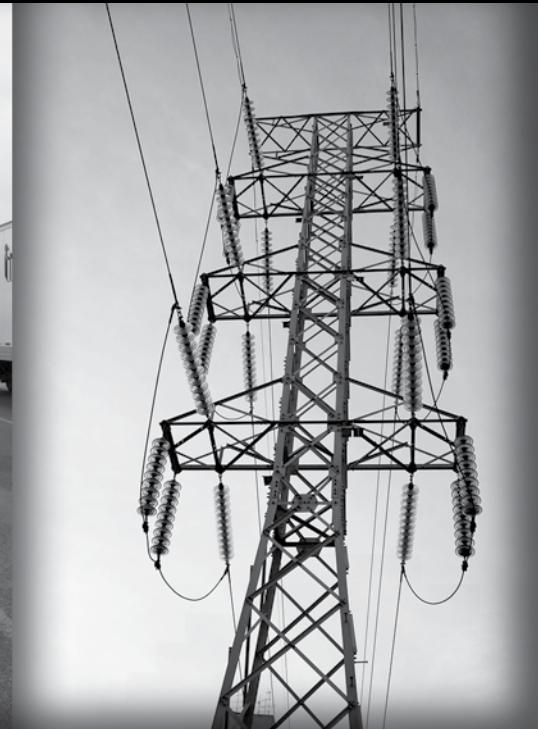
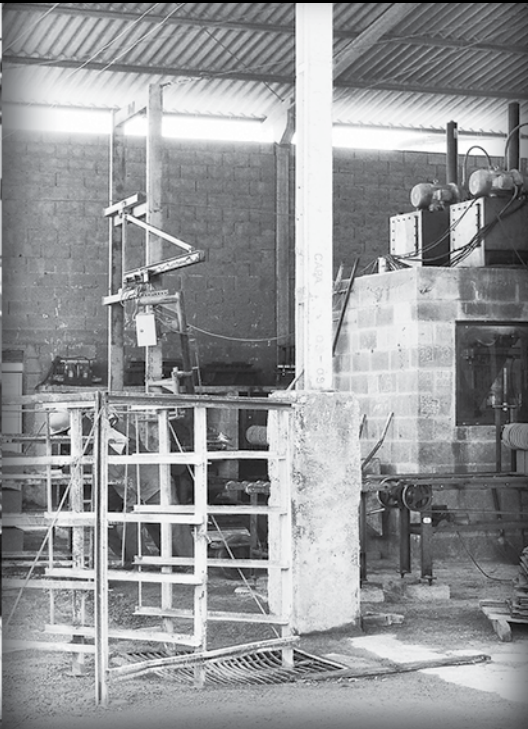


# SAFESYSTEM

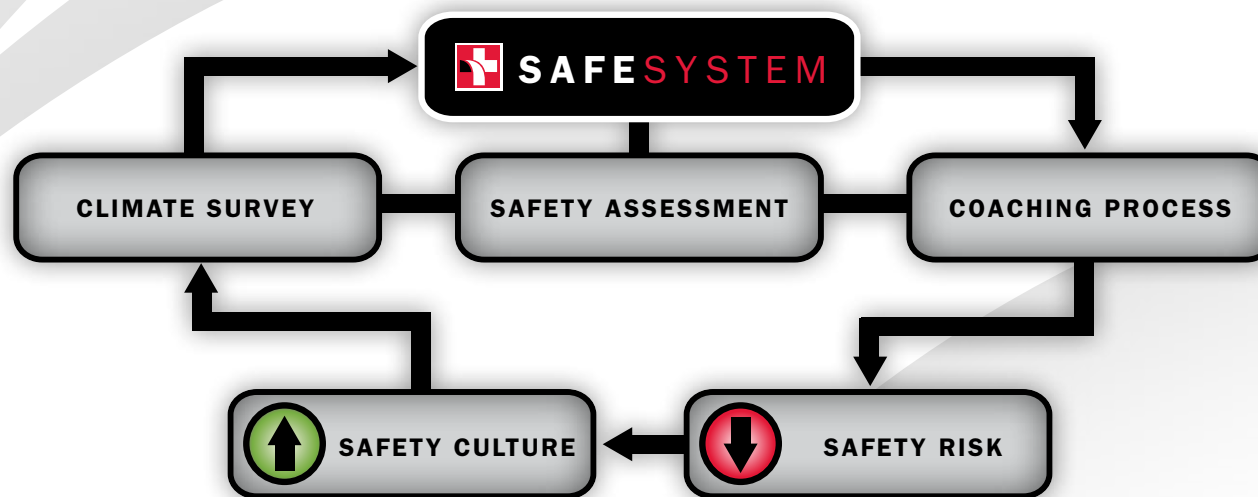


IMPROVING SAFETY-RELATED BEHAVIOR IN THE WORKPLACE

Safety is paramount to success. And without insight into how individuals contribute to the safety climate, even the most extensive safety program will have limited success.

