

## R-SAFE SURVEY: RECRUITING - SAFETY AWARE FOCUSED PERSONNEL

CANDIDATE CODE: 751BD

Company Account Number: Pa QS

COMPANY: PaQS

Survey Completion Date: 18th May 2012

Time: 2:49pm

COORDINATOR: Bill Kerr

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### VALIDITY SCALES: RESULT RELIABILITY

#### ACCURACY

Higher Validity

85

Accuracy measures how able (read and comprehend) and willingly (cooperatively) the candidate was in accurately completing the assessment.

*see page 2*

#### CANDIDNESS

Average Validity

52

Candidness measures how open, forthright and confident the candidate was in responding with what they think, rather than putting 'expected' answers.

*see page 2*

### OVERALL SAFETY AWARENESS

#### HIGHER AVERAGE Safety Awareness

75

This candidate's overall safety awareness is HIGHER AVERAGE.

On the basis of this assessment alone, this candidate **MEETS THE REQUIREMENTS** for a safety sensitive position. Individual scales scoring below 50 would benefit from safety awareness training.

Level Two

### PRIMARY SAFETY AWARENESS SCALES

#### Safety Control

Higher Safety Awareness

83

Safety Control is a measure of safety awareness, alertness and responsibility an individual believes they have for their own and other people's safety.

*see page 3*

#### Risk Avoidance

Higher Safety Awareness

99

Risk Avoidance is a measure of an individual's ability to perceive and avoid safety risks, heightened workplace hazard awareness and unwillingness to engage in risk taking behaviours.

*see page 4*

#### Stress Tolerance

Average Safety Awareness

54

Stress Tolerance is a self-report measure of how the candidate perceives stress, its affect on them and their ability to avoid or manage it.

*see page 5*

### SECONDARY SAFETY AWARENESS SCALES

#### Driver Attitude

Higher Safety Awareness

80

Driver Attitude is a measure of safety awareness that provides insight into candidate thinking, attitude and motivation to driving. Driver Attitude is relevant to anyone that drives but is vital for people required to drive as part of their employment.

*see page 6*

#### Professional Operator

Average Safety Awareness

62

Professional Operator is a measure of factors contributing to having a professional operator or worker mindset! Professional operators ensure safe work with safe practice.

*see page 7*

#### Quality Orientation

Higher Safety Awareness

84

Quality Orientation is a self-report measure of how personally confident and committed the candidate is to achieving quality outcomes in their work.

*see page 8*

**RECRUITMENT DECISIONS SHOULD NOT BE MADE ON THE BASIS OF THIS REPORT ALONE.**

## ASSESSMENT RESULT RELIABILITY

Two internal measures complete the R-SAFE psychometric to assist your interpretation and evaluation of your candidates profile.

Accuracy and Candidness assist you to interpret and compare your candidates equally and fairly.

Higher Accuracy and Candidness scores provide more confidence in the reliability of the results.

### ACCURACY

Accuracy **protects candidates** from being unfairly assessed for safety awareness if their literacy is not to the standard required for reading or comprehension. Accuracy **protects employers** with information on how carefully and cooperatively their candidate completed their assessment.

Possible reasons for INVALID or LOWER scores on Accuracy that may be relevant to your candidate selection include:

- Lower literacy or comprehension
- Careless, hurried or inattentive completion
- Random responding (resistance, uncooperative attitude)

### CANDIDNESS

Candidness indicators provide you with the opportunity to compare candidates scores equally and fairly by alerting you to possible "expected" responses, typical at recruitment. Candidness scores that are higher or average are generally more reliable indicators of actual views.

Possible reasons for INVALID or LOWER scores on Candidness that may be relevant to your candidate selection include:

- Exaggerated need to put best foot forward
- Providing preferred or expected answers
- Intentional distorting, deception or lip service

## INTERVIEW QUESTIONS

Interview questions are generated from a Candidate's UNSAFE responses.\*

These STRUCTURED questions provide you with the opportunity to clarify and assess the candidate's safety thinking and preparedness related to the safety sensitivity of the position you are filling. The candidate is provided with the opportunity to correct or clarify their assessment response.

IMPORTANT NOTES: Ask these questions close to how the question is written (Structured Format) so as not to lead the candidate to providing "expected" answers. It is not necessary to ask all questions, select the questions you believe to be most relevant to the position you are filling.

\* UNSAFE responses are also listed in "Recommended Points for Induction or Training" in the detailed safety constructs pages.

### Safety Control

- Can you give some examples of how your bad luck has caused you to be injured or could in the future?

