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**SAFETY  
QUOTIENT™**



**PARTICIPANT REPORT**  
For Self-Coaching & Self-Awareness

**Kelly Sample**

June 20, 2017

## Safety Personality Defined

- This section is a summary of your **safety-related personality traits** calculated from the assessment you completed.
- Everyone has core personality traits and tendencies or "**default settings**" that affect behaviors.
- "Default settings" can be hard to change, but you can **reduce risk** by increasing self-awareness & choosing safe behaviors.

## Your Primary Traits

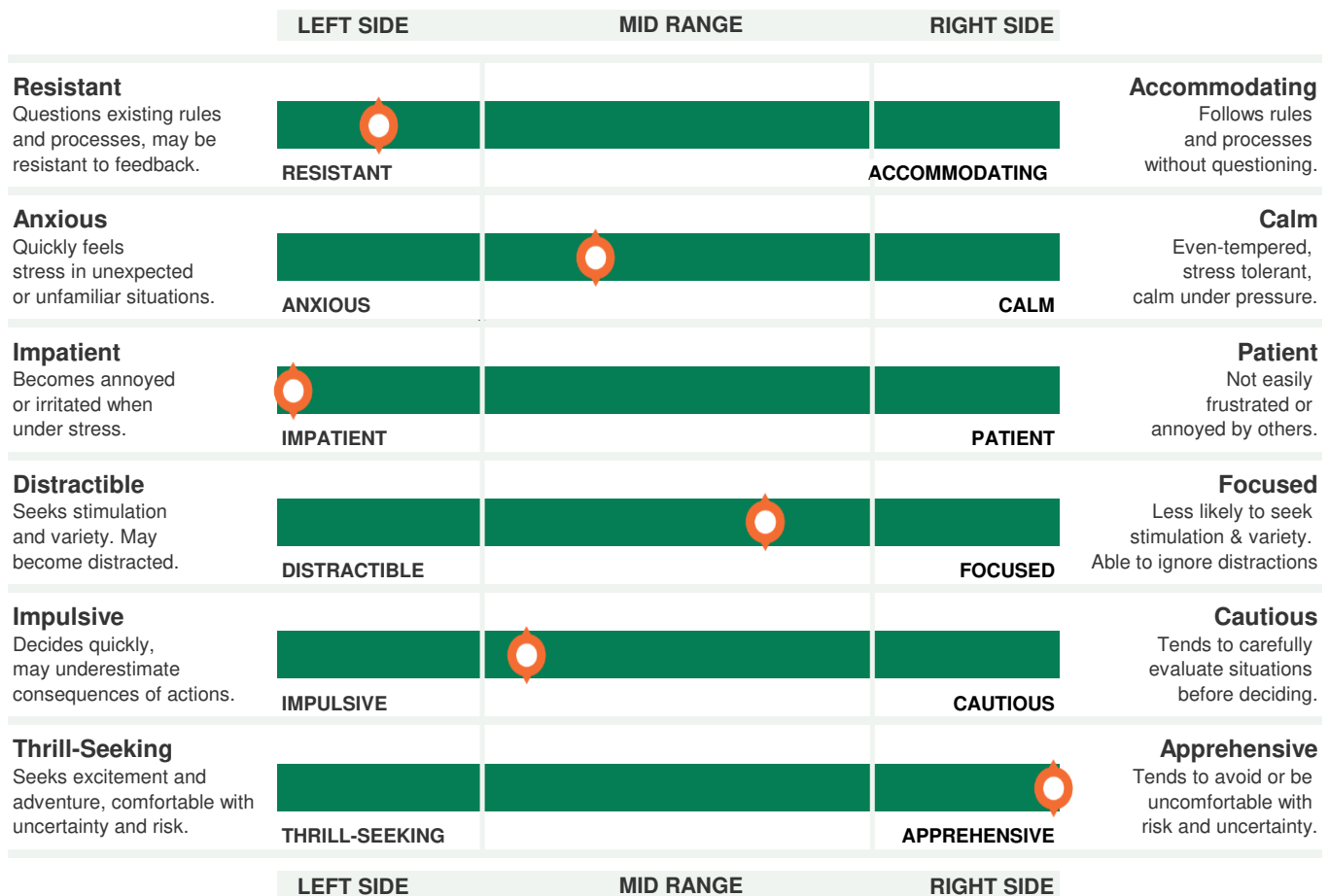
**Apprehensive**

**Impatient**

**Resistant**

*These are the most extreme scores from your personality profile below.*

## Your Safety Personality Profile:

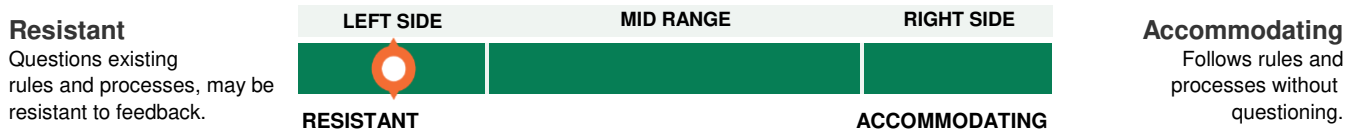


The marker represents your results. The average results of working adults is at the middle point of each dimension.

**Disclaimer:**

We cannot predict the occurrence of specific incidents. We can only predict the probability that people will engage in certain behaviors which, if they persist, will increase the likelihood of incidents. These assessment results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.

Dimension 1: Resistant vs. Accommodating



You scored on the LEFT SIDE.

This area measures rule-following and openness to new ideas, re-training and coaching. People who score on the left side tend to question rules or processes and may be resistant to new ideas, re-training or coaching.

Positive aspects of how you scored:

- You're able to point out areas for improvement
- You're comfortable questioning how things are done
- You prefer to have freedom in how you do your work

Risk areas and self-coaching tips for you:

- You may need extra time to adapt to changes in routine or rules
- Ask your supervisor if you want to know the reasons for rules or procedures
- Give your constructive criticism and improvement ideas to your supervisor, not your co-workers

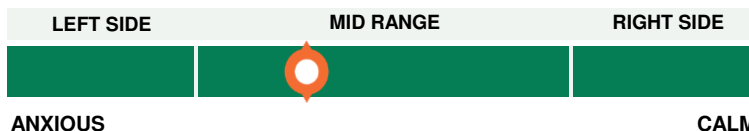
Consider **Resistant vs. Accommodating** and think of how it applies to you:

