



Candidate Information

Candidate : Sample Candidate

Email : Candidate_email@mail.com

Assessment Profile:

Project Name: Transportation- Workplace Safety Individual

Completion Date: 11-16-2018

Disclaimer :

Information enclosed on these pages is confidential in nature and is intended only for the person(s) to whom it pertains or other authorized individuals. You must not rely on the information in the report as an alternative to certain advice from an appropriately qualified professional. If you have any specific questions about any specific matter you should consult an appropriately qualified professional.

Workplace Safety - Individual 7.0

Instructions


This report is designed to give you information about your relative strengths and weaknesses on the competencies known to be important for success in this type of job. In addition, the report provides valuable on-the-job tips and suggestions to help you excel in the workplace.

The score that you receive describes how your responses compared against our database of responses consisting of your peers. The assessment that you have taken has been scientifically validated by up to 30 years of statistical data collection and analysis. People who score higher on the dimensions tend to perform better on the job in the key areas outlined in the report.

The developmental tips that you receive are intended to help you improve your skills for each specific competency. All of us, regardless of our scores, can improve our job performance by following appropriate developmental solutions and strategically focusing on areas that may require improvement. A commitment to personal improvement signifies initiative and developmental planning, both of which are important to job performance. Try using this feedback to formulate specific development plans that relate to your work goals and objectives. Don't try to do everything at once, as personal development does not happen overnight. If you score in the 'Red Zone', this may be an area where you want to focus your developmental efforts. Even if you score well it is still important for you to use the developmental tips to leverage your strength in this competency.

Details

<p>Safety Orientation</p>	<p>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.</p>
	<p>You are likely to have the work history and experiences related to effectively learning and performing safe work behaviors, and you value safety behavior in the workplace. You likely feel that safety rules are made to be followed at all times and are not likely to cause or be involved in safety-related accidents.</p> <ul style="list-style-type: none"> • Be aware of the procedures that should be taken should an accident occur and emergency situation arise. • Make a list of the most unsafe procedures you and your coworkers take part in, and brainstorm methods for completing these tasks more safely. • Volunteer to help with the delivery of safety training to more junior peers. • Lead by example; make an effort to show others the benefits of valuing safe behavior in the workplace.
<p>Achievement</p>	<p>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.</p>
	<p>There are times when you are motivated to accomplish challenging goals and to persist in the face of significant obstacles. Still, in other circumstances, you may be less interested in pursuing goals that seem rushed or that require extraordinary effort purely for the sake of competing with others. When you go the extra mile to complete a task, it is generally out of necessity and not because of a desire to achieve some recognition.</p> <ul style="list-style-type: none"> • After a project is launched, evaluate the urgency of remaining tasks periodically to ensure that appropriate effort is directed toward each step. • Consider a project from two views: first, to accomplish the task according to minimum requirements; and second, to exceed expectations. After meeting minimum requirements, seek to surprise others with your extra effort toward exceeding expectations. • After clarifying goals and identifying challenges, focus on execution of your work. Make sure those around you understand the connection between their efforts and the success of the team. • Review the successes and failures of others in your role (within and outside of your organization) and learn how they have overcome challenges. Consider how these approaches might allow you to pursue excellence in your own work. • Set goals that are consistent with the immediate needs of your department while maintaining alignment with the mission of the organization. • When confronted with an obstacle, focus on how your approach might minimize challenges and evaluate alternative steps to avoid further delay. • Avoid the temptation to reduce your efforts when it appears an achievement may be difficult to reach. Allow yourself the opportunity to succeed in the face of obstacles by applying extra effort or new approaches. • As you begin tasks that are less interesting or more difficult, jot down 1-2 ways the accomplishment of these tasks might benefit you, your coworkers, and the organization. Focus on how your efforts will contribute to broader accomplishments.

Responsibility	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.
	<p>You are likely to prefer dedicating your time and energy to work that is interesting and rewarding. When assigned mundane or routine work, you are more likely to put it off as long as possible. While you may take time to plan and prioritize certain assignments, you may work on other projects without following a well defined plan, causing delays and frustration. It may be difficult for you to remain focused on these tasks, and you may prefer to assign responsibilities to others.</p> <ul style="list-style-type: none">• View your career interests in light of your reliability as a team member. Consider whether your contribution to the organization is effective and consistent and whether others might give praise to your dependability. Do what you can to demonstrate a willingness and effectiveness in handling your responsibilities.• When asked to coordinate a project, consider dividing major tasks into phases, each with measurable objectives. Work with stakeholders to determine an estimated completion date for each phase and then accept responsibility for keeping the work on track to meet those deadlines. Offer public accountability for your progress.• When setting deadlines for non-routine tasks, consider how your time estimates compare to the time required on previous initiatives of a similar nature. Determine if your expectations are realistic given available resources.• Consider how the work of others in your organization is dependent on your own accomplishment of routine tasks. Communicate with others to better understand how you can prioritize those efforts that will lead to their success, and yours.• After a plan is drafted, brainstorm with your team about what could go wrong. Make a list of the most likely problems and how you will handle them if they occur. This important step in the planning process will help you avoid surprises that may otherwise derail your efficiency.• While you may be reluctant to take on a given assignment or task, consider how your reluctance might impact others. Instead of focusing on your feelings toward the work itself, consider how your efforts can help to avoid the consequences of inaction. Make a note in your calendar as a reminder that your delays or lack of action have consequences for other people.