



Health and Safety Indicator

Sally Sample

14th April 2010

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam. This analysis should be considered in the context of other relevant information such as actual experience, vocational interests, skills and aptitudes.

Introduction

Waiver

The HSI is an indicator only. It cannot predict health and safety behaviour with certainty. Moreover, individual behaviour is only one component of organisational health and safety: an organisation's overall management of safety systems and culture is critical. The authors and distributors accept no responsibility for selection or other decisions made using this tool and cannot be held liable for the consequences of those decisions.

Context

The HSI profile arises from a personality questionnaire and an assessment of specific abilities. It must be interpreted in the context of other relevant factors such as experience, training, and wider skills. The profile should also be considered in light of the organisation's health and safety systems and culture, and with a view to the specific hazards faced in particular roles and workplace environments.

Scales

This report consists of an overall score and several individual scales. Based on contemporary research, the overall score represents the overall tendency towards safe behaviour in the workplace environment. Several individual personality and ability scales contribute to the overall score. Individual scales indicate different aspects of safety-related behavioural preferences, tendencies, and abilities.

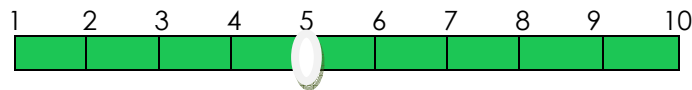
Norm Group

The ratings and commentary in this report are primarily relative to a comparison group of 4305 Respondents.

Health and Safety Indicator Scores

Raw

Low Overall Score



High Overall Score
%ile

Definition

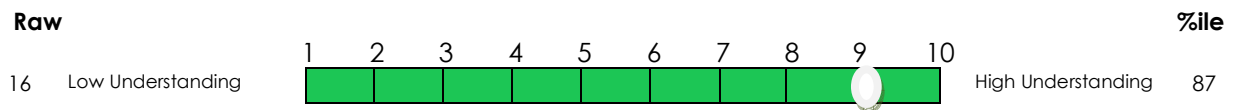
The overall score estimates an individual's tendency to behave safely in the workplace. It reflects a combination of ability and personality factors related to health and safety. Ability factors include processing information quickly and accurately, and being able to understand safety-related information and the safety environment. Personality factors predict the likelihood of adhering to rules, being motivated by safety, being diligent in following safety practices, being open to safety guidance, and being able to be safe under different emotional pressures. Along with the overall score, it is also important to consider scores on each of the individual scales, and to consider ability and personality scores separately.

Result

Sam Sample's responses suggest that, overall, he is as likely as most to behave safely in the workplace. There is little evidence to suggest that he poses an abnormal safety risk.

Sam Sample's ability scores suggest that, on the whole, his ability to notice and understand the requirements and subtleties of the safety environment may be about average. Similarly, his personality profile suggests that he may have as strong a preference for, and tendency towards, behaving safely in the workplace as most others.

Understanding Instructions and Safety-Related Information



Definition

Understanding Instructions and Safety-Related Information describes the ability to understand and follow instructions and information in English, either written or in a table. Low scorers will tend to have more difficulty understanding and following safety instructions than high scorers. This scale does NOT assess willingness to follow instructions.

Result

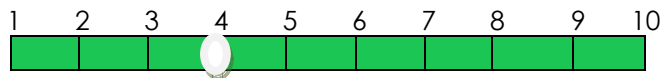
Sam Sample's responses suggest that he may be more able than most to understand written instructions and information in English. He may be more likely than most to respond appropriately to safety instructions.

Checking and Attention to Detail

Raw

%ile

13 Low Checking



High Checking 19

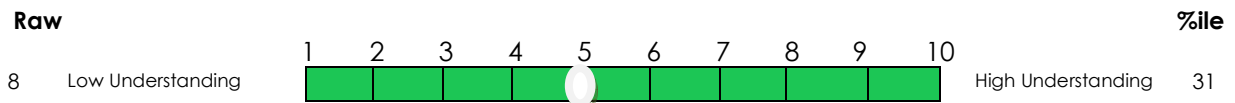
Definition

Checking and Attention to Detail describes an individual's ability to be careful, fast, and accurate when checking safety-related details in their environment. Many routine health and safety practices require the individual to perform recurring but important checking tasks that necessitate concentration, often requiring the scrutinisation of small but important details. Such tasks may include following detailed procedures, checking indicators and instruments, and checking and verifying the presence of hazards in the environment. Low scorers on this scale are less likely to see details accurately and spot differences quickly than high scorers.

