

Lisa Sample

Position: Sample Test Portfolio
Test Date: July 8, 2020
Test Event ID: ABC-1234-EFGH



RISK TEST

Workplace Safety Profile - Short

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.

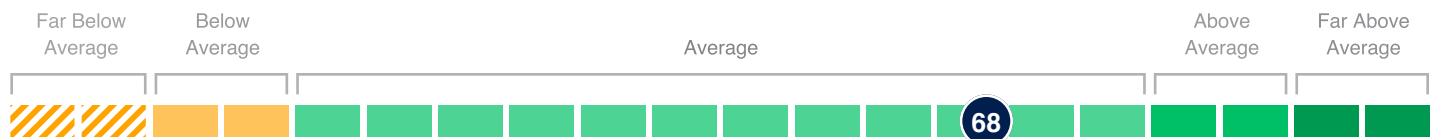
Results Summary

68th Percentile

Average

Results Details

In terms of safety attitudes, Lisa's results indicate an **average** risk of unsafe behavior in the workplace.



Lisa's score was higher than 68% of the general population, which indicates that she is likely to:

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

Score Details

Safety Control Percentile **46**

The Safety Control Scale measures the degree to which an individual takes personal responsibility for their own safety at work.

Risk Aversion Percentile **89**

The Risk Aversion Scale provides an indication of the degree to which an individual will avoid potentially hazardous and risky behavior.

Stress Management Percentile **39**

The Stress Management Scale assesses the extent to which an individual manages emotional responses and tolerates various degrees of stress while at work.

Interview Questions

These questions are based on this candidate's responses to some of the questions included in the assessment and highlight areas you may choose to investigate further if they progress to the interview stage.

Stress Management

- Sometimes people can become stressed while they are at work. What are the signs that you notice when you are becoming stressed or overwhelmed?
- What strategies do you put in place to manage/overcome these emotions?
- Do you ever feel that you have been affected by stress at work, what did that look like for you?

Safety Control

- In our organisation we believe it's important for employees to take personal responsibility for maintaining safety at work. Can you describe what you would do to ensure a safe workplace in your role, and give any examples if possible from your previous work experience?
- How do you go about reducing the risk of accidents at work?

Validity & Response Style

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.

Inconsistent Responding (INC)

 **VALID**

A valid Inconsistent Responding (INC) score indicates that this person paid appropriate attention to the meaning of Workplace Safety Profile statements when giving responses, and is not likely to have responded carelessly or in a completely random fashion.

Self-Enhancing Score (ENH)

 **VALID**

A valid Self-Enhancing (ENH) score indicates a style of self-presentation that is as positive as that of most people applying for a job.