bishop

Report for **Sam Sample**
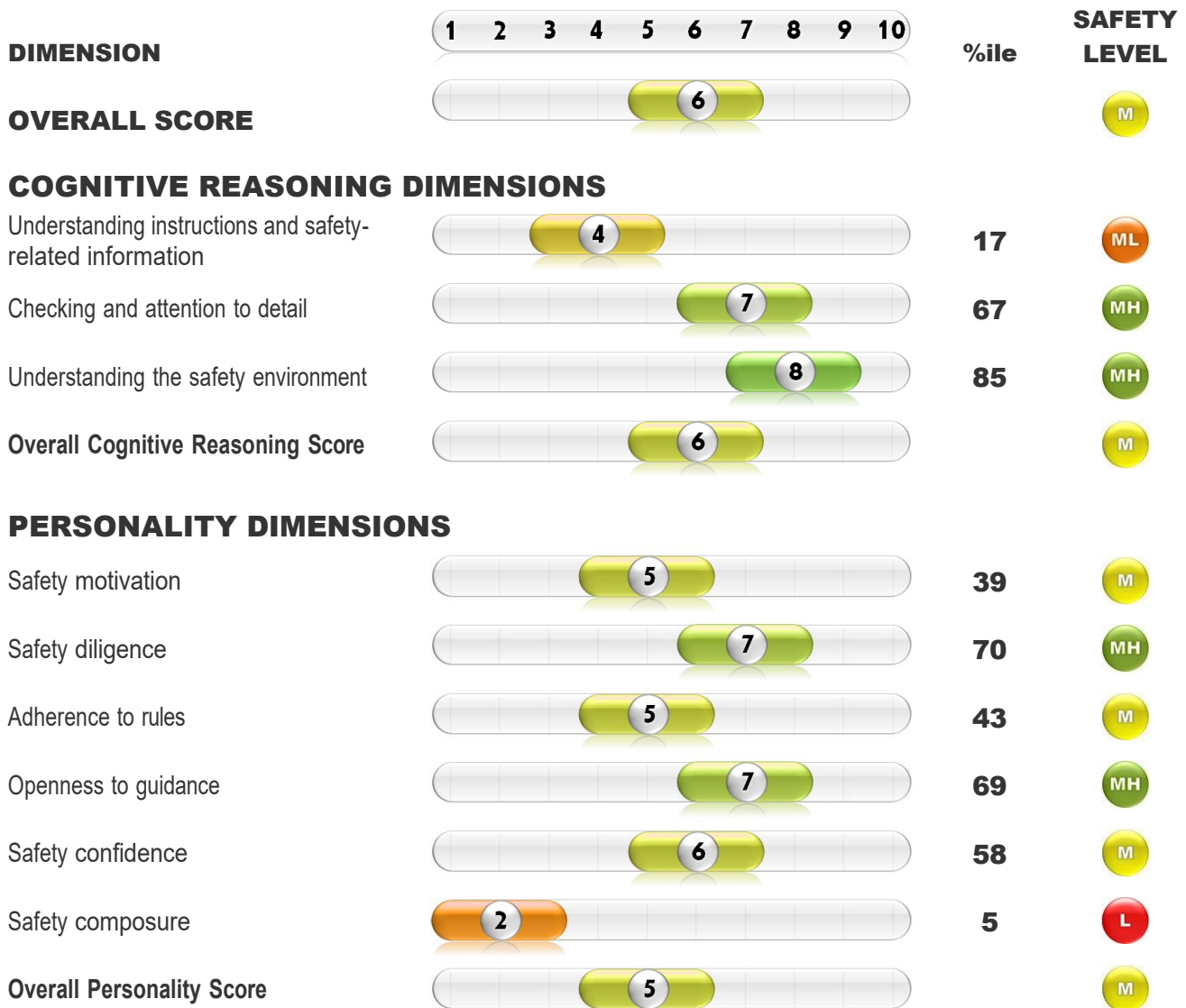# Test Date

HEALTH AND SAFETY INDICATOR
PROFESSIONAL REPORT

HSI+

OVERALL SUMMARY

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 dimensions and to consider ability and personality scores separately.

DIMENSION	1 2 3 4 5 6 7 8 9 10	%ile	SAFETY LEVEL
OVERALL SCORE	6		M

COGNITIVE REASONING DIMENSIONS

	1 2 3 4 5 6 7 8 9 10	%ile	SAFETY LEVEL
Understanding instructions and safety-related information	4	17	ML
Checking and attention to detail	7	67	MH
Understanding the safety environment	8	85	MH
Overall Cognitive Reasoning Score	6		M

PERSONALITY DIMENSIONS

	1 2 3 4 5 6 7 8 9 10	%ile	SAFETY LEVEL
Safety motivation	5	39	M
Safety diligence	7	70	MH
Adherence to rules	5	43	M
Openness to guidance	7	69	MH
Safety confidence	6	58	M
Safety composure	2	5	L
Overall Personality Score	5		M

All scores based on STEN values with Mean=5.5 and SD=2.
%ile = percentile, i.e., percentage of sample below respondent's score.

