

- SELECT
- DEVELOP
- LEAD

# HOGAN*REPORTS*

## S A F E T Y

### SAFETY-RELATED BEHAVIOR IN A WORK ENVIRONMENT

Report for: John Doe

ID: DC178870

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## INTRODUCTION

Accidents at work cause unnecessary human misery and business expenses, and companies should make every effort to reduce them. This Safety Report is a step in that direction.

Some people tend to engage in unsafe behavior at work due to carelessness, recklessness, spite, and other reasons. If these unsafe behaviors persist, on-the-job accidents become increasingly likely. Research shows that six distinct themes underlie unsafe work behavior. Research also shows that these themes can be assessed using psychometric measures. We have studied safe work behavior since the early 1970s, and this Safety Report is based on that research. The report is organized into the following sections.

- Section I:** Defines the six themes or components of safety-related behavior and provides a graphic summary of the candidate's safety assessment results. An overall safety score is also provided.
- Section II:** Defines the three themes or components of general employment-related behavior and provides a graphic summary of the candidate's general employment assessment results.
- Section III:** Provides information with regard to developmental areas for moderate to critical scores on the safety-related components.

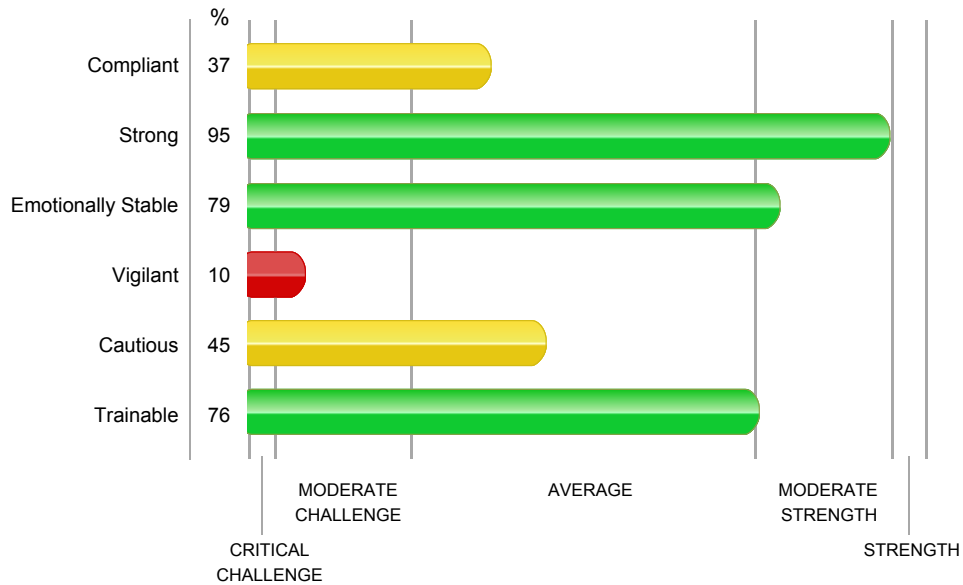
## SECTION I - THE COMPONENTS OF SAFETY-RELATED BEHAVIOR

- Defiant - Compliant:** Low scorers ignore authority and company rules. High scorers willingly follow rules and guidelines.
- Panicky - Strong:** Low scorers tend to panic under pressure and make mistakes. High scorers are steady under pressure.
- Over-Reaction - Emotionally Stable:** Low scorers lose their tempers and then make mistakes. High scorers control their tempers.
- Distractible - Vigilant:** Low scorers are easily distracted and then make mistakes. High scorers stay focused on the task at hand.
- Reckless - Cautious:** Low scorers tend to take unnecessary risks. High scorers evaluate their options before making risky decisions.
- Arrogant - Trainable:** Low scorers overestimate their competency and are hard to train. High scorers listen to advice and like to learn.

Scores are in terms of percentiles: for example, a score of 85% means that a person's score is above 85% of people assessed.



