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HOGAN*REPORTS*

S A F E T Y

SAFETY-RELATED BEHAVIOR IN A WORK ENVIRONMENT

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INTRODUCTION

Each year accidents at work cause unnecessary human misery and billions of dollars in needless business expenses. Accidents are caused by unsafe work behavior, which is often unintentional—unsafe work behavior frequently results from a simple lack of awareness. This Safety Report will help improve workers' safety awareness and safety behavior on the job.

People engage in unsafe behavior at work for many reasons. The more they persist in this behavior, the more likely on-the-job accidents become. Hogan has studied safe (and unsafe) work behavior since the early 1970s. Research shows that unsafe work behavior falls into six relatively distinct categories; research also shows that the behavior in all six of these categories can be predicted.

We cannot predict the occurrence of specific accidents because, from a statistical perspective, serious accidents are relatively rare. We can only predict the possibility that people will engage in certain behaviors which, if they persist, will make accidents likely.

Some people with average or high scores on this Safety Report will have had accidents—because bad things sometimes happen to good people. Similarly, many people with low or unsafe scores on this Safety Report will be accident free; nonetheless, they will be at risk for unsafe behavior that could lead to accidents—and the lower their scores, the greater the risk.

It is important to note that people in sales and management will tend to receive lower scores on this Safety Report because success in their jobs requires disciplined risk taking, bending the rules, and multi-tasking—all of which produce lower scores on most of the safety scales.

In short, the scores on this report do not predict a person's accident or safety record; rather, they suggest where a person needs to focus attention in order to be or to remain safe.



The report is organized in four sections as follows:

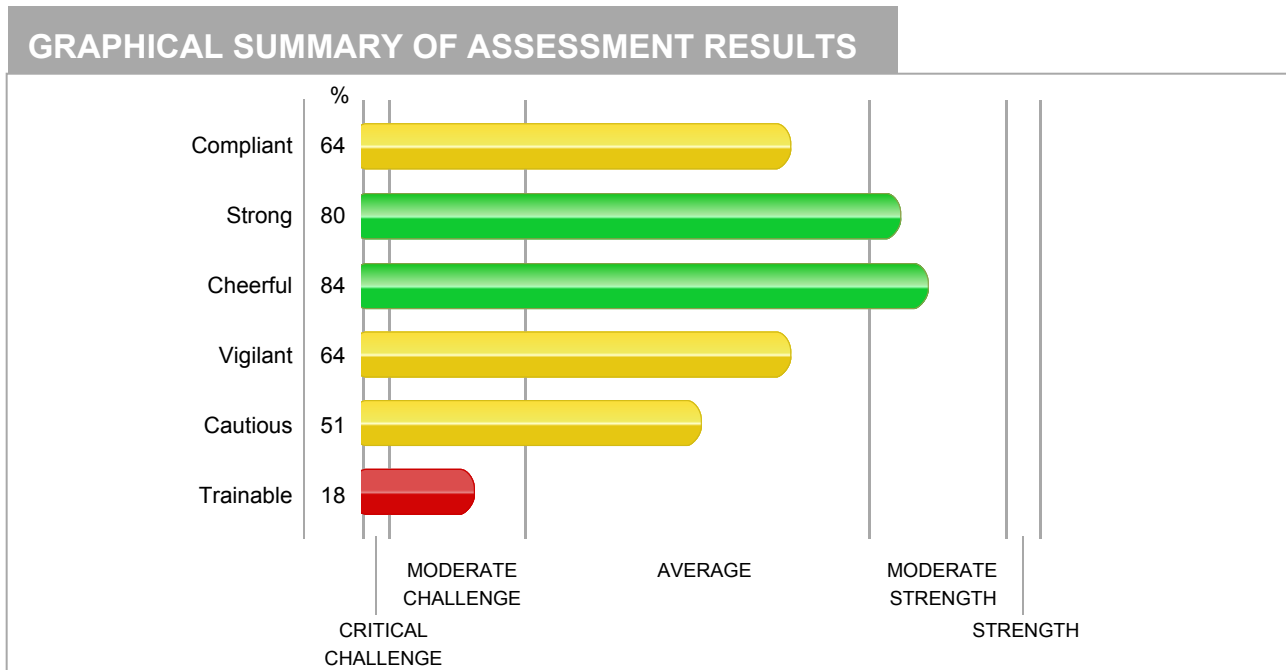
- Section I:** The first section defines the six components of safety-related behavior and then provides a graphic summary of the candidate's assessment results across those six components.
- Section II:** The second section is an optional reporting feature that can be selected by the user. It provides an overall safety score for the candidate, based on the graphic summary from Section I.
- Section III:** The third section is an optional reporting feature that can be selected by the user. It provides information regarding development areas for persons with moderate to critical scores on the safety-related components and access to Hogan's SafeSystem Development Webcourse.
- Section IV:** The fourth section is an optional reporting feature that can be selected by the user. It concerns the candidates' overall desirability as an employee, which is defined in terms of three broad components of performance. The report then provides a graphic summary of the candidate's overall desirability. This section is often useful because a person may be a safe worker but a bad fit for some jobs. For example, many safe workers are unable or unwilling to provide good customer service.