SafeSystem is the culmination of more than 100 years of research on workplace safety. Hogan has identified three crucial components of workplace safety: a culture of worker engagement – engaged workers will follow rules and regulations; worker personality – some people are more accident prone than others; and organizational leadership – safety improves when it is valued by management.

SafeSystem brings these three components together, evaluating the culture of engagement as it relates to safety, evaluating the orientations of individual workers, and creating a coaching process.



- **The SafeSystem Climate Survey** provides feedback regarding the perceptions of safety at all levels of your organization and results in a company-wide safety score.
- **The Hogan Safety Assessment** evaluates employees and job applicants in terms of six safety-related competencies and provides valuable information for helping them develop safer work behaviors.
- **The SafeSystem Coaching Process** provides leadership with the data-based feedback needed to build and maintain a culture of safe working practices.

Hogan's SafeSystem is built on the Hogan Personality Inventory (HPI), the industry standard for predicting job performance. The HPI is supported by more than 30 years of research and is the foundation for thousands of current selection and development programs around the world.







The SafeSystem Climate Survey is a quick, effective way for organizations to measure company-wide perceptions of safety. It is also designed to track the performance of new safety initiatives and ensure policy consistency between organizational levels.

Administered online, the survey is easy and convenient to use. Participants receive survey invitations electronically and log in to complete 40 safety-related questions. The survey takes approximately 15-20 minutes and the results are automatically captured and compiled.

Once the participants have completed the survey, Hogan scores the responses and produces a customized Employee Safety Climate Survey Report. Based on the responses, each of the survey questions is assigned a score.

Scores are aggregated to produce a company-wide safety score. Scores also provide details at the item level to identify strengths and disconnects in the current safety strategy and a summary page detailing average scores for various demographic classifications.

## Scale: Defiant - Compliant

**Low scorers** defy authority, and may ignore company rules.

**High scorers** tend to follow rules and guidelines.

## Case Study: Following Procedure

On April 26, 1986, the world witnessed the costliest accident in history. The death toll attributed to Chernobyl, including people who died from cancer years later, is estimated at 125,000. The total costs including cleanup, resettlement, and compensation to victims has been estimated to be roughly \$200 billion. The accident was officially attributed to power plant operators who violated plant procedures and were ignorant of the safety requirement needs.



## Scale: Panicky - Strong

**Low scorers** may panic under pressure.

**High scorers** tend to be sure of their decisions.

## Case Study: Handling Stress

On February 13, 2009, a Continental Airlines commuter plane crashed into a house in Buffalo, New York, killing everyone aboard and one person on the ground. The aircraft's black box recorded strictly-prohibited "irrelevant chatter" between the pilots. In-flight recorders also proved that the head pilot panicked and pulled the nose of the aircraft up, causing it to stall and crash.





The **Hogan Safety Assessment** empowers companies to make better hiring decisions and for safety-sensitive jobs and to evaluate the safety orientation of their employees. Using a 15-minute, 206-question assessment, we examine each participant against six safety competencies:

- **Compliant** - High scores will conform to organizational guidelines and will be less likely to defy organizational authorities or ignore company rules.
- **Strong** - High scores will exhibit confidence in their work and will be less likely to make mistakes by panicking under pressure.
- **Cheerful** - High scores will display emotional control while working and will be less likely to make mistakes by losing their temper.
- **Vigilant** - High scores will remain attentive while performing repetitive tasks and will be less likely to make mistakes because of boredom.
- **Cautious** - High scores will perform work carefully, avoiding unnecessary risk and will be less likely to make mistakes by taking excessive risks.
- **Trainable** - High scores will remain open to new training/development and will be less likely to overestimate their own competence due to arrogance.

