



CounterpartMatch

Safety Report for Tina Sun

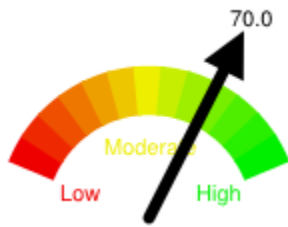
The US department of Labor Statistics (2007) reports that each year in the US there are over 5800 safety related deaths and 4.1 million non-fatal injuries. In addition to the incalculable suffering that results from these accidents, the direct costs of workplace accidents has been estimated to be \$51.8 billion annually in the United States alone.

Decades of research have shown that there are multiple determinants of workplace accidents. Safety training, leadership and incentives are necessary to help prevent accidents. However, even when the necessary training and procedures are put into place we find that some individuals are more likely than others to ignore or defy safety practices while others are more likely to get into accidents due to impatience, frustration, risk taking, and panicking. While predicting a specific accident is impossible, we are now able to predict individuals who are more likely than others to have a safety incident.

Personality consists of stable individual traits that influence how we interact with the world. Particularly when we are under stress and when there is little supervision our personality drives the decisions we make about how to act in a given situation. Knowing a lot about an individual's personality has been shown to predict who is most likely to have workplace accidents due to ignoring safety rules and procedures, panicking in stressful situations, or defying training due to arrogance. Despite these advances there is always the possibility that individuals labeled as safety risks will never have an accident and those labeled as a low safety risk will be unlucky and experience an accident. However, over time and with larger numbers of employees the use of personality-based screening tools has been shown to be a better predictor of accident rates than safety knowledge programs and leadership. Using all of the tools available to employers including training, procedures, building a safety culture, and screening out individuals who are more likely to have accidents is the best approach.

The CounterpartMatch approach to safety screening is based on the latest scientific data on workplace safety. This report is based on algorithms that predict five safety-related behaviors based on personality types. The best predictor is Overall Safety Risk and this should be given the most weight in your screening process. The remaining predictors provide you with some information on what to look for in

Overall Safety



Overall Safety assesses whether the applicant's personality is consistent with individuals who are more likely to be involved in safety-related incidents at work. Based on decades of basic research on the individual predictors of safety compliance and adherence high scorers are less likely to be involved in safety incidents than low scorers.

High

This applicant is more likely than average to adhere to safety standards and protocols, to react appropriately in emergencies and avoid unsafe practices.

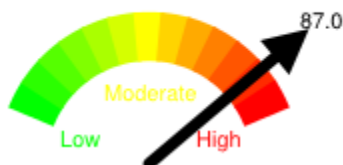
Panic Propensity



Individuals vary with respect to their likelihood of panicking when things start to go wrong. Decades of research show that Anxious and emotional individuals are more accident prone than individuals who tend to remain calm and cool in stressful situations.

This individual's results are consistent with workers who tend to remain very calm and collected in stressful situations. Workers who are **very low** on Panic Propensity are therefore less likely than others to have accidents at work due to panic.

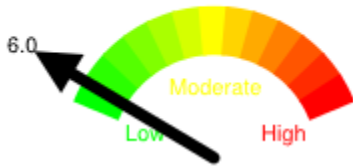
Recklessness



Reckless individuals are prone to impulsiveness and are impatient. They are more likely than others to want to cut corners to get things done quickly and this can include ignoring safety procedures.

This individual's results show that they are **Very High** in Recklessness. They are very impatient and much more likely than average to ignore rules and cut corners due to Recklessness.

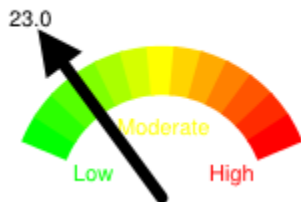
Safety Defiance



Some individuals show a high respect for authority and rules whereas others feel that rules are made to be broken and should be bent to fit their needs. High Safety defiance is associated with individuals who are likely to ignore safety procedures when they disagree with them or feel like they should not apply to them.

This individual is **Very Low** in Safety Defiance. They are likely to buy into safety rules and listen to supervisors who encourage safety procedures.

Distractible



Distractible individuals are more likely than others to lose focus on a task to talk to others or otherwise divide their attention between their work and other people or things in the workplace.

This individual's results are consistent with workers who tend to focus on the task at hand and are somewhat unlikely to be distracted by others or things around the work site. They score **Low** on Distractibility.

About this report

This report was created using the CounterpartMatch system. It includes information from three instruments: the HEXACO personality inventory; our Workplace Values inventory, and our Organizational Culture inventory. Although the report is sufficiently detailed to be used by most hiring managers, we strongly recommend taking our accreditation training offered by CounterpartMatch to get the most from your reports.

The report herein is generated from the results of questionnaires responded to by the respondent and also from employees in the hiring company and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire- based ratings in the interpretation of these data.

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