



JVR Psychometrics
SAFETY PROFILE

Name Test Testing

Date 22 February 2024

CONFIDENTIAL REPORT

The information in this report is confidential and must not be made known to anyone other than authorised personnel, unless released by the expressed written permission of the person taking the assessment. The information should be considered together with all other information gathered in the assessment process.



INTRODUCTION

The Safety Profile provides a summary of a candidate's current safety attitude and/or behaviour. This report is based on the results from the Basic Traits Inventory (BTI) and Locus of Control Inventory (LCI). When used for selection or development purposes, it should be kept in mind that this report provides insights into only certain aspects of an individual's functioning and that other sources of information should also be taken into account.

REPORT OVERVIEW

This report consists of six sections: The Safety Model, Definitions of Safety Scales, Interpretation, Results-Overall, Results-Specific, and Strengths and Development Areas.

Safety Model

The Safety Model explains the two distinct aspects of workplace safety behaviour, namely **compliance** and **participation**. The specific safety competencies associated with these two aspects of behaviour are provided in the model.

Definitions of Safety Scales

Definitions of the aspects of the Safety Model are provided in this section, including those for compliance and participation, and the relevant competencies associated with each.

Interpretation

In preparation for the results sections, a specified guideline on how to interpret the scores on the rating scales is given in the Interpretation section.

Results - Overall

This section provides a graph of the results on two broader components of safety-related performance, namely compliance and participation, as well as a score on psychological fitness. A table containing the scores with a description of the interpretation range is also provided. Where relevant, safety flags are highlighted that correspond with the broader areas of safety-related performance.

Results - Specific

This section provides a graph of the results on each safety competency. A table containing the competency scores with a description of the interpretation range is also provided. Where relevant, safety flags are highlighted that correspond with competency scores.

Strengths and Development Areas

Based on the individual's results on the Safety Profile, the report concludes with the Strengths and Development section. This section can be removed and provided to the individual with feedback when used as a part of a personal development or coaching process. It provides the reader with specific areas where the individual showed strengths, but also some advice around those areas within the safety environment that may create flags for safety behaviour.

SAFETY MODEL

The most popular behavioural safety models cover two distinct aspects of workplace behaviour. The first is the compliance aspect, which has to do with behaviours such as wearing protective clothing and following safety protocols. These behaviours are formally required (top-down motivated) as part of somebody's job in an organisation. The second aspect is often called safety participation, and has to do with engaging in the kinds of behaviours that create a safer working environment. Safety participation reflects someone's willingness to volunteer (bottom-up motivated) for safety-related activities outside the scope of their job. These tend to be more generic workplace behaviours, but they do influence the safety climate in the organisation.



DEFINITIONS OF SAFETY SCALES

SAFETY COMPLIANCE	The likelihood that the person will follow the rules and engage in safe working behaviours
Rule-following	The degree to which a person will follow rules, follow instructions and work in a structured, orderly manner.
Risk taking	The degree to which a person seeks varied and intense sensations and experiences and is willing to take risks for the thrill of it.
Attentive	The degree to which a person will focus on the task at hand, and not be distracted by people or the environment.
Careful	The degree to which a person will avoid unnecessary risks, work deliberately, and consider the consequences of their actions.
Emotional control	The degree to which a person will be able to control the expression of their anger and frustration.
Resilient	The degree to which a person will handle prolonged stress and react calmly in times of crisis.

SAFETY PARTICIPATION	Behaviours that nurture the creation of a safety culture and environment that sustains safe behaviours
Safety ownership	The degree to which a person will take responsibility for the safety of themselves and others.
Safety leadership	The degree to which a person will act as a safety role model and lead by example.
Safety attitude	The degree to which a person is concerned about their own and others' safety.
Receptiveness	The degree to which a person is open to adapting their behaviour based on feedback.
Teamwork	The degree to which a person is likely to work collaboratively towards a common goal.

INTERPRETATION

This report provides combined feedback from the results of two psychological instruments in the form of safety competencies, two broader components of safety-related performance, and psychological fitness. Competencies are behaviours that, if an individual does well, will result in effective on-the-job performance. The graphs that follow will show the individual's scores on each of the safety competencies. Scores can range from 1 to 4. Here are some guidelines on how to interpret the scores:

RATING 1 – 1.5: SIGNIFICANT DEVELOPMENT REQUIRED

The individual would probably prefer to work in environments where this competency (or broader components of safety-related performance) is not required. Development is therefore suggested to improve the individual's level of comfort and possible functionality in this area.