SECTION I - THE COMPONENTS OF SAFETY-RELATED BEHAVIOR

- Defiant - Compliant:** This component concerns a person’s willingness to follow rules. Low scorers may ignore rules; high scorers follow them effortlessly.
- Panicky - Strong:** This component concerns handling stress. Low scorers are stress prone, may panic under pressure and make mistakes; high scorers typically remain steady.
- Irritable – Cheerful:** This component concerns anger management. Low scorers may lose their temper easily and make mistakes; high scorers control their temper.
- Distractible - Vigilant:** This component concerns focus. Low scorers tend to be easily distracted and may make mistakes; high scorers remain focused.
- Reckless - Cautious:** This component concerns risk-taking. Low scorers tend to take unnecessary risks; high scores avoid risky actions.
- Arrogant - Trainable:** This component concerns trainability. Low scorers tend to ignore training and feedback; high scorers pay attention to training.

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 – THE COMPONENTS OF SAFETY-RELATED BEHAVIOR (Cont'd)

Safety Related Strengths

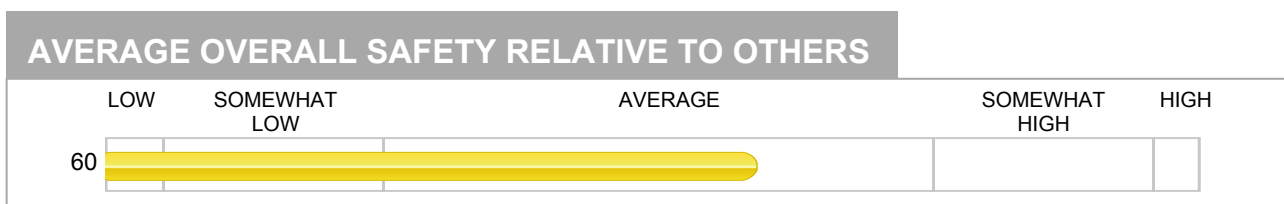
- Typically a good citizen
- Performance will not be affected by work load
- Will rarely seem angry or irritated
- Typically aware of what is going on
- Will take few unnecessary risks
- Can work independently

Safety Related Concerns

- Will dislike ambiguous work demands
- Will rarely apologize for mistakes
- May resist being hurried
- May seem unimaginative
- Will dislike rapid change
- Uninterested in feedback on his/her performance

SECTION II - AVERAGE OVERALL SAFETY SCORE

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



SECTION III – DEVELOPMENTAL RECOMMENDATIONS BY SAFETY COMPONENT

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.

SAFETY COMPONENT	DEFINITION	PERCENT ENDORSED
TRAINABLE		
Focused (R)	Stays on Task	100%
Openness	Broad Interests	0%
Disciplined (R)	Remains Steadfast	80%

The Hogan SafeSystem Development Webcourse is designed to help you more fully understand your results and create a development plan to reduce the likelihood of a safety-related incident on the job. To access this useful development tool, please visit the following website:

http://www.hoganassessments.com/development_webcourse/