

SAFETY ASSESSMENT FOR EMPLOYEES TEST (SAFE-T 11)

EVALUATION REPORT

Participant:
Smith, John

Evaluation Date:
2012/09/01

This report is confidential. All measures must therefore be taken to ensure the confidentiality of the data presented. Only authorized persons should have access to the content of the report.

Safety Assessment for Employees Test

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Introduction

The **Safety Assessment for Employees Test (SAFE-T)** is an assessment tool designed to measure the factors associated with safe behaviours of employees in organizations. The test has been developed based on scientific and professional studies that have identified the personal aspects having an impact on health and safety in the workplace. SAFE-T assesses all of these aspects, which are: attitudes, motivations, perceptions and personal characteristics.

The individual report presents the results obtained by a participant. This report allows for the identification of the contributory elements and of the health and safety areas that might require improvement. The results can also help HR specialists in identifying development axes that will contribute to the improvement of safety practices in the organization.

Validity Index

The validity index assesses how an individual answered the questions on the test. The obtained result indicates whether the individual's responses have been influenced by the social desirability phenomenon.

Score

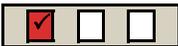
<input checked="" type="checkbox"/>	Adequate	The index is considered adequate when the type of responses match those provided by most people.
<input type="checkbox"/>	Moderate	The index is considered moderate when the type of responses is slightly different from the average type of answers, which may suggest a slight social desirability effect.
<input type="checkbox"/>	Atypical	The index is considered atypical when the pattern of the responses provided is very different from what is usually observed, and social desirability may have played a role in the way the test was answered.

Overall Score

The overall score indicates to what extent the participant's attitudes, perceptions, motivations and personal characteristics match the ones usually observed in individuals displaying safe behaviours. This overall score is represented by a concordance index between what can be observed in the participant's case and what is generally observed in a safe approach.

Therefore, the report presents, for both the overall score and for each of the aspects evaluated, a concordance index, which can be low, moderate or high. When interpreting the participant's results, take these indices into consideration and refer to the legend shown below. With respect to low and moderate indices, particular attention should be granted to the detailed results presented on the following pages.

Note that a numerical overall score is also presented for each aspect measured. The overall score is the average of the results obtained for each of the factors and the result per factor is the average of the results obtained for each of the components measured in that factor.

	LOW INDEX	MODERATE INDEX	HIGH INDEX
Legend			
	(High risk)	(Moderate risk)	(Close match)

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Distribution of Aspects per Factor

Factors	Concordance Index	Average
1 Perception of Safety in the Workplace	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	4,5 / 5
Risk level:	High Moderate Low	
Perception of the Importance of the Safety Program in the Workplace		
Perception of the Importance of Safety in the Workplace for Management		
Perception of the Importance of Safety in the Workplace for Supervisors		
Perception of the Importance of Safety in the Workplace for Employees/Colleagues		
2 Motivation	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	3 / 5
Risk level:	High Moderate Low	
Motivation to Always Demonstrate Safe Practices		
Motivation to Meet Production Expectations, Regardless of the Risks Involved		
3 Safety Attitudes	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	4,5 / 5
Risk level:	High Moderate Low	
Attitude Toward the Health and Safety Training Program		
Attitude Toward the Compliance with Health and Safety Rules		
Attitude Toward the Health and Safety Culture		
Degree of Assumed Responsibility		
4 Personal Characteristics	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	4,1 / 5
Risk level:	High Moderate Low	
Conscientiousness		
Social Adjustment		
Self-control		
Action Orientation		
OVERALL SCORE		<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> 4 / 5 (80%)

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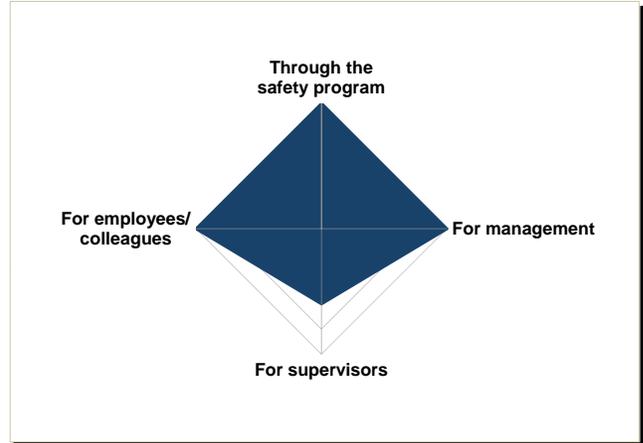
Detailed Description of the Factors

1 | Perception of Safety in the Workplace

Many studies have shown that the perception of others plays an important role in the way employees behave. For example, when employees are convinced that management is not concerned enough about health and safety in the workplace, they will grant less importance to this aspect themselves and will adopt practices against the established norms.