RATING 1.5 – 2.5: DEVELOPMENT REQUIRED

Although the individual might be able to perform this kind of task, they might not be comfortable doing so over longer periods of time. Some coaching is suggested in order to increase their level of comfort and possible functionality in this area.

RATING 2.5 - 3.5: ACCEPTABLE

The individual is competent and generally effective in this area under normal circumstances. They may still benefit from coaching to be better equipped to deal with highly unpredictable or stressful situations.

RATING 3.5 - 4.5: POTENTIAL STRENGTH

The individual seems to be comfortable in functioning in this area of competence (or broader components of safety-related performance). Because they already have a level of comfort in this area, it suggests that they might have the natural resources required to be able to perform such tasks frequently and consistently over an extended period of time.

RATING 4.5 – 5: CLEAR STRENGTH

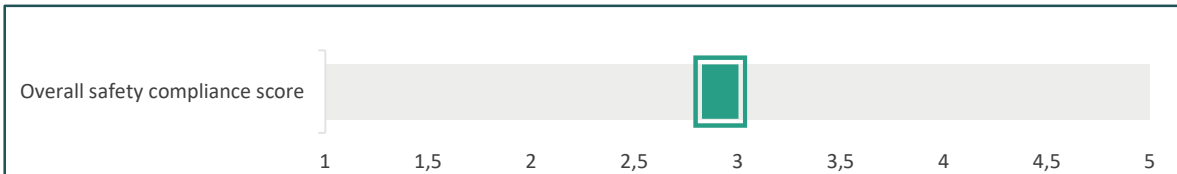
The individual seems to enjoy functioning in this area of competence (or broader components of safety-related performance). They will probably find pleasure in performing tasks related to this area and may tend to seek out such tasks. The individual will likely have the natural resources required to be able to perform and enjoy such tasks over an extended period of time.

When interpreting this information, remember that the competency (or broader components of safety-related performance) scores are inferred from a personality profile. The individual may have developed skills in lower scoring areas, and draw on those when necessary. Bear in mind that excessive use of skills outside of the individual's level of comfort can be hard to sustain for long periods of time and may lead to fatigue and burnout.

RESULTS - OVERALL

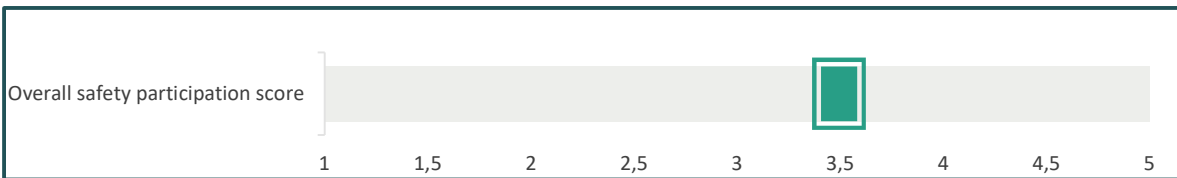
The scores on each of the broader components of safety-related performance, namely safety compliance and participation, are presented in this section. The detail is presented in the tables below the graphs. Safety flags show potential safety risks when scores fall in the lowest score category. At the end of this section, a psychological fitness score is provided, along with a safety flag and interpretation. In the context of this report, psychological fitness will refer to the candidate's ability to cope with pressure under stressful situations.

OVERALL SAFETY COMPLIANCE SCORE



Scale	Score	Category	Safety flag
Overall safety compliance score	3,1	Acceptable	

OVERALL SAFETY PARTICIPATION SCORE



Scale	Score	Category	Safety flag
Overall safety participation score	3,6	Potential strength	