RESULT
Sam's responses suggest that, overall, he is as likely as most to behave safely in the workplace.

Sam'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 profile suggests that he may have as strong a preference for, and tendency towards, behaving safely in the workplace as most others.

POTENTIAL STRENGTHS

- Sam is likely to be more able than most others to process uncertain and ambiguous information, such as that found in safety-related and emergency situations.

AREAS OF POTENTIAL RISK

- Sam is more likely to commit errors or take safety shortcuts out of anger or frustration than others.

MANAGEMENT RECOMMENDATIONS

- Explain the reasons for rules and regulations so that Sam is fully convinced of their importance.
- Check Sam's work from time to time to ensure his compliance with safety rules and procedures.
- Regularly check Sam's understanding of instructions and take time to answer any questions he may have.
- Ensure Sam has plenty of time to review instructions.
- Ensure Sam has sufficient time to review his work.
- Check Sam's work from time to time to ensure that it is error free and that sufficient care is given to complete work accurately.
- Boost Sam's safety awareness with semi-regular safety training.
- Work with Sam to select training and development activities that cater to his preferred learning style.
- Ensure that health and safety guidelines are clear to Sam.
- Help Sam in times of stress by ensuring he has enough resources to deal with issues and by helping him deal with his stress.
- Remind Sam of the importance of following health and safety rules and regulations even when working under tight deadlines.

FURTHER INVESTIGATION

COGNITIVE REASONING DIMENSIONS

ML Understanding Instructions And Safety-Related Information

Description

- Sam's responses suggest that it may take him a little longer than most to understand written instructions and information in English. Consequently, he appears to be slightly less likely to respond appropriately to safety instructions than most.

Questions

- Have you ever had trouble understanding certain types of instructions over others? How did you deal with the situation?

MH Checking And Attention To Detail

Description

- Sam's score suggests that he is slightly faster and more accurate than most when checking details. As a result, it appears that he is a little more likely to identify important safety details quickly and accurately than most others.

Questions

- Do you think you are better or worse than your colleagues at spotting errors?
- When was the last time you spotted or corrected a mistake either in your own work or in the work of others? What were the errors and how did they occur?

MH Understanding The Safety Environment

Description

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

Questions

- Have you ever faced any crises or emergencies in your workplace? How did you respond?
- Have you ever helped to avert any possible crises in your workplace? How did you do so?

PERSONALITY DIMENSIONS

(M) Safety Motivation

Description

- Sam profiles as being as motivated towards safe workplace behaviour as most others. He appears to be as safety-conscious as most others, and is as likely to be proactive about keeping the workplace safe as most.

Questions

- Have you ever avoided any risks at work? What were the risks and what was the outcome?
- Have you ever warned others of possible dangers in the workplace? What did you warn them of and what was the outcome?

(MH) Safety Diligence

Description

- Sam appears to be slightly more likely than most to complete the health and safety tasks and procedures required of him. He profiles as being a little more likely than others to be careful about completing such routine procedures as checks, maintenance, drills, hazard identification exercises, safety meetings, and other safety tasks.

Questions

- What type of routine tasks do you have in your current work?
- What do you do to ensure that even the most boring and repetitive task is completed properly?

(M) Adherence To Rules

Description

- Sam's profile indicates that he believes, as much as most, in the importance of following correct and established standards. As a consequence, he appears to be as likely as most to follow safety rules and procedures, and conform to safety norms and authority. However, he may have some difficulty conforming to safety norms if he feels they restrict his personal freedoms.

Questions

- Have you ever felt that outdated protocols and procedures got in the way of your work? What did you do?
- Have you ever been asked to work on a project which you felt was trivial? What did you do?

(MH) Openness To Guidance

Description

- Sam profiles as being relatively obliging and open to the points of view of others. As a result, he appears to be a little more open to guidance, training, and development around his health and safety behaviour than most.

Questions

- What have you done to support change initiatives in the workplace recently?
- What training and development activities did you find to be the least/most beneficial over the last few years? Why?

PERSONALITY DIMENSIONS - CONTINUED

(M) Safety Confidence

Description

- Sam profiles as being as confident around his safety-related behaviour as most others. While he may be as susceptible as most to the opinions of others, he appears to be as likely as most to avoid being discouraged by others from following safe practices.

Questions

- Have you ever felt pressured by others to cut corners or disregard rules? What was the situation and how did you respond?
- Have you ever worked in an environment that did not follow safety standards as closely as you did? How did you deal with the situation?

