

EMPLOYER REPORT
FOR HIRING, TRAINING, AND COACHING



Driver Safety Quotient™

Standard Report

PARTICIPANT:

John Doe

August 15, 2013



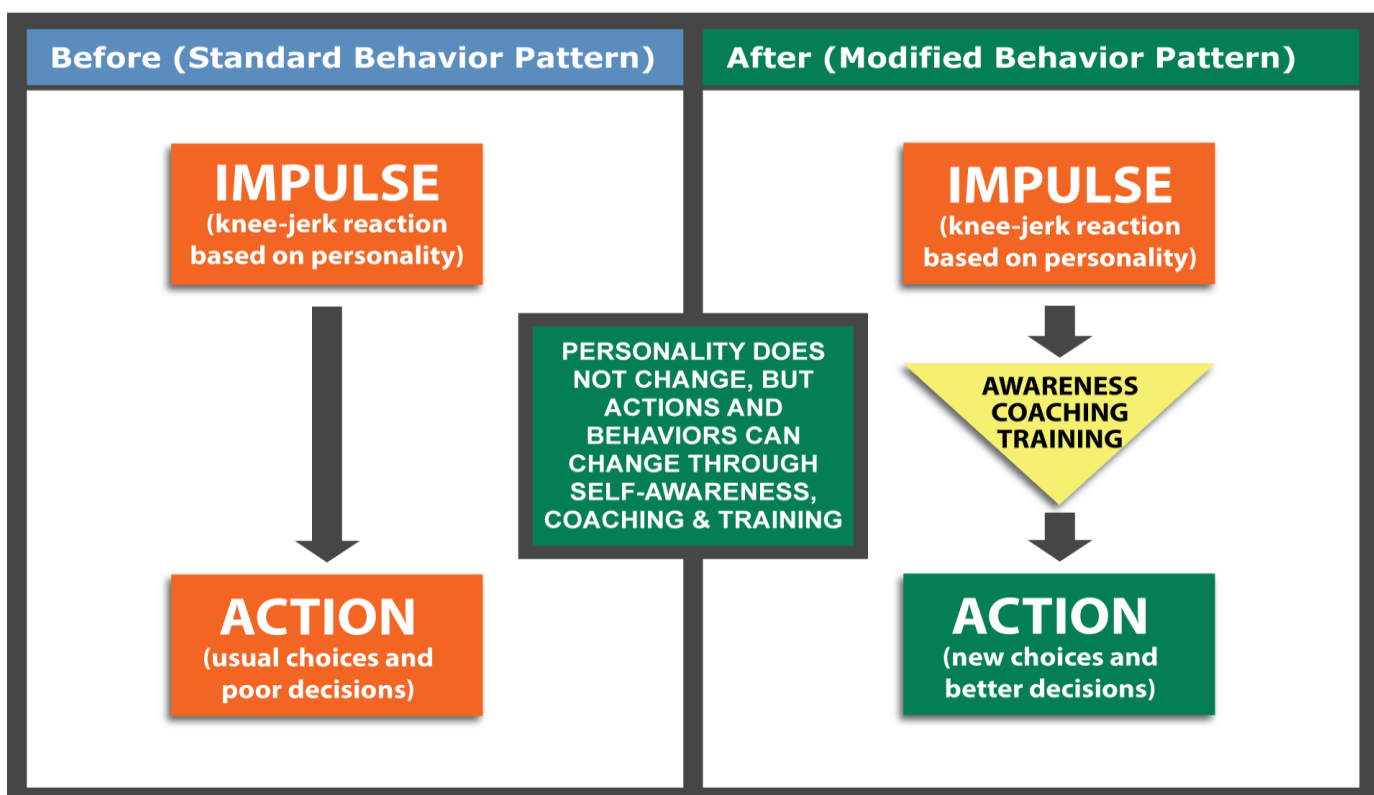
About the *Driver Safety Quotient Report*:

This Employer report is for the employer's reference to help become more aware of this person's personal safety risk factors behind the wheel. The report provides safety risk results and provides training/coaching tips and interview questions tailored to this person's unique risk profile.