PSYCHOLOGICAL FITNESS SCORE



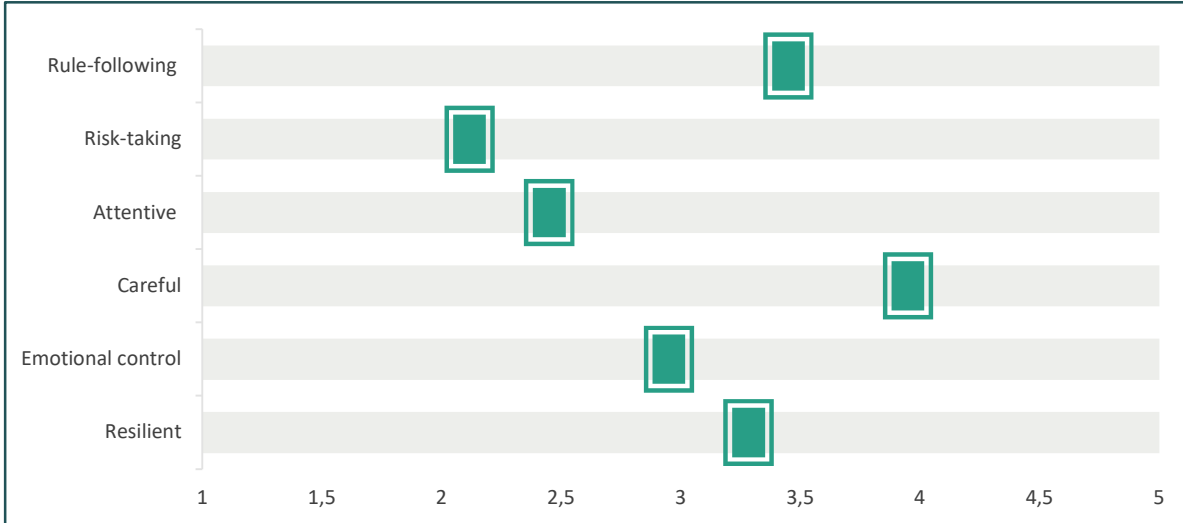
Scale	Score	Category	Safety flag
Psychological fitness score	1,6	Development required	

The candidate is likely able to manage and control his/her temper in most pressurised situations that require strict adherence to safety procedures. The candidate might be more optimistic than others in believing that workplace accidents can be prevented. Although the candidate may sometimes be worried about receiving criticism about his/her safety performance, the candidate should be able to view this as an opportunity to improve on himself/herself. The candidate is likely to effectively and calmly deal with stress when confronted with high-pressure situations.

RESULTS - SPECIFIC

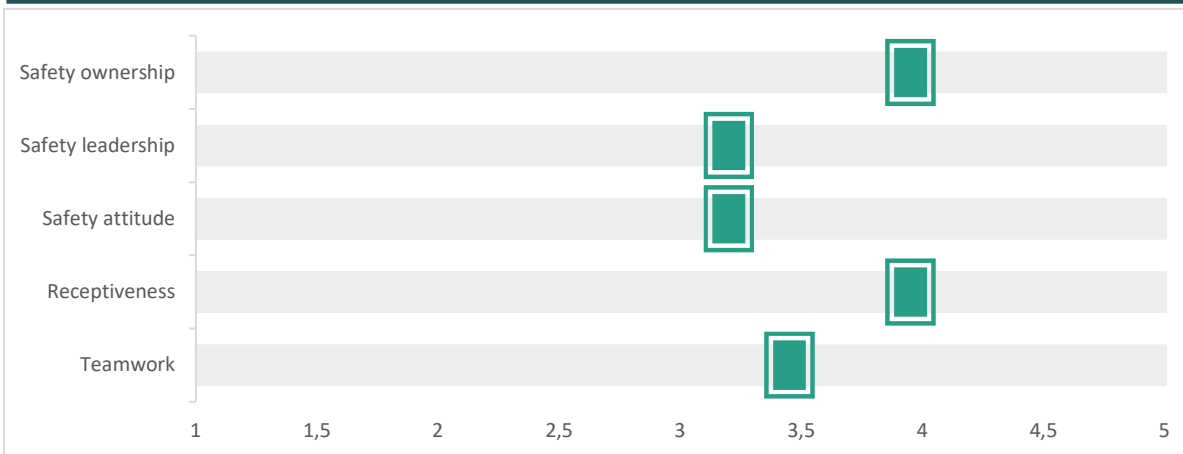
The scores on each of the safety competencies are presented in this section. The results in the graph show the position of the scores in relation to one another. The detail is presented in the tables below the graphs. Safety flags show potential safety risks when scores fall in the lowest score category.

SAFETY COMPLIANCE



Scale	Score	Category	Safety flag
Rule-following	3,5	Potential strength	
Risk-taking	2,2	Development required	
Attentive	2,5	Acceptable	
Careful	4,0	Potential strength	
Emotional control	3,0	Acceptable	
Resilient	3,3	Acceptable	

SAFETY PARTICIPATION



Scale	Score	Category	Safety flag
Safety ownership	4,0	Potential strength	
Safety leadership	3,3	Acceptable	
Safety attitude	3,3	Acceptable	
Receptiveness	4,0	Potential strength	
Teamwork	3,5	Potential strength	

STRENGTHS AND DEVELOPMENT AREAS

Test Testing

This section is intended to be used as a development guide to highlight areas of strength and development in safety behaviours.