Please think of an example of where being Resistant vs. Accommodating contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I'm usually skeptical of new rules and procedures. I hated the new tie off rules when they put them in place and ignored them at first.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should consider that there are reasons behind the set procedures in place - it's for my own safety.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

## Dimension 2: Anxious vs. Calm

### Anxious

Quickly feels stress in unexpected or unfamiliar situations.



### Calm

Even-tempered, stress tolerant, calm under pressure.

### You scored in the MID RANGE.

This area measures a person's ability to handle stress and think clearly under pressure. People who score in the mid range can usually handle stress well when in unexpected, uncomfortable or unfamiliar situations.

#### Positive aspects of how you scored:

- You're able to be effective when under normal levels of stress
- You can handle pressure
- You're receptive to feedback and coaching

#### Risk areas and self coaching tips for you:

- Review training to stay confident in your abilities
- Ask your supervisor for regular feedback on your performance
- Remind yourself to see mistakes as improvement opportunities

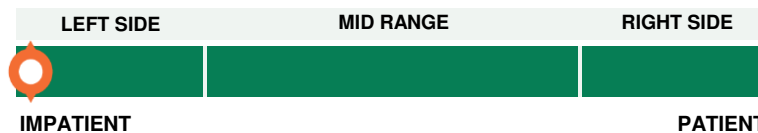
### Consider **Anxious vs. Calm** and think of how it applies to you:

Please think of an example of where being Anxious vs. Calm contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get stressed when I have deadlines. Last week I worked too fast and I wasn't careful enough because we had a deadline.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: Try not to get stressed so easily by focusing on high priority work - one thing at a time.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

### Dimension 3: Impatient vs. Patient

**Impatient**

Becomes annoyed or irritated when under stress.



**Patient**

Not easily frustrated or annoyed by others.

**You scored on the LEFT SIDE.**

This area measures a person's level of emotional control and how stress affects how they deal with others. People who score on the left side may become quickly annoyed or irritated by others.