Four perceptual aspects have been shown to relate to safe behaviors and to safety programs. The following results address these four aspects and illustrate - through the way the participant perceives the safety program, his/her management, superiors and colleagues - how and to what extent he/she considers health and safety as important factors.

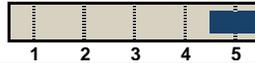
The participant's perception of safety



Perception of the Importance of the Safety Program in the Workplace

The participant believes that the safety program is inadequate and that it does not permit the display of safe behaviors and practices at work.

Perception of the Safety Program

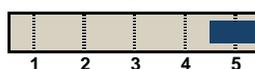


The participant believes that the safety program is adequate and that it permits the display of safe behaviors and practices at work.

Perception of the Importance of Safety in the Workplace for Management

The participant believes that management does not actively promote safe practices in the workplace. Management is not seen as a key promoter of health and safety in the organization.

Perception of Management

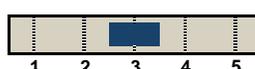


The participant believes that management does consider health and safety in the workplace as major issues for the organization. He/she perceives management as a defender of a safe environment.

Perception of the Importance of Safety in the Workplace for Supervisors

According to the participant, supervisors only marginally promote safe practices in the workplace. Supervisors are not recognized for enforcing or encouraging employees to observe safety rules and practices. They are not perceived as strong promoters of a safe environment.

Perception of Supervisors

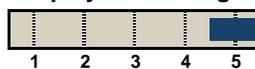


The participant believes that supervisors are committed to enforcing the health and safety rules in the workplace. The participant perceives supervisors as allies who promote a safe environment.

Perception of the Importance of Safety in the Workplace for Employees/Colleagues

The participant believes that the employees/colleagues attach little importance to health and safety practices. He/she believes that employees/colleagues may take unnecessary risks that could have an impact on health and safety.

Perception of Employees/Colleagues



The participant believes that employees/colleagues demonstrate genuine concern toward health and safety in the workplace. He/she considers that he/she can rely on employees/colleagues in order to create a safe work environment.

AVERAGE

4,5 / 5

HIGH INDEX



(Close Match)

A high score on this factor shows that the participant perceives that the individuals in his/her environment consider health and safety as important elements.

Safety Assessment for Employees Test

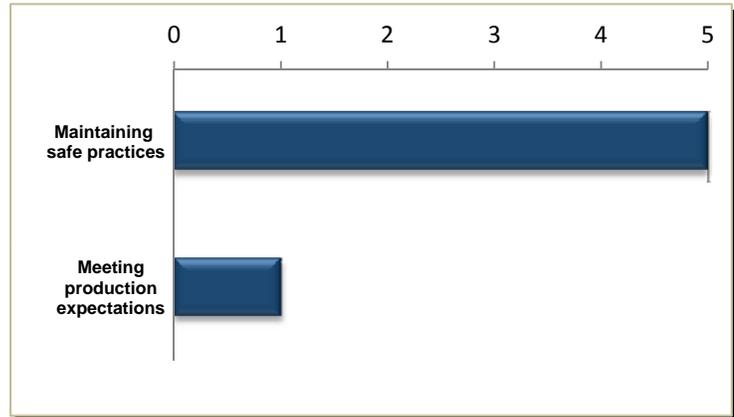
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2 | Motivation

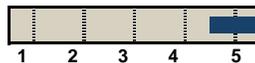
The participant's perception of motivational aspects

Most employees recognize that working safely is a desirable goal. However, expectations regarding production may require employees to make a choice between the achievement of the set objectives and the implementation of safe practices. The following results indicate the extent to which the participant attaches importance to the compliance with production expectations compared with the factors associated with safety in the workplace.



Motivation to Always Demonstrate Safe Practices

A low score indicates that the aspects related to health and safety at work are of secondary importance as the achievement of results is the primary objective to reach.



A high score indicates that the participant is very motivated to maintain safe practices at all times. When faced with choices, he/she will generally be motivated to carry out the work in a safe manner.

Motivation to Meet Production Expectations, Regardless of the Risks Involved

A low score indicates that production expectations are secondary and that it is essential to avoid any behaviour that may pose a risk, however small it may be.



A high score indicates that the participant recognizes the importance of achieving the production objectives. He/she is strongly results-oriented and will not hesitate to make decisions or to undertake actions that aim to maximize production.

AVERAGE

3 / 5

MODERATE INDEX



(Moderate Risk)

Safe practices are privileged and they remain the most important aspect for these individuals, and this without considering the achievement of production objectives.