Result

Sam Sample's score suggests that he may be as fast and accurate as most when checking details. As a result, it appears that he is as likely to identify important safety details quickly and accurately as most others.

Understanding the Safety Environment



Definition

Understanding the Safety Environment relates to general cognitive ability. Situations in which safety is important may often be uncertain and ambiguous. Strong general cognitive ability can help individuals to make sense of information quickly and logically and help them to recognise patterns and themes. This ability is especially helpful in novel or uncertain situations. High scorers will tend to be more aware of the subtleties of environmental factors and the consequences of events occurring around them than low scorers.

Result

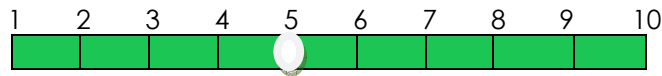
Sam Sample's score suggests that he may be as likely as most to understand patterns of risk and the safety consequences of behaviour in his workplace environment. Sam Sample may be as able as most to process uncertain and ambiguous information, such as that found in safety-related and emergency situations.

Safety Motivation

Raw

%ile

16 Low Motivation



High Motivation 45

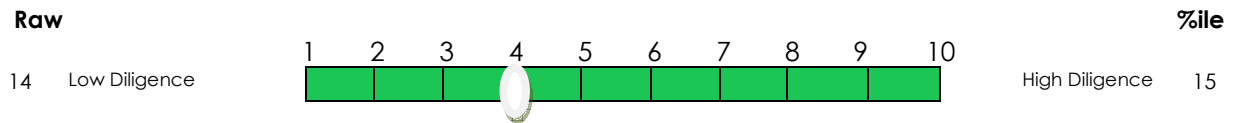
Definition

Safety Motivation indicates an individual's preference for behaving safely and avoiding risk. Low scorers may be excited by risk, whereas high scorers tend to be cautious and safety-conscious, and are less likely to avoid routine safety procedures.

Result

Sam Sample profiles as being as motivated towards safe workplace behaviour as most others. He appears to be no more or less safety-conscious than most, and is likely to be as proactive about keeping the workplace safe as others. He profiles as being as likely as others to engage in risky behaviours.

Safety Diligence



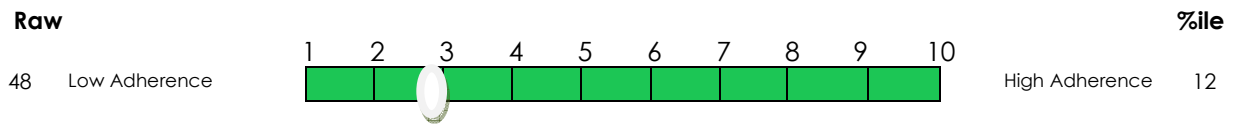
Definition

Safety Diligence represents the extent to which an individual is likely to complete health and safety tasks conscientiously. Many routine safety-related practices require attentiveness, thoroughness, and suitable care, even though they may be tedious. Low scorers are less likely to perform such tasks diligently than high scorers.

Result

Sam Sample appears to be as likely as others to complete carefully and diligently the health and safety tasks and procedures required of him. He profiles as being as likely as others to be careful about properly completing routine checks, maintenance, drills, hazard identification exercises, safety meetings, and other safety tasks.

