

# Manufacturing - Production Team Member - One Sitting

## Assessment Fact Sheet

### Overview

The Manufacturing Production Team Member solution is designed for entry-level positions to measure the behaviors and experiences that underlie successful and safe performance in the workplace for production workers. This solution measures a candidate's error checking abilities and general tendency to behave safely and efficiently in the workplace. The solution uses a variety of assessment types including measures of personality traits, safety-related situational judgment, and error checking. The Manufacturing Production Team Member solution is designed for selection to job titles, such as: Production Worker, Material Handler, Driver, Forklift Operator, Crewman, Mechanic, and Receiver.

Job Level	Entry-level
Job Family/Title	Manufacturing

### Details

Number of Sitzings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice, Adaptive

### Knowledge, Skills, Abilities and Competencies Measured

**Safety Judgment:** This component measures the tendency to make good judgments about how to safely and efficiently perform job duties in environments that may be unpredictable or dangerous. This type of judgment is characterized by making good decisions regarding the priority of safely performing job duties, advocating safe work practices, and using sound judgment about what to do in unsafe situations.

**Attention to Detail:** This component measures the tendency to be exact and precise. This is a trait characterized by a desire for accuracy, neatness, thoroughness, and completeness; the ability to spot minor imperfections or errors; and a meticulous approach to performing tasks.

**Error Checking:** This component measures the ability to quickly and accurately compare information based on an established set of rules. This trait is characterized by processing information quickly and accurately; producing both high quality and high quantity work; and determining similarities and differences between guidelines and output.

**Achievement:** This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by working hard; taking satisfaction and pride in producing high quality work; and being competitive.

**Safety Orientation:** This component measures the work history, personal experiences, and achievements related to occupational success in industries and jobs that focus on safety. This is characterized by scores derived from responses regarding safety training, adherence to rules and procedures, and other personal and professional experiences.

**Responsibility:** This component measures the tendency to be reliable and dependable. This trait is characterized by a willingness to behave in expected and agreed upon ways; following through on assignments and commitments; keeping promises; and accepting the consequences of one's own actions.

**Example Questions**

Command Card						
Slot	Signal	Switch	Signal	Switch	Signal	Switch
1						
2						
3						
4						

  

1	2	3	4	
				a
				b
				c
				d

[Exit](#)

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A respected coworker made a small safety mistake on the job and suffered a minor injury. Although it is against policy, he doesn't want to report the injury since he got all of his work done, and he doesn't believe his injury is serious. What steps would you take in this situation?

- a**  Since the injury is very minor, and work goals were still satisfied, there is no need to take further action.
- b**  Follow the rules and procedures of the company, even if it means taking action that your coworker might not appreciate.
- c**  Report the injury to your immediate supervisor, but let your coworker explain how it happened.
- d**  Immediately contact your supervisor and explain all the details.

## Example Reports

**Recruiter Report : QA Manufacturing Average Clicks Production Team Member**

**Applicant Information**

**Name:**Sample Person  
**Application Date:**Mon Jun 16 15:45:00 BST 2014  
**Applicant ID:**5042  
**Session ID:**340461100938162

This report is confidential and its contents are intended to assist in the prediction of an applicant's work behavior. If you would like more information about this interpretive report or other products that SHL offers, please contact your account representative.

**Overall Score**

**Recommended**

	Low	Medium	High
Percentile	30	70	100
Overall	81		

**Detailed Results**

	Low	Medium	High
Percentile	30	70	100
<b>Safety Judgment</b>	45		
<b>Attention to Detail</b>	95		
<b>Error Checking</b>	94		
<b>Achievement</b>	42		
<b>Safety Orientation</b>	34		
<b>Responsibility</b>	63		

**Score Interpretation**

**Safety Judgment**

This measures the tendency to make good judgments about how to safely and efficiently perform job duties in environments that may be unpredictable or dangerous. This type of judgment is characterized by making good decisions regarding the priority of safely performing job duties, advocating safe work practices, and using sound judgment about what to do in unsafe situations.

This candidate may follow safety rules and make sound safety judgments when placed in unpredictable or unsafe environments most of the time, but may be challenged to do so in all circumstances. In most cases, he/she will advocate safety behavior to peers, but when faced with productivity goals, this candidate may be less likely to prioritize safety behavior.

**Attention to Detail**

This component measures the tendency to be thorough and precise in approaching work and personal activities. This trait is characterized by: being accurate; finding and correcting errors; and maintaining order in work and personal affairs.

This candidate will likely perform his/her work in an organized and efficient manner. The candidate dislikes clutter in his/her work area and will make an effort to keep materials, information, and resources carefully organized. He/she values accuracy and precision in his/her approach, and he/she can be an effective resource in spotting errors and imperfections in work products.

**Error Checking**

This is a measure of the ability to quickly and accurately compare information based on an established set of rules. This trait is characterized by: processing information quickly and accurately; producing both high quality and high quantity work; and determining similarities and differences between guidelines and output.

The candidate has a strong ability to quickly and accurately compare information based on an established set of rules. The candidate can identify relevant information quickly and accurately.