Please keep the following points in mind as you review the results:

- The purpose of this report is to provide information on this person's potential safety risks and suggestions to help him or her stay safe on the road.
- Most people learn how to manage themselves and keep their safety risks low through experience on the road. This person may be doing a good job of this already but all of us have areas where we can improve. This report will provide ideas for to consider to help this person be even safer on the road.
- Having results in the Higher Risk range is not unusual. Many people have at least one area in the Higher Risk range. The results simply highlight areas where the person is more likely to engage in behaviors that raise their safety risk level. The training/coaching tips in the report give suggestions on how to reduce the influence of these risk factors.
- Personality is only one of the many contributing factors linked to safety incidents. Other factors should be considered, such as (1) Physical Conditions: impaired vision or hearing, preexisting injuries, lack of coordination, motor skills impairment, etc., and (2) Temporary Conditions: stress, sleep deprivation, financial stress, illness, bereavement, etc.

How Behavior Can Change:



Section 1 - Road Safety Risk Factors

This section is a summary of this person's safety-related personality traits calculated from responses to questions in the assessment the person completed. Everyone has core personality traits and tendencies that affect behaviors. These personality-based "default settings," can be hard to change but increasing our awareness of them and consciously correcting unsafe behaviors will reduce risk. The risk levels reported below indicate the probability that the person will engage in unsafe behaviors, which may lead to incidents.

Dimension	Risk Level		
	Lower Risk	Average Risk	Higher Risk
Rule-Resistant: Higher risk individuals may ignore authority and road rules. Unsafe driving examples may include violating regulations, speeding, running red lights, unsafe turning, failing to signal, not wearing a seatbelt. Lower risk individuals tend to willingly follow guidelines, follow training and are compliant with laws.			
Irritable: Higher risk individuals may have a negative view of others' driving and may become easily annoyed or display aggression (road rage) toward other drivers. Unsafe driving examples may include tailgating, swerving, aggressive passing, sudden lane changes, gesturing. Lower risk individuals tend to be less irritable and able to control their emotions.			
Distractible: Higher risk individuals seek stimulation and variety, and may be easily distracted by things inside and outside the vehicle. Unsafe driving examples may include talking on mobile, texting, changing music, eating, being unaware of traffic signs. Lower risk individuals are able to stay focused and alert.			
Anxious: Higher risk individuals may panic or freeze when faced with unexpected road situations, and may feel unsure about their driving abilities. Unsafe driving examples may include freezing, avoidance of driving, slow driving, hesitancy at intersections, over-braking. Lower risk individuals tend to be confident drivers and are steady and calm under pressure.			
Risk-Taking: Higher risk individuals tend to seek excitement, enjoy taking risks and may underestimate possible negative consequences of their actions. Unsafe driving examples may include speeding, rapid acceleration, high-speed cornering, ignoring precautions or preventative measures. Lower risk individuals are not thrill seekers and tend to carefully evaluate their options before making decisions.			
Overall Risk Score: An overall average of the five safety scales presented above.			
	Lower Risk	Average Risk	Higher Risk

We cannot predict the occurrence of specific incidents. We can only predict the possibility that people will engage in certain behaviors which, if they persist, will make incidents more likely. These assessment results should always be considered in the context of all available information about a person and should not be used as the sole factor for making employment-related decisions.

Section 2 - Training/Coaching Tips & Management Considerations

Rule-Resistant - Mr. Doe scored in the Higher Risk range.

This area measures rule-following and openness to training and coaching. Higher risk individuals may ignore authority and road rules. Lower risk individuals tend to willingly follow guidelines, follow training and coaching, and are compliant with laws.

Possible coaching/training areas related to how Mr. Doe scored on this dimension:

- Monitoring of compliance to laws and regulations may be necessary, especially in the first few months
 - May need encouragement to be open to learning and new experiences
 - May need to be reminded of the consequences of ignoring rules and regulations
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Irritable - Mr. Doe scored in the Higher Risk range.

This area measures emotional control & how stress affects interactions with others. Higher risk individuals may become easily annoyed or display aggression toward others. Lower risk individuals tend to be less irritable & able to control their emotions.