Adherence to Rules



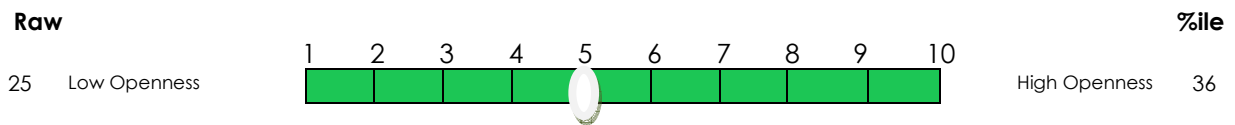
Definition

Adherence to Rules describes an individual's tendency to follow prescribed health and safety practices. If health and safety processes and procedures aren't followed, an organisation's ability to manage health and safety is compromised. Low scorers are on this scale are more inclined to reject embedded procedures, shun safety norms, and question authority than high scorers.

Result

Sam Sample appears to be less likely than most to follow safety rules and procedures, and conform to safety norms and authority.

Openness to Guidance



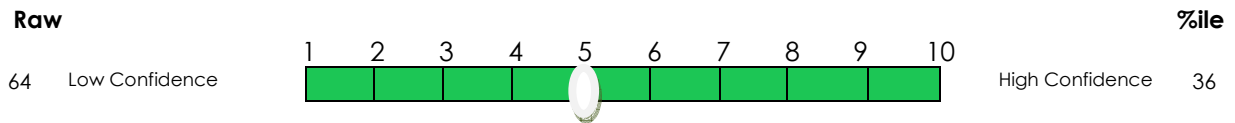
Definition

Openness to Guidance refers to the extent to which an individual is likely to respond well to guidance, training, and development programmes around health and safety. While low scorers may be less receptive to having their health and safety behaviour modified in this way, high scorers tend to be more open to such guidance.

Result

Sam Sample profiles as being as likely as most to be open to guidance, training, and development around his health and safety behaviour. Instructing him in health and safety practice appears to be as likely to improve his workplace safety than it would with most other people.

Safety Confidence



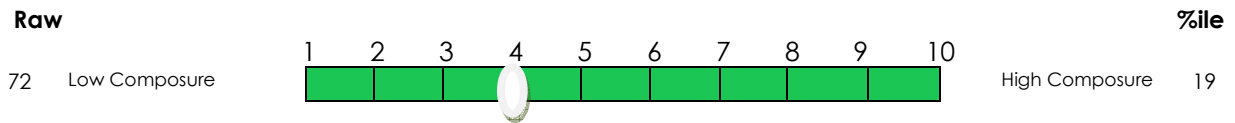
Definition

Safety Confidence predicts how self-assured an individual is likely to be about their safety-related behaviour. Low scores indicate less confidence and may be associated with a higher rate of errors when put under pressure. High scores suggest that such errors are less likely, and also predict that an individual will tend not to be discouraged from following safe practices by criticism and social pressure.

Result

Sam Sample profiles as being as likely to be confident around his safety-related behaviour as most others. He therefore appears to be as likely to make mistakes under pressure, and as likely as most to be discouraged by others from following safe practices.

Safety Composure



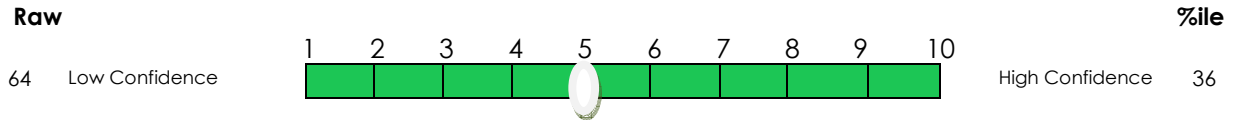
Definition

Safety Composure relates to how an individual can remain calm and not let their emotions influence their adherence to safe practices. Low scorers tend to be impatient or short-tempered, and may easily become frustrated or angry. This can lead to safety shortcuts or mistakes. High scorers, on the other hand, tend to remain calm and composed under pressure. Consequently, they are more likely to adhere to good safety practices, and are less likely to make errors that compromise safety.

Result

Sam Sample profiles as being as likely to remain calm and composed in workplace situations as others. Consequently, he may be as likely as others to make mistakes or take safety shortcuts out of anger or frustration.

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Health and Safety Indicator Profile Chart

