

# **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.

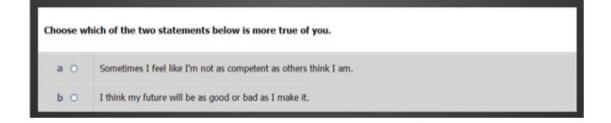
**Safety Judgment**: This measures the tendency to make good judgments about how to safely and efficiently perform job duties in environments that may be unpredictable or dangerous. This type of judgment is characterized by making good decisions regarding the priority of safely performing job duties, 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**







## **Example Reports**

## Name:sg tester Application Date:Wed Apr 27 15:51:00 PDT 2011 Applicant ID:4148 Session ID:82067838027417 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.



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 smiller 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 pears.

This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by vorking hard; taking satisfaction and pride in producing high-quality work; and being competitive.

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 or the feelings of those around them. The candidate will seek to build corsensus and maintain harmony when confronted with challenges. This candidate is a natural peacemaker\* who will seek a cohesive and trusting environment.

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

### 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 follopolicies, 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.

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.