



# Safety Report

Advances in equipment and procedures have improved worker safety, but traditional safety training programs continue to neglect human error as the overwhelming cause of workplace accidents.

Hogan's Safety Report uses personality assessment to detect and alleviate the risks that may lead to unsafe behaviors and on-the-job accidents. The Safety Report identifies safety-minded candidates, focuses and improves training, and recognizes and repairs safety-related gaps in your organizational culture.

Hogan has studied unsafe work behavior since the 1970s, identifying six distinct themes underlying unsafe work behavior. Based on this research, the Safety Report assesses unsafe behaviors using scientifically validated and legally defensible measures.

## Specifics:

Safety Report results include a visual representation of relative strengths and challenges for each scale along with summary statements indicating the candidate's overall strengths and areas of concern.

## Certification Required:

Report Training *recommended*

## Scales & Interpretations

Hogan's Safety Report is based on six components for safety-related behavior:

- ▶ **Defiant - Compliant:** Low scorers ignore authority and company rules. High scorers willingly follow rules and guidelines.
- ▶ **Panicky - Strong:** Low scorers panic under pressure and make mistakes. High scorers are steady under pressure.
- ▶ **Irritable - Poised:** Low scorers easily lose their temper. High scorers remain calm, even in stressful situations.
- ▶ **Distractible - Vigilant:** Low scorers are easily distracted and then make mistakes. High scorers stay focused on the task at hand.
- ▶ **Reckless - Cautious:** Low scorers take unnecessary risks. High scorers evaluate their options before making risky decisions.
- ▶ **Arrogant - Trainable:** Low scorers overestimate their competency and are hard to train. High scorers listen to advice and like to learn.



Identify safer employees

Decrease safety risk

Improve safety culture

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