**Positive aspects of how you scored:**

- You won't put up with bad behavior from others
- You're a straightforward communicator
- You be comfortable voicing your opinions

**Risk areas and self coaching tips for you:**

- You may get annoyed easily when you're stressed, tired or in a rush
- Count to 10 to "cool off" after becoming irritated
- Don't take others' behavior personally. Walk away from conflict and concentrate on things you can control

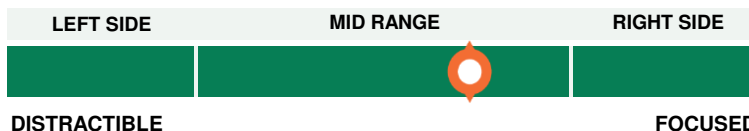
**Consider Impatient vs Patient and think of how it applies to you:**

Please think of an example of where being Impatient vs. Patient contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get really annoyed when I'm trying to focus and I get interrupted. This happens often with a worker who is too talkative.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should let others know not to interrupt me unless it's important. If I get interrupted anyway I shouldn't take it personally and get mad.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

### Dimension 4: Distractible vs. Focused

**Distractible**

Seeks stimulation and variety. May become distracted.



**Focused**

Less likely to seek stimulation and variety. Able to ignore distractions.

**You scored in the MID RANGE.**

This area measures a person's level of focus and their need for variety and stimulation. People who score in the mid range can usually stay focused without becoming distracted or bored.

**Positive aspects of how you scored:**

- You're able to remain focused and alert
- You can remain mindful of details
- You won't usually become bored or distracted easily

**Risk areas and self coaching tips for you:**

- You may become bored when doing long stretches of repetitive work
- Ask your supervisor for occasional variety in your tasks
- Organize yourself fully before and after tasks

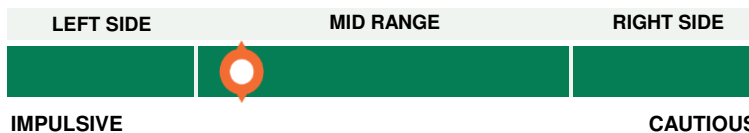
**Consider Distractible vs. Focused and think of how it applies to you:**

Please think of an example of where being Distractible vs. Focused contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I get flustered when my routine gets changed. It takes me a few days to get settled if there is a change in my routine.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I need to remind myself that change is always going to happen and give myself some time to adapt.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

### Dimension 5: Impulsive vs. Cautious

**Impulsive**

Decides quickly, may underestimate consequences of actions.



**Cautious**

Tends to carefully evaluate situations before deciding.

**You scored in the MID RANGE.**

This area measures a person's level of caution when making decisions. People who score in the mid range have an average level of caution and usually evaluate their decisions before acting.

**Positive aspects of how you scored:**

- You're able to take immediate action in unusual situations
- You usually consider the possible negative consequences of your actions
- You'll learn from your mistakes

**Risk areas and self coaching tips for you:**

- Watch that you don't rush and take unsafe risks
- Always consider possible negative consequences of your actions
- Remember that sometimes it's best to take immediate action

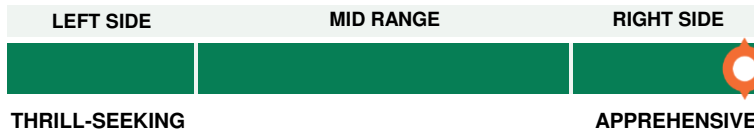
**Consider *Impulsive vs. Cautious* and think of how it applies to you:**

Please think of an example of where being Impulsive vs. Cautious contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: I tend to rush sometimes and take risks I shouldn't. Last week I was up on a ladder and I used the top step to get something just out of my reach. I almost fell off.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: I should have taken the time to get a higher ladder. I should stop and think about what could go wrong so I don't put myself in a risky situation.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>

## Dimension 6: Thrill-Seeking vs. Apprehensive

### Thrill-Seeking

Seeks excitement and adventure, comfortable with uncertainty and risk.



### Apprehensive

Tends to avoid or be uncomfortable with risk and uncertainty.

### You scored on the RIGHT SIDE.

This area measures a person's level of excitement seeking. People who score on the right side do not seek excitement and are often uncomfortable with uncertainty and taking risks.

