

Workplace Safety Solution

Assessment Fact Sheet

Overview

The Workplace Safety Solution is designed for entry-level positions to measure the behaviours and experiences that underlie successful and safe performance in the workplace. This solution measures one's general tendency to behave safely in the workplace using a variety of assessment types including personality traits, safety-related situational judgment, and biodata.

Potential job titles that use this solution are: Material Handler, Shipping Operator, Driver, Forklift Operator, Crewman, Mechanic, and Receiver.

Job Level	Entry Level
Job Family/Title	Safety

Details

Average Testing Time (minutes)	21 minutes
Allowed Time (minutes)	Untimed
Maximum Number of Questions	107 questions
Number of Sittings	One
Designed for Unproctored Environment	Yes
Question Format	Multiple choice, Multiple choice – adaptive
Product Category	Standard Job Templates

Knowledge, Skills, Abilities and Competencies Measured

Achievement: This component measures the tendency to set and accomplish challenging goals. This trait is characterized by working hard, taking satisfaction and pride in producing high quality work, and being competitive.

Collaboration: This component measures the tendency to be sensitive to the needs and feelings of others, and the extent to which he/she values harmony among coworkers. People high on this trait are accepting of other people and value cooperation.

Compliance: This component measures the tendency to acknowledge and respect authority, and to accept and comply with rules. This trait is demonstrated by trustworthiness, protecting sensitive or confidential information, following required procedures, and honoring one's commitment to the organization.

Confidence: This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.

Reliability: This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by reliability, proactive involvement in work, and a dedication to complete even the most mundane tasks.

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.

Safety Orientation: This 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.

Example Questions

When you ask those who know me best about how safe I am, they probably will rate me as:	
a <input type="radio"/>	poor
b <input type="radio"/>	fair
c <input type="radio"/>	good
d <input type="radio"/>	very good
e <input type="radio"/>	outstanding

Choose which of the two statements below is more true of you.	
a <input type="radio"/>	Sometimes I feel like I'm not as competent as others think I am.
b <input type="radio"/>	I think my future will be as good or bad as I make it.

Example Reports

Applicant Information									
Name:	sg tester								
Application Date:	Wed Apr 27 15:51:00 PDT 2011								
Applicant ID:	4148								
Session ID:	82667638027417								
Library:	Workplace Safety								
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 PreVisor offers, please contact your account representative.									
Overall Score									
Recommended ✓									
Overall	87								
<table border="1"> <thead> <tr> <th>Percentile</th> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td></td> <td>30</td> <td>70</td> <td>100</td> </tr> </tbody> </table>		Percentile	Low	Medium	High		30	70	100
Percentile	Low	Medium	High						
	30	70	100						
Detailed Results									
Safety Orientation	72								
Achievement	95								
Collaboration	90								
Confidence	92								
Reliability	5								
Compliance	96								
Safety Judgment	60								
<table border="1"> <thead> <tr> <th>Percentile</th> <th>Low</th> <th>Medium</th> <th>High</th> </tr> </thead> <tbody> <tr> <td></td> <td>30</td> <td>70</td> <td>100</td> </tr> </tbody> </table>		Percentile	Low	Medium	High		30	70	100
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Score Interpretation									
Safety Orientation									
This 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.									
This candidate's responses concerning past achievements and experiences is highly similar to those of individuals who are successful in jobs that focus on safe and effective job performance. The candidate is likely to have experience related to learning and performing safe work behaviors and is less likely to be involved in or cause incidents than his/her peers.									
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.									
The candidate is likely to set challenging goals and will persist despite obstacles. The candidate will tend to show a high level of pride in his/her work, striving for excellence even over prolonged periods of effort. The candidate is likely to be highly competitive and intense in approaching his/her work. The candidate is motivated to accomplish goals, regardless of the timeframe or difficulty level.									
Collaboration									
This component measures the tendency of one's sensitivity to the needs and feelings of others, as well as the extent to which he/she values agreement among coworkers. This trait can be viewed as valuing cohesion; being helpful and cooperative with others; and easily accepting other people.									
This candidate is likely to prioritize cooperation and participation when working with others. The candidate is receptive and trusting toward others, and shows concern for the feelings of those around them. The candidate will seek to build consensus and maintain harmony when confronted with challenges. This candidate is a natural "peacemaker" who will seek a cohesive and trusting environment.									
Confidence									
This component measures the tendency to have belief in one's own ability to get the job done. This trait supports optimism in the face of rejection and a feeling of being successful and competent in a variety of areas.									
This candidate is likely to hold a positive and enthusiastic outlook. The candidate will likely appear very self-assured in his/her approach to work and people, confidently asserting his/her opinion when needed. The candidate will easily overcome challenges and will maintain confidence in his/her own abilities, even in the face of criticism and rejection.									
Reliability									
This component measures the tendency of a person's responsibility for his/her own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.									
This candidate is likely to appear unreliable, preferring to put off or avoid challenging tasks and less interesting work. As a result, the candidate may fail to plan appropriately, will likely procrastinate, and may tend to lag behind in completing difficult assignments. The candidate may become easily distracted and may struggle to work on mundane or routine tasks without direct oversight from his/her manager.									
Compliance									
This component measures a person's tendency to acknowledge and respect authority, and to accept and comply with rules. This trait is demonstrated by: trustworthiness; protecting sensitive or confidential information; following required procedures; and honoring one's commitment to the organization.									
This candidate will likely demonstrate a strong sense of duty and will make decisions that reflect a clear sense of right and wrong. The candidate will consistently follow policies, rules, and laws, even when compliance is not monitored. He/she will accept and show respect for authority consistently. He/she can be trusted with confidential information and are reliable contributors to the organization's credibility.									
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.									