Safety Assessment for Employees Test

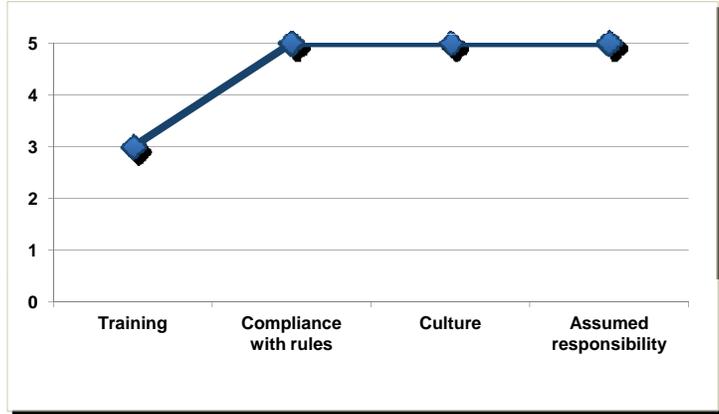
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3 | Safety Attitudes

The participant's safety attitudes

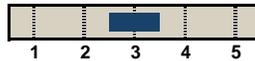
Employees who have a positive attitude toward health and safety in the workplace are also the ones who spontaneously adopt safe practices in the workplace. The following results illustrate the participant's attitude with regard to the various elements associated with health and safety in the workplace.



Attitude Toward the Health and Safety Training Program

The participant has a negative attitude toward the health and safety training program. He/she believes that these training courses are of little value and they do not allow for promoting a safe work environment.

Training Program



The participant demonstrates a positive attitude toward the health and safety training offered. He/she believes that these programs contribute positively to the creation of a safe work environment.

Attitude Toward the Compliance with Health and Safety Rules

The participant demonstrates a negative attitude toward the compliance with the health and safety rules. He/she considers that these rules do not apply in all situations and that these practices are optional.

Compliance with Rules

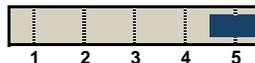


The participant has a positive attitude toward the compliance with the health and safety rules established by the organization. He/she considers that these rules are necessary and that they must be followed by all.

Attitude Toward the Health and Safety Culture

The participant demonstrates a negative attitude to the presence of a health and safety culture in the organization. He/she considers that this culture is absent and there is no need to invest efforts in order to create or maintain it.

Health and Safety Culture

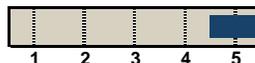


The participant has a positive attitude toward the health and safety culture of the organization. He/she believes that establishing such a culture should be a priority for all.

Degree of Assumed Responsibility

The participant does not feel personally responsible for implementing the health and safety policies and procedures. He/she believes that this responsibility lies with supervisors, managers and the organization as a whole.

Assumed Responsibility



The participant feels personally responsible for implementing the health and safety policies and procedures. He/she believes that his own behaviors will contribute to the establishment of a safe environment.

AVERAGE

4,5 / 5

HIGH INDEX



(Close Match)

A higher score on this factor shows a generally positive attitude in relation to all the elements that contribute to the establishment of a safe environment.

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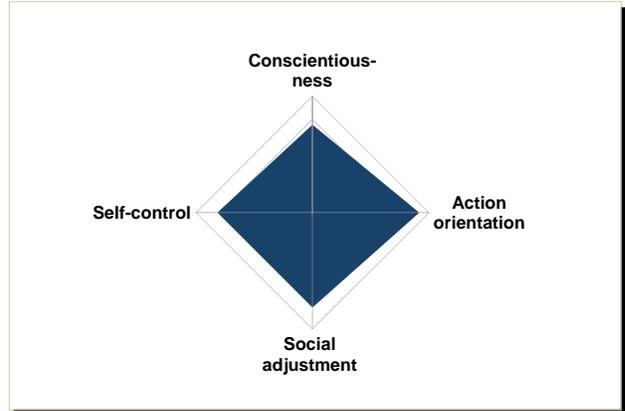
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4 | Personal Characteristics

Participant's personal characteristics

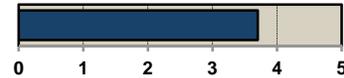
Several research studies have shown that there are significant relationships between workplace accidents and certain personality variables. In general, it is recognized that four types of personal characteristics influence the behaviours associated with health and safety in the workplace. These characteristics are conscientiousness, social adjustment, self-control and action orientation.



Conscientiousness

3,7 / 5

The higher this score, the more the individual will tend to conform to the rules set. Individuals with a high score on this characteristic also tend to be responsible, organized and to analyze situations before taking actions.



Social Adjustment

4 / 5

The higher this score, the easier the individual will integrate in a team, will communicate more effectively with others and will be more open to different opinions. These elements are beneficial in an environment where safety practices are valued by others.



Self-control

4 / 5

The higher this score, the more the individual will tend to be calm and confident. He/she will address problems easily, even in highly stressful situations. Self-control will be particularly beneficial in unexpected situations that may threaten the safety of others.



Action Orientation

4,5 / 5

The higher this score, the more the individual will be confident about his/her decisions and actions. Participants with a high score on this characteristic will also be capable of acting when required and thus will avoid potential risks in the workplace.



AVERAGE

4,1 / 5

HIGH INDEX



(Close Match)

A high score on this factor demonstrates that the participant possesses several personal characteristics that promote health and safety in the workplace.