Dealing with people

- People will possibly look to you for leadership and guidance due to your outgoing nature. Accept that sometimes you will need to allow others to take the lead.
- Be careful that you do not become so distracted by others that you neglect safety rules and precautions at work.
- Learn to pay attention to safety regulations without interrupting the process.

- Be aware that it won't always be possible to avoid situations that would draw attention to yourself.
- Be prepared to take the lead if a situation calls for it, especially in ensuring that safety procedures are followed by others too.

- You tend to be seen with a smile on your face. You are generally enthusiastic and optimistic about your work and safety measures.
- These traits contribute to a positive working environment. Keep it up.

- You are likely to prefer spending time by yourself, or with a small group of people.
- In spite of it being out of your comfort zone, ensure that you attend all meetings relating to safety, as is expected of you.
- Try to actively participate in safety conversations.

Dealing with stressful situations

- Your ability to remain calm in stressful situations is a great benefit in your line of work.
- It would be useful to share your concerns and communicate your plan of action, because others can't usually see when you are worried.
- In your work it is essential to respond to safety flags in your environment: Some things may be more serious than they initially appear to be.

Dealing with decision-making

- Always bear in mind that safety regulations are in place for a reason. In your line of work there is no room for thrill-seeking and/or high-risk activities.
- Ensure that safety measures are followed at all times, as non-compliance may have severe effects on yourself and others.

- You are likely to think things through carefully and check all the facts before making decisions. You like to consider all the pros and cons of any situation and dislike having to make off-the-cuff decisions.
- Ensure that you maintain being thorough-minded as it ensures safe decisions and actions in your workplace.

- You are likely to be down-to-earth, and rarely indulge in daydreaming. You probably view yourself as grounded and realistic.
- These characteristics are essential in your line of work, as you need to stay vigilant.

Dealing with rules and regulations

- Learn to prioritise: Do the most important things first, ensuring to abide by safety measures at all times.
- Managing your time is important in your work. Focus on effective time management.
- Make a note of what motivates you to spend extra time on a task and try to use this to motivate yourself in future.

- You are likely to keep everything neat and tidy and in its proper place, and to be methodical. You like to do things in a systematic way, and find routine comforting.
- Keep up this behaviour, ensuring to stick to safety schedules.

- You may at times tend to fulfil moral obligations and have strong ethical values and at other times place less importance on doing things the 'right' way, or may simply have values different to those in your workplace.
- It is essential to adhere to safety regulations and do the 'right' thing at all times.

- You seem able to start tasks immediately and carry them through to completion and at other times find it a little more difficult to sit down and complete a task before the deadline is due.
- Realise that in your line of work it is essential to complete tasks as incompleteness may influence safety outcomes.

Dealing with conflict

- You may tend to avoid arguments most of the time, however, you can also be fairly strong-willed, and come into conflict with others.
- It is important to understand when conflict is for the greater good as opposed to when it interferes with safety measures.

- Be aware that some people may take advantage of your good nature. Be nice, not naïve – especially when it comes to safety measures.
- You are allowed to, and should say 'no' if you foresee a safety risk.
- Conflict is not always interpersonal. Disagreements about ideas can improve safety measures. Remember that not all conflict is bad.

Dealing with self-management

- You have a good understanding of how your abilities determine the success of your work.
- You are dedicated to ensure that safety measures are met and will likely persevere in the face of challenges.
- Be careful to not take responsibility for everyone else's actions. Just as you are responsible for your role in the organisation, so should others also commit to their responsibilities.

- You may feel that in certain cases, your work behaviour is determined by influences that you cannot control. Such influences may include fate, luck, random, or fortuitous events, or other people. Be sure that you take responsibility for things that you can take responsibility for, and don't leave everything to fate.

- You likely take pride in being effective in your environment.
- Keep on actively controlling your environment through managing your own behaviour.

Risk-Taking Propensity

- You may avoid risky situation due to the uncertainty associated with it.
- You may prefer making decisions that will result in safe outcomes.

Receptive to Feedback

- You are likely to actively seek and be open to feedback for self-improvement.
- You might also be less defensive when receiving constructive criticism.
- You may express a willingness to experiment with new ways of doing things to improve your performance.

Safety Leadership

- You may be as likely as most other employees to take the lead in driving collective effort, to achieve results.
- You may prefer to balance creative and more practical approaches to problems solving when making decisions about future actions.