

THE SCIENCE OF PERSONALITY



The Selection Series

SAFETY | REPORT

HOGAN
ASSESSMENT SYSTEMS

Safety Report

Report for:

John Doe

ID #:

DC122159

Date:

March 10, 2008

HOGAN
ASSESSMENT SYSTEMS

The Science of Personality™

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INTRODUCTION

On-the-job accidents are a major source of unnecessary human misery and business expense, and companies have a moral and fiduciary responsibility to reduce them.

Research shows that some people tend to engage in unsafe behavior at work due to carelessness, recklessness, rebelliousness, and other reasons. In time, these behaviors increase the possibility of on-the-job accidents. Research also shows that unsafe work behavior is not a unitary concept—several distinct themes underlie this behavior. Finally, research indicates that it is possible to develop valid psychometric measures of these themes. We have studied accidents and safe work behavior since the early 1970s, and our Safety Report is based on that research. The report is organized in three sections.

Section I defines the dimensions of safety-related behaviors.

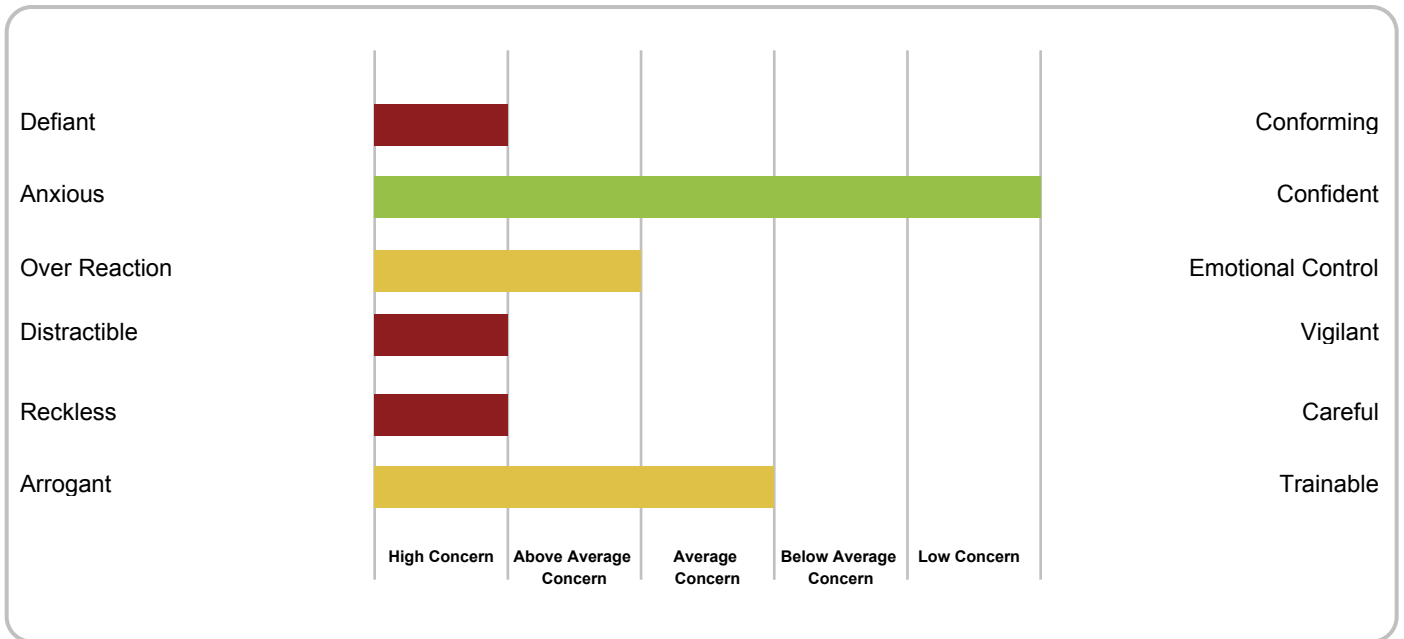
Section II provides a graphic report of the candidate's assessment results.

Section III summarizes the candidate's results and our recommendation regarding potential hiring

SECTION I - THE COMPONENTS OF SAFETY-RELATED BEHAVIORS:

- | | |
|--|--|
| <i>Defiant - Conforming:</i> | Low scorers defy authority, including ignoring company rules. High scorers tend to follow rules and guidelines. |
| <i>Anxious - Confident:</i> | Low scorers tend to panic under pressure and then make mistakes. High scorers tend to be sure of their decisions. |
| <i>Over Reaction - Emotional Control:</i> | Low scorers lose their temper and then make mistakes. High scorers keep their emotions under control. |
| <i>Distractible - Vigilant:</i> | Low scorers are easily bored, become inattentive, and then make mistakes. High scorers tend to stay focused on the task at hand. |
| <i>Reckless - Careful:</i> | Low scorers tend to take unnecessary risks that can lead to mistakes. High scorers evaluate options before making risky decisions. |
| <i>Arrogant - Trainable:</i> | Low scorers overestimate their own competency and, as a result, are hard to train, especially about safety-related issues. High scorers tend to be willing to listen to advice and take opportunities to learn more. |

SECTION II - GRAPHIC SUMMARY OF CANDIDATE'S RESULTS



SECTION III - SUMMARY OF RESULTS

CANDIDATE STRENGTHS

- Mr. Doe will seem steady under pressure.
- He rarely will panic or lose control.
- Mr. Doe can change directions quickly.
- He doesn't mind interruptions.

CANDIDATE AREAS OF CONCERN

- Mr. Doe may tend to ignore feedback about his work.
- He will tend not to learn from his mistakes.
- Mr. Doe may ignore rules when unsupervised.
- He will resist explicit guidelines about how to work.

OVERALL EVALUATION OF CANDIDATE

The Best Safety Practices Scale presented below is based on components of the dimensions presented above, in addition to data reflecting supervisory and coworker observations of true on-the-job safe work behaviors.

Based on these results, others are likely to observe this individual engaging in:

