situation that could have affected your performance at work if you had let it. How did you cope with the stress?

Reserved



Outgoing

Area 2: Kelly Sample scored OUTSIDE THE BENCHMARK on Reserved vs. Outgoing

Ask one or more of the following questions:

- Give me an example of a time when you were in a situation where communicating with someone was challenging. What was the situation and how did you handle it?
- Give me an example of when your listening skills played a key role in achieving an objective. Describe the situation in detail.

Impatient



Patient

Area 3: Kelly Sample scored OUTSIDE THE BENCHMARK on Impatient vs. Patient

Ask one or more of the following questions:

- Give me an example of a work situation where someone did something that you found to be extremely annoying. What was the situation?
- Give me an example of a work situation where you became angry about something. What was the situation and how did you handle it?

Low Aggression
Control



High Aggression
Control

Area 4: Kelly Sample scored INSIDE THE BENCHMARK on Low Aggression Control vs. High Aggression Control

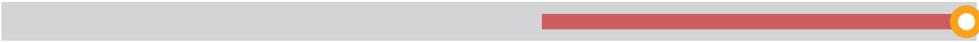
Ask one or more of the following questions:

- We all have people we don't get along with. Describe a time when you had to work with someone you didn't get along with and how you handled it.
- Tell me about a time when someone did something bad to you and you did something about it. Describe the situation and your actions in detail.



Suggested Behavioral Interview Questions

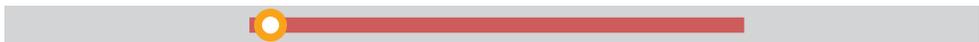
Laborer

Resistant  Accommodating

Area 5: Kelly Sample scored INSIDE THE BENCHMARK on Resistant vs. Accommodating

Ask one or more of the following questions:

- Tell me about a situation where you felt that if you followed standard rules and procedures it might be unsafe. How did you handle the situation? Did you tell anyone?
- Tell me about a time when you were supposed to follow rules or regulations that you thought were unnecessary. What was the situation and what did you do?

Non-Dominant  Dominant

Area 6: Kelly Sample scored INSIDE THE BENCHMARK on Non-Dominant vs. Dominant

Ask one or more of the following questions:

- Give me an example of a time when you had to resolve a difficulty or conflict with a customer, vendor or co-worker. What was the situation and how did you handle it?
- Give me an example of a situation in the past where you have demonstrated your ability to be assertive when necessary. What was the situation?

Low Communication  High Open Communication

Area 7: Kelly Sample scored INSIDE THE BENCHMARK on Low Communication vs. High Open Communication

Ask one or more of the following questions:

- Give me an example of a time when you demonstrated the ability to be open and transparent with your coworkers. What was the situation, and what were the results of your actions?
- Sometimes we have to withhold information at work. Tell me about a time when you didn't share information with your coworkers or customers because it was the right thing to do.

Low Responsibility  High Responsibility

Area 8: Kelly Sample scored INSIDE THE BENCHMARK on Low Responsibility vs. High Responsibility

Ask one or more of the following questions:

- Tell me about a time when you put in a lot of effort to get something done on time. What was the situation, and what did you do?
- Describe a situation when you weren't able to meet a commitment to a customer or coworker. What was the situation, and how did you handle it?



Validity Category: Acceptable

89

- Good Fit
- Possible Fit
- Low Fit

Laborer

