



SAFESYSTEM | COACHING COMPONENT

Hogan SafeSystem improves training outcomes by identifying and assessing the personality characteristics that underpin safety-related behaviors at work. As part of the SafeSystem product line, the coaching component provides an additional level of development to help improve current worker safety by:

- Providing feedback regarding perceptions of safety at all levels of your organization
- Evaluating employees and job applicants in terms of six safety-related competencies and providing valuable information for helping them develop safer work behaviors
- Training leadership to provide the data-based feedback needed to build and maintain a culture of safe working practices

THE COACHING COMPONENT

Hogan's unique approach allows companies to benefit from the powerful data in the Hogan Safety Report beyond the typical one-time assessment:

- Hogan delivers a comprehensive, interactive explanation of the Hogan Safety Report to ensure proper interpretation and utilization of the information contained in the report.
- Our straight-forward, three-step coaching process enables employees and supervisors to discuss report results and develop individual action plans to maintain and improve safe behavior.
- We provide the tools your supervisors need to deliver focused, successful feedback: The Safety Performance Improvement Plan allows employees to acknowledge what they learn from their individual reports and identify actions they plan to take to positively impact their safety-related behavior. The Safety Coaching Checklist enables supervisors to prepare safety coaching and follow-up with their employees.

Combining the powerful insights and suggestions in the Hogan Safety Report with your supervisors' on-the-job knowledge, we are able to create a continuous loop of feedback and development that will improve engagement and establish a culture of safety awareness.

The image shows two overlapping forms for the Safety Performance Improvement Plan. The top form is page 1 and includes the following sections:

- Safety Performance Improvement Plan:** A planning resource you can use along with your Hogan Safety Report to identify behaviors that you would like to change and actions you will take to improve your safety performance.
- Name:** _____ **Date:** _____
- Instruction 1:** Review Section I of your Hogan Safety report. In Section I, you will find a bar chart of your scores for each component of safety-related behavior. Identify your two lowest scores on the bar chart by checking them off in the boxes below.
- Safety-Related Hogan Scales:** A table with six rows, each with a checkbox and a description of a scale. The scales are: Compliant, Strong, Cheerful, Vigilant, Cautious, and Trainable.
- Instruction 2:** Use the back of this form to develop an improvement plan for both of your lowest scores.
- Safety Performance Improvement Plan** (bottom left) and **SSA CONSULTANTS** (bottom right)

The bottom form is page 2 and includes the following sections:

- Plan:** A section with a header and several lines for writing.
- related behavior are:** A section with several lines for writing.
- related behavior are:** A section with several lines for writing.
- 3.** _____
- Recommendation:** After you have completed development of your plan share this information with your immediate supervisor and ask for feedback.
- Safety Performance Improvement Plan** (bottom left) and **SSA CONSULTANTS** (bottom right)