

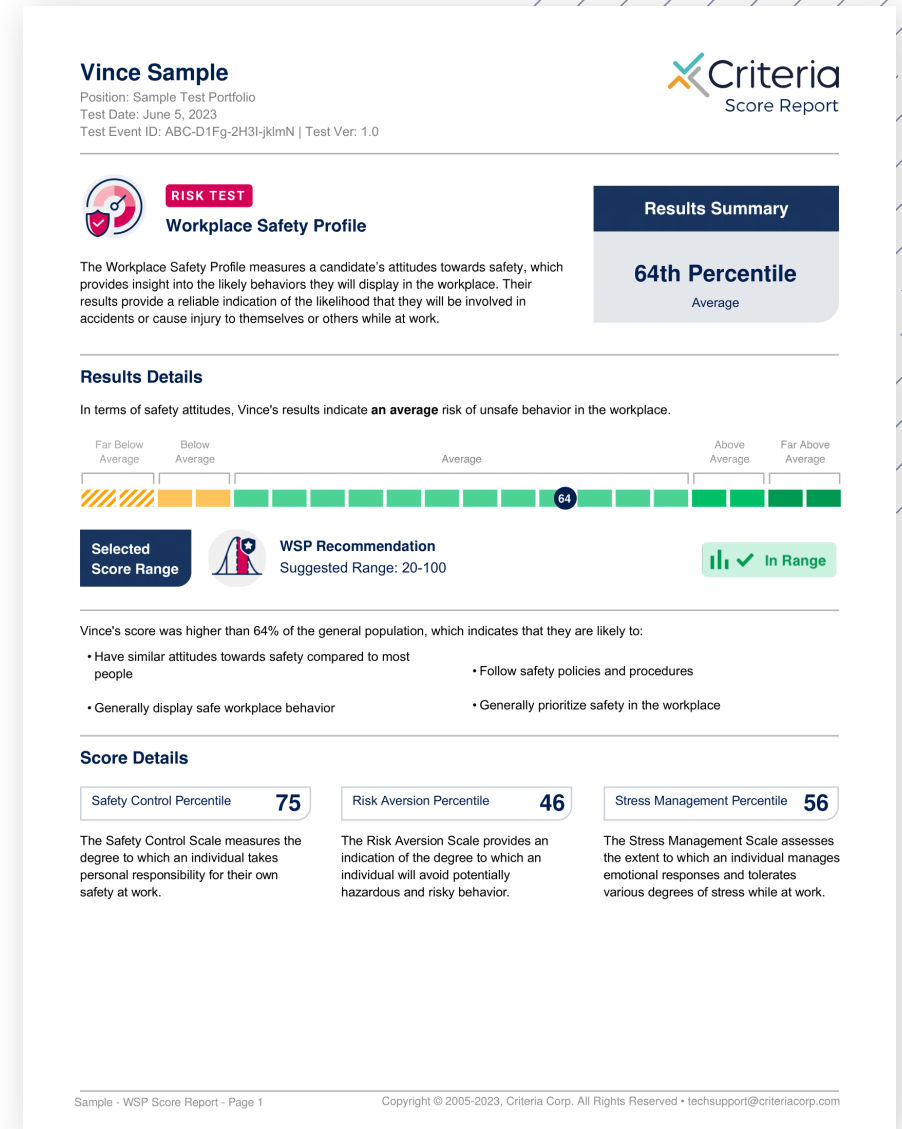
Score Report Guide



The Workplace Safety Profile (WSP)

At a Glance: The Workplace Safety Profile (WSP) - Short

- The **Workplace Safety Profile (WSP)** is a risk assessment that is used to help predict whether an individual is likely to follow safety rules, support safe work practices, and avoid accidents and injuries at work. It is used for positions where safety is critical, especially for front-line roles where following safety procedures is essential to ensure a safe workplace.
- The WSP is widely used for entry level roles in a number of industries such as construction, mining, oil and gas, warehouse, driving/logistics, and more.
- The WSP looks at three main areas:
 - Safety Control
 - Risk Aversion
 - Stress Management



Candidate Information and Results Summary

1

Vince Sample

Position: Sample Test Portfolio

Test Date: June 5, 2023

Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0

3



RISK TEST

Workplace Safety Profile

The Workplace Safety Profile measures a candidate's attitudes towards safety, which provides insight into the likely behaviors they will display in the workplace. Their results provide a reliable indication of the likelihood that they will be involved in accidents or cause injury to themselves or others while at work.