### Risk Avoidance

- Can you think of some examples where safety gets in the way of getting the job done?
- What are some rules that you don't think experienced workers should have to follow?

### Stress Tolerance

- How do you cope and deal with other people when they don't do their job properly?

### Professional Operator

- You agreed that it is easier and faster to fix errors than try to prevent them. Can you give some examples of tasks or jobs where this has been your experience?
- Can you give some examples of the kinds of small errors or mistakes that wouldn't be worth the time or effort to fix?

### Quality Orientation

- Has "not putting things in their proper place" ever created a problem for you?

**SAFETY CONTROL**

**CORE SAFETY CONSTRUCT**

■ **Personal Responsibility & Safety**

**SAFETY INDICATORS (ATTITUDES)**

- Willingness to accept personal responsibility
- Rational decision making & judgment

Safety Control is a measure of safety awareness, alertness and responsibility an individual believes they have for their own and other people's safety.

**Higher SC** awareness reflects the level of safety thinking, agreement and motivation to behave responsibly by being committed to safety principles.

**Developing SC** awareness reflects a general or mid-range understanding of safety principles and commitment. Has the safety concept but may have less personal confidence in their view depending on the safety attitudes of their peers or workgroup.

**Lower and Unsafe SC** factors can indicate a lack of safety awareness or motivation to work safely.

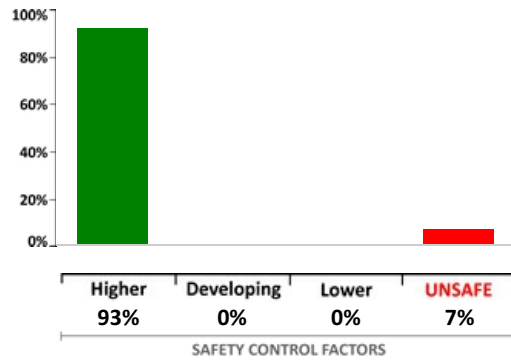
Incidents and injuries may be seen as inevitable due to external factors beyond a person's ability to control (luck, environment, other people) undermining confidence and compliance with safety systems and procedures.

**RESULT RELIABILITY**

ACCURACY: Higher

CANDIDNESS: Average

**SAFETY CONTROL AWARENESS**



**RECOMMENDED POINTS FOR INDUCTION OR TRAINING:**

Candidate's unsafe and low Safety Control responses (perceptions, expectations and views) to target training.

**CANDIDATE'S UNSAFE SC RESPONSES**

- With my luck I will probably have an accident sooner rather than later.

**CANDIDATE'S LOWER SC RESPONSES**

- None

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## RISK AVOIDANCE

### CORE SAFETY CONSTRUCT

#### ■ Risk Awareness and Avoidance

### SAFETY INDICATORS (ATTITUDES)

- Developing risk perception
- Personal safety commitment

A measure of an individual's ability to perceive and avoid safety risks, heightened workplace hazard awareness and unwillingness to engage in risk taking behaviours.

**Higher RA** awareness indicates a heightened risk perception, ability and motivation to anticipate and avoid hazards and the personal attitude to resist peer pressure to take shortcuts or engage in risk taking behaviour.

**Developing RA** awareness indicates an awareness of risk and need for strategies to manage hazards but may at times lack personal commitment. May be vulnerable to being expedient and taking shortcuts when pressured by time, management or peers to do so.

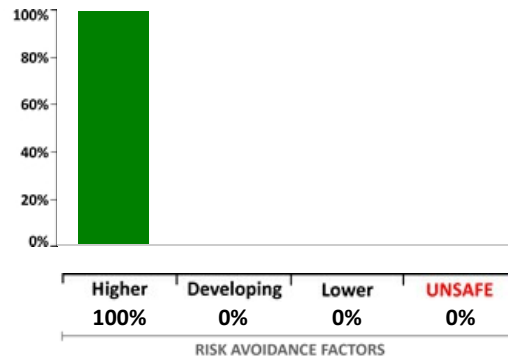
**Lower and Unsafe RA** factors can indicate a disbelief or disregard for risk management with a focus on expediency. Motivations of risk taking can include simple boredom to wanting to impress or show-off to peers by engaging in risky, thrill seeking behaviours or to overtly demonstrate a resistance to management.

### RESULT RELIABILITY

ACCURACY: Higher

CANDIDNESS: Average

### RISK AVOIDANCE AWARENESS



### RECOMMENDED POINTS FOR INDUCTION OR TRAINING:

Candidate's unsafe and low Risk Avoidance responses (perceptions, expectations and views) to target training.

