



Accidents at work cause unnecessary stress and business expense. Hogan's Safety Report identifies risks that individuals possess which lead to on-the-job accidents. Research shows that unsafe behaviors can be assessed using psychometrically validated measures. The Safety Report is based on this research and has proven effective at identifying these characteristics across industries.

- Based on unsafe work behavior research since the 1970s
- Identifies six distinct scales of safety related behavior
- Determines three areas of general employment fit
- 15-minute average completion time
- Administered online 24/7
- Reports generated within seconds

## SAFETY-RELATED BEHAVIOR

**Defiant - Compliant:** Low Scorers ignore authority and company rules. High scorers willingly follow rules and guidelines.

**Panicky - Strong:** Low scores tend to panic under pressure and make mistakes. High scorers are steady under pressure.

**Over-Reaction – Anger Management:** Low scorers lose their tempers and then make mistakes. High scorers control their tempers.

**Distractible - Vigilant:** Low scorers are easily distracted and then make mistakes. High scorers stay focused on the task at hand.

**Reckless - Cautious:** Low scorers tend to take unnecessary risks. High scorers evaluate their options before making risky decisions.

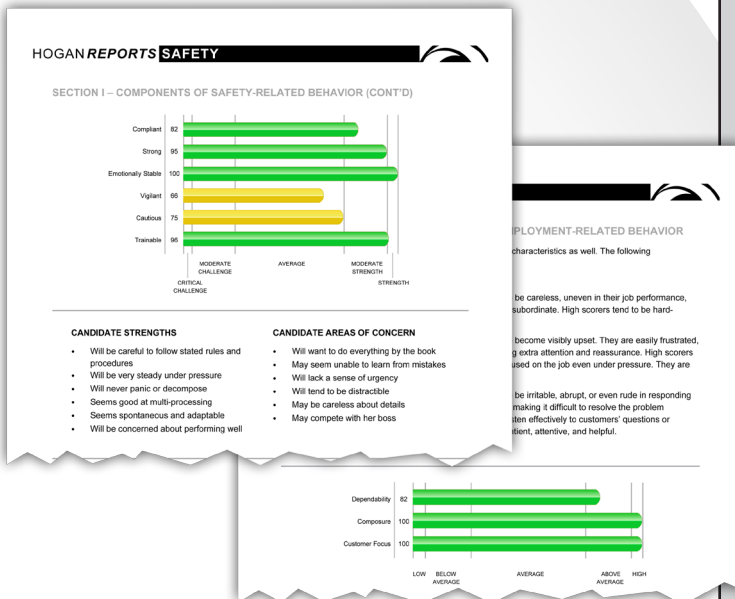
**Arrogant - Trainable:** Low scorers overestimate their competency and are hard to train. High scorers listen to advice and like to learn.

## GENERAL EMPLOYMENT FIT

**Dependability** - Concerns following established procedures and making work-related activity a priority.

**Composure** - Concerns handling stress and pressure without becoming upset or emotional.

**Customer Focus** - Concerns the capacity to relate to client or customers in a friendly, positive, and helpful manner.



The results of the Safety Report include graphic representations of safety-related behavior and general employment fit.