(L) Safety Composure

Description

- Sam profiles as being less likely to remain calm and composed in workplace situations than most others. Consequently, he is more likely to commit errors or take safety shortcuts out of anger or frustration than others.

Questions

- Tell me about a situation where you faced great setbacks and challenges in your work. What did you do?
- What sort of things annoy you or irritate you the most? How do you deal with them?

GUIDE TO USING THIS REPORT

INTRODUCTION
A large number of organisations aim to reduce health and safety incidents and workplace accidents. While the environment and safety culture of an organisation play a role in this, personnel factors are also very important. The HSI assesses a range of ability and personality characteristics that represent a tendency towards safe behaviour in the workplace environment.

HSI results predict the possibility that people will engage in healthy and safe workplace behaviour based on their ability to listen, comprehend and adhere to health and safety rules, their ability to perceive workplace hazards within their environments and their ability to respond to hazards based on their health and safety understanding.

The HSI is unique in that it includes cognitive reasoning abilities in addition to personality measures to investigate and predict health and safety behaviours. Research shows that high cognitive ability is associated with fewer accidents, lower accident mortality rates, fewer deliberate safety violations and lower accident risk.

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 healthy and safety systems and culture, and with a view to the specific hazards faced in particular roles and workplace environments.

WAIVER
The HSI is only an indicator and was not designed to predict specific workplace accidents. Moreover, individual behaviour is only one component of organisational health and safety, where an organisation's overall management of safety systems and culture is critical. The authors and distributors accept no responsibility for decisions made using this tool and cannot be held liable for the consequences of those decisions.

RESPONSE STYLE

The response style indicators show that Sam appears to have answered the questionnaire honestly and attentively. **His profile can therefore be interpreted with some confidence.**
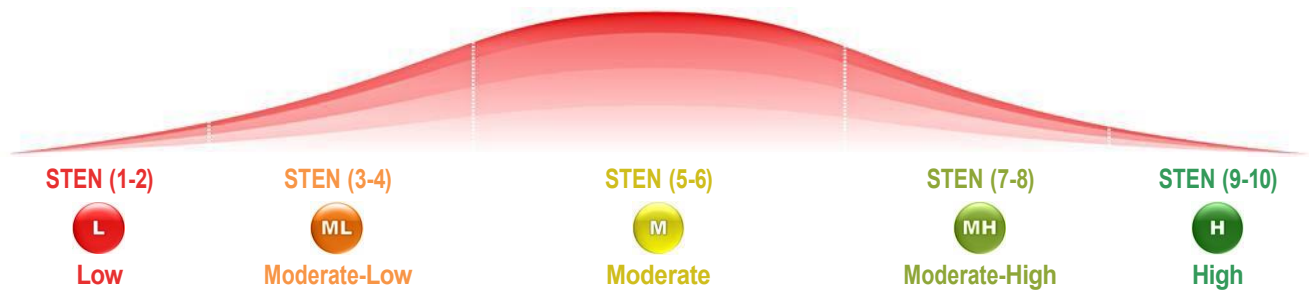
DIMENSION

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
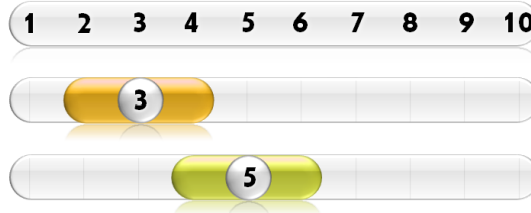
Faking Good — 3

Faking Bad — 5

SAFETY INDICATORS

Sam's dimension scores are referenced to a standard normal distribution and presented as Standardised **STEN** scores and percentile (**%ile**) scores. The following represents a continuum of safe behaviours; those who are in the STENs 7-10 show a progressively greater tendency to behave safely in the workplace.

STEN (1-2)	STEN (3-4)	STEN (5-6)	STEN (7-8)	STEN (9-10)
L	ML	M	MH	H
Low	Moderate-Low	Moderate	Moderate-High	High

NORMS USED

Understanding Instructions:	1720 Respondents
Checking:	1681 Respondents
Understanding the Safety Environment:	1661 Respondents
Personality Dimensions:	1589 Respondents

DIMENSIONS

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

COGNITIVE REASONING DIMENSIONS

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.

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. Such tasks may include following detailed procedures, checking 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.

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.

PERSONALITY DIMENSIONS

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.

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.

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 on this scale are more inclined to reject embedded procedures, shun safety norms, and question authority than high scorers.

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.

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.

Safety Composure

Relates to an individual's tendency to remain calm and not let frustration or impatience 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 compose. Consequently, they are more likely to adhere to good safety practices, and are less likely to make errors that compromise safety.