### CANDIDATE'S UNSAFE RA RESPONSES

- None

### CANDIDATE'S LOWER RA RESPONSES

- None

STRESS TOLERANCE

CORE SAFETY CONSTRUCT

Stress & Fatigue Tolerance

SAFETY INDICATORS (ATTITUDES)

- Personal stress awareness
- Stress avoidance strategies

A self-report measure of how the candidate perceives stress, its affect on them and their ability to avoid or manage stress. Stress Tolerance covers the three primary stress types, Tension, Depression, Conflict leading to distraction or fatigue as factors contributing to stress related incidents.

**Higher ST** relates to those factors where the participant has reported they are personally aware of and have the ability to avoid or tolerate becoming stressed regardless of external events or pressures.

**Developing ST** relates to factors where the participant reports they are moderately or generally personally aware and usually able to tolerate not becoming stressed to the point contributing significantly to distraction or fatigue.

**Lower and Unsafe ST** is where the candidate reports little or no ability to tolerate or cope with stressful events, environments or difficult people. Negative indicators reported by the participant on ST should be viewed in respect to the anticipated level of stress within the working environment.

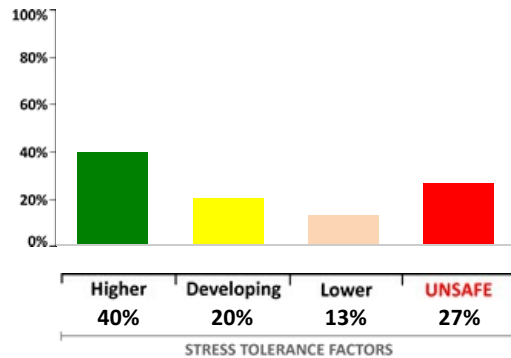
**Negative indicators** on ST may indicate a need for training as with relaxation for tension or assertiveness training to deal with conflict. However, some factors may be symptomatic of an underlying medical condition (low energy) that can be explored with medicals.

RESULT RELIABILITY

ACCURACY: Higher

CANDIDNESS: Average

STRESS TOLERANCE AWARENESS



RECOMMENDED POINTS FOR INDUCTION OR TRAINING:

Candidate's unsafe and low Stress Tolerance responses (perceptions, expectations and views) to target training.

CANDIDATE'S UNSAFE ST RESPONSES

- I often get tense from stress at work.
- I get very irritated when other people do not do their job properly.
- I often lose sleep worrying about work.
- I get upset by silly things that other people do.

CANDIDATE'S LOWER ST RESPONSES

- DISAGREED: People would describe me as relaxed and easy going.
- DISAGREED: I do not worry about things that have already happened.

**DRIVER ATTITUDE**

**CORE SAFETY CONSTRUCT**

■ **Driver Attitude**

**SAFETY INDICATORS (ATTITUDES)**

- Safety responsibility
- Safety awareness
- Safety control
- Driver alertness

A measure of safety awareness that provides insight into candidate thinking, attitude and motivation to driving. DA is relevant to anyone that drives but is vital for people required to drive as part of their employment. DA applies to driving or operating all types and sizes of vehicles from forklifts, boats and mowers, all road vehicles to heavy cranes, bulldozers, trains, planes or ships.

**Higher DA** indicates a heightened awareness of what constitutes safe driving practices and indicates a willingness and commitment to accept responsibility for own behaviour and increased alertness to other drivers behaviour. Greater likelihood of remaining focused on safe driving practice rather than personal or external pressures.

**Developing DA** indicates a general awareness of safe driving principles and moderate agreement with safe driving practices. While usually consistent, may be vulnerable to external demands or pressures at times.

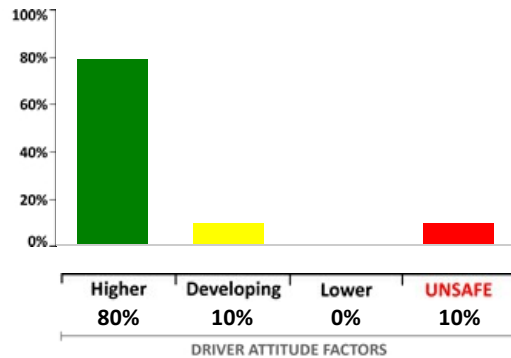
**Lower and Unsafe DA** factors where the candidate has indicated either a lack of belief in the necessity for safe driving practice, or that they are skilled enough to not require them, or they show a preference for expedient or unsafe driving practice.

**RESULT RELIABILITY**

ACCURACY: Higher

CANDIDNESS: Average

**DRIVER ATTITUDE AWARENESS**



**RECOMMENDED POINTS FOR INDUCTION OR TRAINING:**

Candidate's unsafe and low Driver Attitude responses (perceptions, expectations and views) to target training.