Results Summary

2

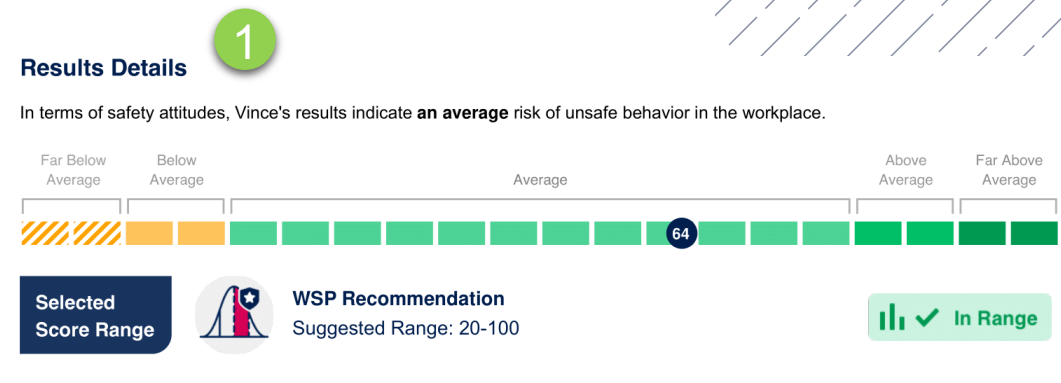
64th Percentile

Average

1. The top of the first page of every **WSP** score report displays the candidate's information, including the candidate's name, position applied for, the date the candidate took the assessment, and the Test Event ID.
2. The Results Summary provides the applicant's Percentile ranking compared to our global norming group.
3. The Test Event ID is given to candidates at the beginning of their assessment and is used if they encounter any issues during the test. They simply return to www.oda1.com, enter their Event ID, and then they can continue their assessment from where they left off.

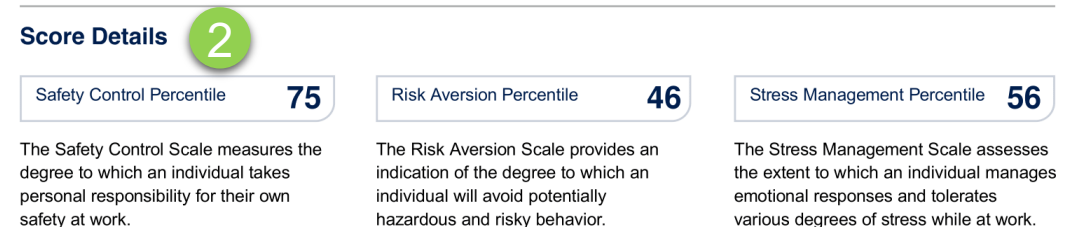
Results Explanation

1. Below the Results Summary, you will see the population distribution for Workplace Safety to give you an idea of where that candidate scored relative to others in terms of safety attitudes.
 - Ideally you are looking for candidates who score average or above. Candidates who score average or above are more likely to be risk-averse and believe they can take actions to mitigate risk.
 - Those who score below average are more likely to exhibit or condone unsafe behaviors.
 - You will also receive a few insights into what their safety behaviors may be like in the workplace.
2. At the bottom of the score report, you will see a breakout of the sub scores for Safety Control, Risk Aversion, and Stress Management. Although these sub scores provide helpful information, the most important score is still the overall percentile, as the overall score can help you find candidates who are more risk-averse and are more likely to observe safe working behaviors.



Vince's score was higher than 64% of the general population, which indicates that they are likely to:

- Have similar attitudes towards safety compared to most people
- Follow safety policies and procedures
- Generally display safe workplace behavior
- Generally prioritize safety in the workplace



General Guide for Interpreting Percentile Rank

People who score in the BOTTOM range:	People who score in the MIDDLE range:	People who score in the TOP range:
Have a very high risk of unsafe behavior in the workplace	Have an average (typical or usual) risk of unsafe behavior in the workplace	Have a low risk of unsafe behavior in the workplace
Are likely to ignore safety training and procedures	Will usually follow safety procedures and training	Are highly likely to follow safety procedures
Are likely to be more accepting of inappropriate or lax safety behavior	Understand the difference between inappropriate and appropriate safety behavior	Are very concerned about appropriate safety behavior
BELOW AVERAGE (0-19%)	AVERAGE (20-79%)	ABOVE AVERAGE (80-100%)

Invalid Results Explanation

Validity & Response Style

1

The Validity and Response Style scales represent the individual's level of attention to the meaning of Workplace Safety Profile statements (Inconsistent Responding) and tendency toward positive (Self-Enhancing) self-presentation.

2

Inconsistent Responding (INC)

VALID

A valid inconsistency rating indicates that this person paid appropriate attention to the meaning of the WSP statements when giving a response, and is not likely to have responded carelessly or in a completely random fashion.

3

Self-Enhancing Score (ENH)

INVALID

THIS REPORT MAY BE INVALID AND SHOULD BE USED WITH CAUTION. An invalid self-enhancing rating indicates that this person exhibited a very pronounced tendency to self-enhance, and because of this their scores may not accurately reflect their safety behavior.

1. This assessment also contains a validity scale that measures inconsistent responding as well as the tendency to self-enhance.
2. **The first scale measures a candidate's inconsistent responding.** This scale detects when an applicant's response style indicates that the applicant is either not paying adequate attention to the meaning of the prompts or may be attempting to "game the test" by answering more favorably.
3. **The second scale measures the extent to which a candidate is exaggerating strengths or minimizing weaknesses.** If the candidate is doing so to such an extent that their score is unreliable, then a warning is provided.

For Further Information

If you have any questions or would like more detailed information regarding a particular score report, please contact your Customer Success Manager. Their contact information is available in the lower left corner of your account in Criteria's platform, but you can also reach out to the general support line at (877) 909-8378, or support@criteriacorp.com.

