

WorkSafePredictor



1-May-2012

Donald Sample

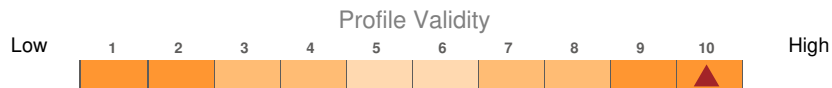
About this Report

This report is a confidential summary of the candidate's responses to the WorkSafe Predictor. The Predictor assesses thinking patterns that underlie safe behavior at work. The Predictor contains eight scales which identify the different thinking patterns found by psychologists to "drive" behavior toward personal safety. A high score identifies a pattern of thinking that helps people to stay safe, while a low score identifies a thinking pattern that can hinder personal safety. The Predictor can assist people to evaluate how their current thinking helps or hinders their personal safety, enabling them to focus their efforts on reducing the risk of injury to an insignificant level.

People with higher scores are much less likely to be involved in a workplace incident or injury and can be expected to account for a very small percentage of workplace safety incidents. Those with lower scores will be more likely to be involved in such events, and account for a larger number of all safety incidents and Worker's Compensation claims.

The statements and results contained in this report should be treated confidentially. Since the results are based on the candidate's own view of his behavior, the accuracy of the results depends upon both his honesty and self-awareness. Therefore, the results should be viewed as hypotheses to be validated with other sources of data such as interviews and other assessment results.

The shelf-life of the information in this report is approximately 12-18 months. However, if the candidate has undergone significant changes in his work roles, re-testing should be considered.



Assesses the extent to which the questionnaire was answered accurately rather than an overtly positive or unusual way. Persons with *low Validity* scores respond in an unrealistically positive way, or obtained a profile which does not fit normal patterns. Persons with *high Validity* scores answered the questions in a candid and realistic way. A *low Validity* score indicates a high level of uncertainty in the accuracy of the profile.

WorkSafe Predictor Profile

Attentional Focus



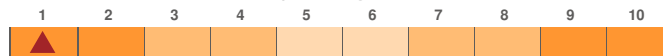
Assesses inclination to remain free from distraction and maintain focused attention on the task at hand. Persons with high *Attentional Focus* will tend to be more organized and less impulsive in their actions, able to concentrate on tasks despite external or internal distractions, and are less likely to suffer a safety incident due to inattention or impulsive action. Persons with low *Attentional Focus* are easily distracted, have difficulty maintaining focus on tasks and working in an organized, planned manner and are more likely to be involved in safety incidents.

Harm Avoidance



Assesses the extent to which exposure to harmful energies in the environment is risked, and the extent to which safety procedures, regulations or precautions are utilized to control personal safety risk. Persons with high *Harm Avoidance* will either avoid harmful energies, or when exposed, will minimize risk through the use of safety procedures and precautions. Persons with low *Harm Avoidance* are more likely to expose themselves to harmful energies without seeing the risks, or without fully utilizing safety procedures or precautions.

Operating Care



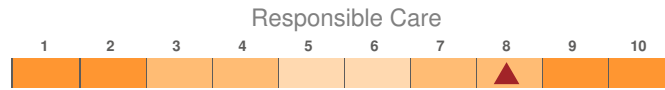
Persons with high *Operating Care* are confident and at ease while handling equipment or vehicles, tend to adhere to operating guidelines, operate in a deliberate rather than haphazard manner, and are vigilant of operating conditions and equipment status. Persons with low *Operating Care* are less concerned with safe operation and lack the same vigilance and ease in their operating actions.

Personal Work Standards

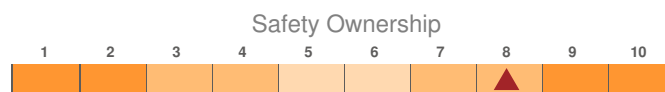


Assesses the extent to which a level of excellence will be sought with regard to work tasks and their successful completion. Persons with high *Personal Work Standards* will strive to improve their work, attend to details and ensure successful completion of tasks to a professional level. Persons with low *Personal Work Standards* tend to overlook personal learning or growth opportunities, show less concern for improving work outcomes, or miss important work details while seeking a quick or easy way to complete work tasks. The greater level of care associated with high *Personal Work Standards* is related to increased safety.

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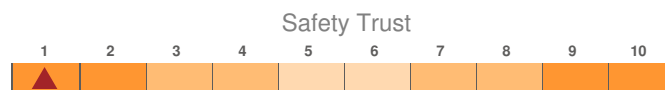
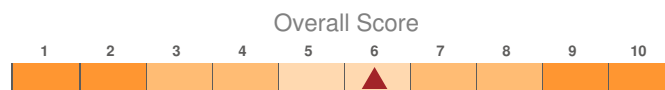
Assesses the extent to which the safety and well-being of co-workers will be actively addressed. Persons with high *Responsible Care* scores will look out for the personal well-being of co-workers, interact in a socially constructive manner and address behaviors such as unsafe acts; they will anticipate the potential for harm to others and act to address potential hazards or harmful conditions. Persons with low *Responsible Care* scores will tend to show less concern for the safety and well-being of co-workers, or for the hazards, unsafe conditions or actions that could lead to harm.



Assesses the extent to which personal responsibility is taken for behavior and outcomes, including those related to safety, irrespective of safety systems and procedures or harmful energies in the workplace. Persons with high *Safety Ownership* take responsibility for their safe behavior and the actions that lead to positive or negative work outcomes. Persons with low *Safety Ownership* place responsibility and control over safety outside themselves, and hence will be inclined to blame incidents on bad luck, workplace or supervisory deficiencies or other factors. They will tend not to exercise the degree of personal control that can help keep them safe.



Assesses the extent to which internal stress or stressful conditions in the work setting are responded to constructively. Persons with high *Stress Response* will recognize stressful situations and feelings of stress within themselves, will keep their emotions in check and continue to act effectively and deliberately. Persons with low *Stress Response* will be less resilient in response to situational stressors, and may be less aware of their own level of stress and its impact upon the effectiveness and deliberateness of their behaviors or actions.



This scale assesses the extent to which the test taker perceives his/her employers to have taken a thorough approach to safety in the workplace. A high score indicates that the test taker perceives employers to have placed a clear value on safety, and to have undertaken considerable effort to prevent harm to workers. These people are likely to see safety as “the way we do business”. A low score indicates a sense that employers have not measured up to the highest standards of safety programming, or that safety has taken a back seat to the priority of production. Low scores are observed among workers in situations where safety is not taken seriously and little effort is expended. In such cases, unawareness, noncompliance and unsafe acts may be more frequent, and strong safety coaching may be needed. Note that some safety conscious people who are sceptical about employers' commitment to safety (such as highly critical safety professionals) may also obtain low scores. Therefore low scores should be carefully probed with the test-taker.