**CANDIDATE'S UNSAFE DA RESPONSES**

- Experienced drivers should be able to drive as fast as conditions allow.

**CANDIDATE'S LOWER DA RESPONSES**

- None

PROFESSIONAL OPERATOR

CORE SAFETY CONSTRUCT

Professional Operator

SAFETY INDICATORS (ATTITUDES)

- Professional attitudes
- Quality awareness
- Safety commitment
- Systems compliance

A measure of factors contributing to having a professional operator or worker mindset! Professional operators ensure safe work with safe practice and avoid mistakes or incidents by operating to prevent small details becoming larger problems.

**Higher PO** indicates strong agreement with factors consistent with and contributing to a professional attitude and mindset. The professional operator is committed to avoiding or correcting errors or mistakes whatever the task at hand.

**Developing PO** indicates moderate or general agreement with professional beliefs. May be less attentive and less consistent in what tasks are judged to be more or less important enough for professional application.

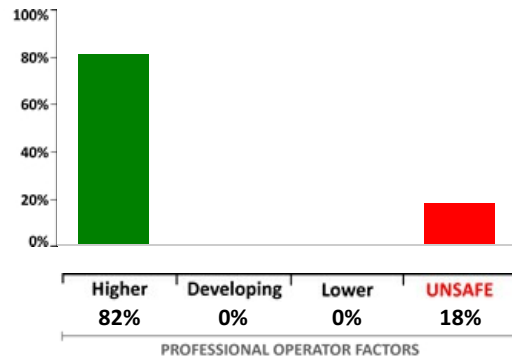
**Lower and Unsafe PO** indicates beliefs that are inconsistent with a professional approach to operating or work. May indicate a simple expedient "close enough" attitude or a thinking disconnect between errors and mistakes leading to bigger problems and potential safety issues.

RESULT RELIABILITY

ACCURACY: Higher

CANDIDNESS: Average

PROFESSIONAL OPERATOR AWARENESS



RECOMMENDED POINTS FOR INDUCTION OR TRAINING:

Candidate's unsafe and low Professional Operator responses (perceptions, expectations and views) to target training.

CANDIDATE'S UNSAFE PO RESPONSES

- Fixing mistakes takes longer than learning to prevent them.
- Some errors or mistakes are too small to fix or worry about.

CANDIDATE'S LOWER PO RESPONSES

- None

QUALITY ORIENTATION

CORE SAFETY CONSTRUCT

Quality Orientation

SAFETY INDICATORS (ATTITUDES)

- Quality control
- Error avoidance
- Quality skills
- Continuous improvement

Having quality systems and procedures and a QO workforce is a critical safety issue in all workplaces today. QO is a self-report measure of how personally confident and committed the candidate is to achieving quality outcomes in their work. QO measures candidates perceptions across four self managing quality dimensions. (See safety indicators above.)

**Higher QO** relates to those factors where the participant is aware of the importance of quality and that they are personally confident they can provide quality outcomes in their work.

**Developing QO** are the factors that the participant for the most part agreed with quality principles and or their ability and responsibility to achieve them. Workplace environment and peers could support or undermine confidence and commitment.

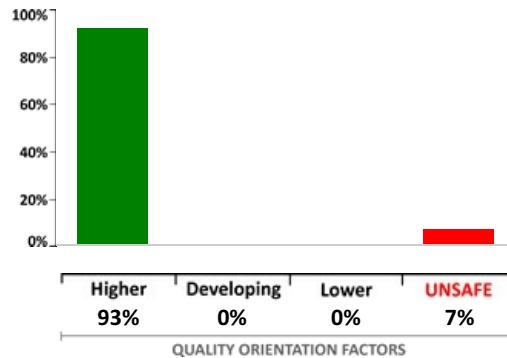
**Lower and Unsafe QO** indicates either a rejection of quality principles or lack of belief in personal ability to achieve them or both. In either scenario, an unwillingness to accept responsibility for ensuring quality outcomes proves a risk to quality and safety systems. Neglected maintenance or a lack of attention to detail can lead to equipment or manufacture defects and ultimately failure.

RESULT RELIABILITY

ACCURACY: Higher

CANDIDNESS: Average

QUALITY ORIENTATION AWARENESS



RECOMMENDED POINTS FOR INDUCTION OR TRAINING:

Candidate's unsafe and low Quality Orientation responses (perceptions, expectations and views) to target training.

CANDIDATE'S UNSAFE QO RESPONSES

- I often forget to put things back in their proper place.

CANDIDATE'S LOWER QO RESPONSES

- None