Recent research in the transportation industry shows:

**Drivers with low Compliant scores were:**

- Almost FIVE TIMES more likely to have had at least one preventable accident
- More than TWICE as likely to have had at least one driving violation

**Drivers with low Emotionally Stable scores were:**

- More than TWICE as likely to have had at least one driving violation

**Drivers with high Dependability scores were:**

- More than THREE TIMES LESS likely to have had unexcused work absences
- TWICE as likely to be rated as high overall performers

### Scale: Irritable - Cheerful

**Low scorers** may easily lose their temper.

**High scorers** tend to remain calm, even in stressful situations.

### Case Study: Maintaining Emotional Control

On January 15th, 2009, US Airlines flight 1549 crash-landed in the Hudson River. All 155 passengers on board survived and were accounted for. The aircraft's pilot, Chesley B. "Sully" Sullenberger, was described as "calm, cool and collected" as he successfully performed the water landing, for which there is no training. Thanks to Sullenberger's focus and composure, a tragic accident was averted.



### Scale: Distractible – Vigilant

**Low scorers** can be easily bored, and become inattentive.

**High scorers** tend to stay focused on the task at hand.

### Case Study: Focused Attention

On September 12, 2008, 25 people were killed when a Metrolink commuter train crashed head-on into a Union Pacific freight train in Los Angeles in what was one of the worst train crashes in California history. It is suspected that the Metrolink train ran through a red signal, because the train's conductor was distracted by text messaging. Wrongful death lawsuits stemming from this crash are expected to result in losses of more than \$500 million for Metrolink.



The **SafeSystem Coaching Process** is a flexible approach to real safety change. The safety reports offer the strategic self-awareness necessary for supervisors and employees to identify and improve their personal and team safety behaviors.

**SafeSystem Coaching for Individuals:**

- Each participant will receive a development-focused Safety Report and access to an online coaching course based on the participant's personal results.
- The coaching course provides examples of common risks and behaviors associated with the participant's scores.
- The Safety Performance Improvement Plan outlines safety-related targets for individual development.

**SafeSystem Coaching for Supervisors:**

- The supervisor coaching course focuses on using the SafeSystem Assessment data during normal, daily supervision and coaching.
- Supervisors receive worksheets to be used in meetings with individual team members.
- Supervisors can work with individual team members to create Safety Performance Improvement Plans based on feedback and the online training course.



## Scale: Reckless – Cautious

**Low scorers** are prone to taking unnecessary risks.

**High scorers** tend to evaluate options before making risky decisions.

## Case Study: Avoiding Unnecessary Risks

On March 24, 1989, the Exxon Valdez struck a reef off the Alaskan coast, spilling 10.8 million gallons of oil into Prince William Sound. Captain Joseph Hazelwood had left the controls and was found to be intoxicated and in dereliction of duty. The environmental impact was one of the greatest in history and the resulting cleanup effort cost Exxon \$2.5 billion.



## Scale: Arrogant – Trainable

**Low scorers** overestimate their own competence and may be difficult to train.

**High scorers** tend to listen to advice and take advantage of learning opportunities.

## Case Study: Training and Development

On March 15th, 2008, a large crane collapsed in Manhattan, killing seven people and hospitalizing several others in critical condition. New York City's Department of Buildings blamed faulty rigging for the failure. The contractors in charge of the crane used four nylon slings to secure an 11,000 pound crane support when eight steel chain braces should have been used.

All Hogan research, implementation strategies, and technical documents conform to guidelines and practices defined in the *Principles for the Validation and Use of Personnel Selection Procedures* and the *Uniform Guidelines on Employee Selection Procedures*. The *Hogan Safety Report Technical Manual* provides detailed technical information about report construction, validity, and administration.

When used as part of a properly-administered hiring and training process, SafeSystem provides an efficient and legally-defensible solution for enhancing safety awareness.

The assessment is administered online in a non-proctored setting and results are delivered within 60-90 seconds of completion.

All SafeSystem assessment and reporting options can be user controlled through Hogan's easy-to-navigate online portal, affording 24/7 access to manage accounts and customized based on the specific needs of your organization.







[www.hogansafesystem.com](http://www.hogansafesystem.com)



**For more information or to order, please call 800.756.0632,  
or email [safesystem@hoganassessments.com](mailto:safesystem@hoganassessments.com)**

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