

**Safety**  
**for**  
**Sam Sample**

**Produced by Selby & Mills in partnership with**  
**Example Organisation**

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Norm Group = **General population**

This report has been prepared with every care and in good faith. However the interpretation arises from the sum of the candidate's choices and preferences in answering a series of self-report inventories, and should therefore be seen purely as indicative of certain trends in their attitudes at that time.

The results are presented as stems where a score of 1 is low and 10 is high.

They are colour-coded; the darker the colour the higher the score and the stronger the persons preference.

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# SAFETY AND RULE CONFORMITY

The box below presents the candidate's overall score in relation to safety and rule conformity.

'Safety' is a description of the extent to which the candidate is likely to work in a way which will be conducive to the observation of health and safety legislation. It also evaluates the likelihood that their attitude towards safety may endanger themselves and others.

'Rule conformity' refers to the likelihood that the candidate will observe and respect rules, regulations and policies in the organisation and observe them. At the extreme this may involve an unquestioning acceptance of, and adherence to, rules.

## SAFETY INDEX

5

This person will consistently observe rules, policies and procedures, only rarely varying them according to the people they are with or the situation in which they find themselves. They will have strong respect for theirs and their colleagues' safety, and be able to display a high level of rule conformity without a large degree of discomfort. However, there may be rare occasions when they wish to vary a procedure, because they believe this will produce a better outcome. They will always do this in pursuit of the well-being of themselves and others and not be trying to cut corners. This is a satisfactory result.

## Safety Competencies

This section presents the candidate's results in relation to the individual safety competencies. Each sten score is accompanied by text to indicate the likely behaviours which are associated with the result they have achieved. Remember that they are unlikely to score very highly on every competency; indeed some competencies may, to some extent, conflict with each other. The value to be derived from this section lies in identifying those competencies which are particularly crucial to the successful performance of a job, related to safety and conformity, and to identify the candidate's likely behaviour in relation to these. The competency results should not be used in isolation but provide an input to the broader evaluation process, including the interview

### SELF-DISCIPLINE

8

This person will display considerable self-discipline and deliver commitments with close attention to detail. A strong result.

### RISK AVERSION

7

Generally pursue core job role requirements with little tendency to vary from these.

### ATTITUDE TO AUTHORITY

1

Prefers job discretion to do what they believe are the priorities, even if they vary from agreed goals. May not always display tenacity.

### VIGILANCE

4

Will maintain generally high standards, although they will not be consistent if the issue is perceived to be a lower priority. May be expedient with what they believe to be less important. Generally helpful and understanding of others, unless they disagree with their approach.

### PERSONAL STANDARDS

3

Shares in the setting of standards for staff, but only occasionally monitors them closely; may be aware of short-term conflicts of interest, but generally does not review commitments with the 'big picture' in mind. Is comfortable to accept second place.

## RESPONSIVENESS

6

They respond to issues which they believe they can resolve effectively and where they have a commitment to the person concerned. They are also capable of asserting their own priorities and allowing someone else to deal with the problem.

## FIRM BUT FAIR

4

They maintain generally high standards but may ask more of themselves than they do of others. They may be easy-going with those with whom they are familiar and a little harsher with some of the others.

## SECURITY

10

They prefer a clear work role which does not suddenly change. For them, a clear organisational structure and reporting relationship is a corner stone of their security at work.

## STRUCTURE

8

They prefer clear work structures, status and objectives. When these are in place they feel they work most effectively. They may be unsettled by prolonged change and uncertainty.

This is the end of your report.

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