SECTION I – COMPONENTS OF SAFETY-RELATED BEHAVIOR (CONT'D)



**CANDIDATE STRENGTHS**

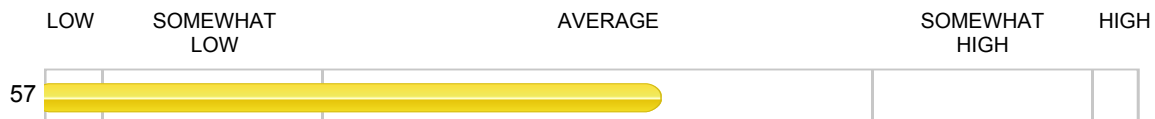
- Doesn't need a lot of structure at work
- Will be very steady under pressure
- Seldom becomes irritable when frustrated
- Can multi-task
- Seems very flexible
- Will solicit feedback on performance

**CANDIDATE AREAS OF CONCERN**

- Tends to regard all rules as negotiable
- May seem unable to learn from mistakes
- May lack a sense of urgency
- Tends to be easily distracted
- May take unnecessary risks
- May compete with coworkers

The Average Overall Safety score is an average of the six safety scales presented above.

**AVERAGE OVERALL SAFETY RELATIVE TO OTHERS**





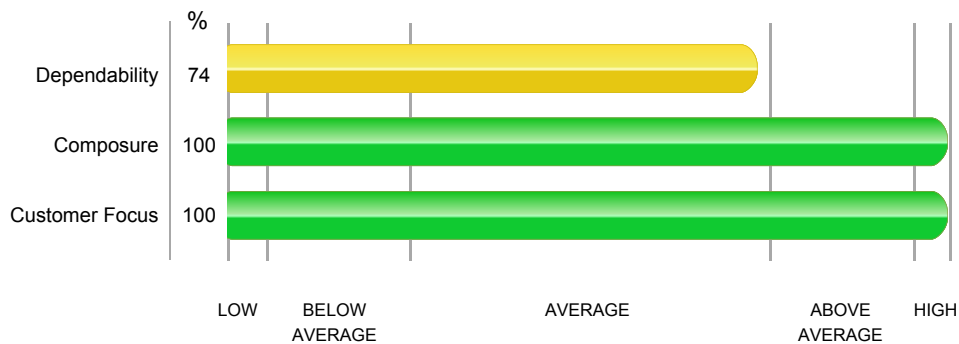
SECTION II – COMPONENTS OF GENERAL EMPLOYMENT-RELATED BEHAVIOR

Working safely is important, but good employees have other characteristics as well. The following characteristics are important for virtually every job.

**Dependability** Low scorers are more likely to be careless, uneven in their job performance, and potentially rebellious or insubordinate. High scorers tend to be hard-working and reliable.

**Composure** Low scorers are more likely to become visibly upset. They are easily frustrated, nervous, and irritable, requiring extra attention and reassurance. High scorers remain calm, relaxed, and focused on the job even under pressure. They are usually in a good mood.

**Customer Focus** Low scorers are more likely to be irritable, abrupt, or even rude in responding to customers' concerns, often making it difficult to resolve the problem effectively. High scorers will listen effectively to customers' questions or problems and will be polite, patient, attentive, and helpful.



The results contained in this report are NOT meant to supersede the judgment of a hiring manager. Rather, a hiring manager should use these results as one input into his/her process for arriving at a hiring decision regarding the candidate.



**SECTION III – DETAILED DEVELOPMENT AREAS BY SAFETY COMPONENTS**

The following presents the candidate's scores on the safety dimensions where a moderate or critical challenge exists. The percentages below represent the percent of items endorsed for each dimension. Dimensions with a (R) are reverse weighted so that higher percentage reflect lower scores.

<b>HIC SCALES</b>	<b>DEFINITION</b>	<b>PERCENT ENDORSED</b>
<b>VIGILANT</b>		
Disciplined (R)	Remains steadfast	100%
Focused (R)	Stays on task	100%
Outgoing (R)	Frequently Engages Others	100%