#### Positive aspects of how you scored:

- You won't tolerate unnecessary risks
- You can easily identify risks that can be avoided
- You be able to recognize and point out others' risky behavior

#### Risk areas and self coaching tips for you:

- You may be uncomfortable when things are uncertain
- You may find it difficult to take risks even when it is necessary
- You may avoid trying new ways to complete tasks or experimenting with new ideas

### Consider **Thrill-Seeking vs. Apprehensive** and think of how it applies to you:

Please think of an example of where being Thrill-Seeking vs. Apprehensive contributed to an unsafe behavior. Describe below:	What you can do to improve your safety-related behavior related in this area? Please add your ideas below:
<p><i>Example: Last week I had to do some high altitude work and it bothered me. I kept thinking about all the things that could have gone wrong and I couldn't focus and do good work.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	<p><i>Example: If a risky task is uncomfortable for me I can ask my supervisor to switch my tasks with another worker.</i></p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>





## Creating your action steps to be safer on the job

- Your **SafeSELF Action Plan** allows you to provide details on **two safety-related behaviors** that you want to focus on to improve your personal safety and the safety of others.
- The **SafeSELF Action Plan** will walk you through how to understand why the risky action occurred and how to create a safer environment for yourself and others going forward.

### Your First Example:

Please provide a specific example of a behavior or action from your own experience that was a risk to yourself and/or others. The example could be from Part B or another experience like a vehicle or first aid incident.

**1. Describe what you were thinking and feeling at the time.**

**2. Describe what triggered your behavior or what caused you to act this way.**

**3. Describe the potential consequences. Who was affected? Who else could have been impacted?**

**4. What are your goals for improving? What is the end result you are committing to reaching?**

**5. What are some difficulties you might face when trying to improve?**

**6. What can you do to minimize these difficulties?**

**7. What are the benefits to you and to others for improving?**

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## Creating your action steps to be safer on the job

### Your Second Example:

Please provide a specific example of a behavior or action from your own experience that was a risk to yourself or others. The example could be from Part B or another experience like a vehicle or first aid incident.

**1. Describe what you were thinking and feeling at the time.**

**2. Describe what triggered your behavior or what caused you to act this way.**

**3. Describe the potential consequences. Who was affected? Who else could have been impacted?**

**4. What are your goals for improving? What is the end result you are committing to reaching?**

**5. What are some difficulties you might face when trying to improve?**

**6. What can you do to minimize these difficulties?**

**7. What are the benefits to you and to others for improving?**

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1. I acknowledge that my number one priorities while working on behalf of this company are:

- My personal safety and the well being of those who work for, with, or around me
- The protection of the environment
- Compliance with all applicable security regulations

2. I commit to taking the action steps outlined in Part C: Creating Your Action Steps to improve my personal safety and the safety of others.

Behavior 1:

Behavior 2:

3. I agree to provide progress updates to my supervisor at all future reviews that will include:

- a. Progress reports against my goals of improving the two safety behaviors I described in **Part C: Creating Your Action Steps**.
- b. Any challenges I am facing in meeting my improvement goals and what I am doing to address these challenges.
- c. Any incidents of high risk behavior I've engaged in.
- d. Any help or assistance I need in meeting my improvement goals.

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*(Your Name)*

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*(Supervisor Name)*

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*(Your Signature)*

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*(Supervisor Signature)*

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*(Date)*

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*(Date)*



# ABOUT SAFETY QUOTIENT™

## SQ™ DEFINED

SQ™ is an assessment tool that measures the key personality factors linked to safety outcomes in the workplace

## SAFETY SELF-AWARENESS

**Safety Self-Awareness** is the process of understanding and recognizing how your thoughts, feelings, and behaviors affect safety outcomes on the job.



## About this Report

### Purpose

- Summarize your Safety Personality Profile and self-coaching suggestions

### Content

- Your Safety Personality Profile
- Self-coaching tips to improve safety
- Workbook for Safety Self-Awareness
- Your commitment

**Keep in mind** - Consider other factors that affect safety in addition to personality:

- Physical & environmental conditions
- Personal situation (stress, sleep, illness, etc.)