

WSP

Workplace Safety Profile

Measures:

- ✓ Safety attitudes
- ✓ Risk-taking behaviours
- ✓ Likelihood of causing accident or injury

Estimated Time:

10 minutes (short form)

15 minutes (long form)

The Workplace Safety Profile (WSP) is a risk assessment that measures a candidate's attitudes towards safety. The results provide a reliable indication of the likelihood that an individual will be involved in accidents or cause injury to themselves or others at work. The WSP can help organisations reduce the occurrence of workplace incidents and is primarily used for roles where safety behaviour is an important factor.

It's available in two versions: the short form assesses safety control, risk aversion and stress management, while the long form also includes drug aversion and attitudes towards violence.



Lisa Sample

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



RISK TEST

Workplace Safety Profile - Long

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, Katherine'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
- Follow safety policies and procedures
- Generally display safe workplace behavior
- 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.

Drug Aversion
Percentile **34**

Attitudes Towards Violence
Percentile **99**

Score Report Data That Helps You Hire

Each report provides powerful information in an intuitive and easily understandable format.

What you'll find:

- 1 PERCENTILE:** An overall performance metric indicating the candidate's performance relative to others
- 2 SUB-SCORES:** The candidate's percentile for each of the three to five categories: Safety Control, Risk Aversion, Stress Management, Drug Aversion,* Attitudes Towards Violence*
- 3 Customised interview questions**

Results are instant – view your candidates' score reports as soon as they finish the assessment.

*Available in long form only

Reducing risk across the organisation leads to:

- ✓ Fewer workplace incidents
- ✓ Cost savings from property damage and compensation claims
- ✓ Reduced cost of insurance
- ✓ Strong “safety culture”



Promote a Strong Safety Culture

The WSP predicts the likelihood that someone will engage in risk-taking behaviour or condone that behaviour in others. By using the WSP to hire, organisations can contribute positively to their safety culture, helping to ensure that employees will avoid taking actions that may harm themselves or others. It also increases the likelihood that employees will speak up if an unsafe action is occurring. The result is a workplace where employees can feel safe and productive.

Scientifically Validated

The WSP has been extensively validated, demonstrating that the test is highly predictive of job performance for a wide variety of jobs. Validation studies have demonstrated that the WSP is strongly related to safety outcomes including serious injuries, minor injuries, and accidents at work.

Top Positions for WSP

- ✓ Manufacturing
- ✓ Construction and Mining
- ✓ Oil and Gas
- ✓ Driving & Transportation/Logistics

Case Study

A heavy machinery supplier found that employees who scored as “High Risk” on the WSP were disproportionately responsible for workplace incidents, leading to significantly higher costs.

Average Claim Payments by WSP Score



7.8x more money paid in safety claims