Possible coaching/training areas related to how Mr. Doe scored on this dimension:

- May need time to “cool off” after becoming frustrated
 - May need encouragement to let go of grudges
 - Would benefit from hearing positive performance feedback
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Distractible - Mr. Doe scored in the Higher Risk range.

This area measures maintaining focus and the need for variety and stimulation. Higher risk individuals seek stimulation and variety, and may be easily distracted. Lower risk individuals are able to stay focused and alert.

Possible coaching/training areas related to how Mr. Doe scored on this dimension:

- May be tempted to stray from standard operating procedures
 - May become bored or restless quickly
 - May not be suited to roles involving long periods of focus and concentration
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Anxious - Mr. Doe scored in the Average Risk range.

This area measures the ability to handle stress and think clearly when under pressure. Higher risk individuals may panic in unexpected situations & may feel unsure about their abilities. Lower risk individuals tend to be confident & calm under pressure.

Possible coaching/training areas related to how Mr. Doe scored on this dimension:

- Would benefit from positive feedback
 - Should be encouraged to build confidence through skill development
 - Able to handle normal levels of stress and pressure
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Risk-Taking - Mr. Doe scored in the Average Risk range.

This area measures excitement seeking & decision-making. Higher risk individuals tend to seek excitement and underestimate consequences of their decisions. Lower risk individuals tend not to seek excitement & carefully evaluate situations before acting.

Possible coaching/training areas related to how Mr. Doe scored on this dimension:

- Able to take quick action in unusual situations
 - Likely to think through the consequences before acting
 - Not likely to require frequent monitoring of compliance
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Section 3 - Suggested Interview Questions

Rule-Resistant - Mr. Doe scored in the Higher Risk range.

This area measures rule-following and openness to training and coaching. Higher risk individuals may ignore authority and road rules. Lower risk individuals tend to willingly follow guidelines, follow training and coaching, and are compliant with laws.

Interview Questions – Suggested questions to probe into the Rule-Resistant area to assess 'Fit':

- Tell me about a time when someone gave you advice on how to improve your driving. What did the person suggest and how did you respond?
 - Tell me about a time when you were supposed to follow regulations that you thought were unnecessary. What was the situation and what did you do?
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Irritable - Mr. Doe scored in the Higher Risk range.

This area measures emotional control & how stress affects interactions with others. Higher risk individuals may become easily annoyed or display aggression toward others. Lower risk individuals tend to be less irritable & able to control their emotions.

Interview Questions – Suggested questions to probe into the Reactive area to assess 'Fit':

- Give me an example of a time that you became angry at another driver. What was the situation and what did you do?
 - What are the things that other drivers do that you find to be extremely annoying? What do you do when you encounter these situations?
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Distractible - Mr. Doe scored in the Higher Risk range.

This area measures maintaining focus and the need for variety and stimulation. Higher risk individuals seek stimulation and variety, and may be easily distracted. Lower risk individuals are able to stay focused and alert.

Interview Questions – Suggested questions to probe into the Distractible area to assess 'Fit':

- Tell me about a time when you were distracted and you narrowly avoided a crash. Describe the situation in detail.
 - We all become bored at times. What are some of the things you have done to prevent boredom while driving?
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Anxious - Mr. Doe scored in the Average Risk range.

This area measures the ability to handle stress and think clearly when under pressure. Higher risk individuals may panic in unexpected situations & may feel unsure about their abilities. Lower risk individuals tend to be confident & calm under pressure.

Interview Questions – Suggested questions to probe into the Anxious area to assess 'Fit':

- Give me an example of a time when you were afraid when you were driving. What was the situation and how did you handle it?
 - Tell me about an extremely stressful driving situation you were in. What happened and how did you deal with the stress?
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Risk-Taking - Mr. Doe scored in the Average Risk range.

This area measures excitement seeking & decision-making. Higher risk individuals tend to seek excitement and underestimate consequences of their decisions. Lower risk individuals tend not to seek excitement & carefully evaluate situations before acting.

Interview Questions – Suggested questions to probe into the Risk-Taking area to assess 'Fit':

- Tell me about a time when you had to drive in dangerous conditions. What was the situation and how did you handle it?
 - Tell me about a time when you had to take a risky action while driving. What was the situation, what action did you take and what was the result?
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