

**PARTICIPANT REPORT**  
FOR SELF-COACHING



**Driver Safety Quotient™**  
Standard Report

PARTICIPANT:

John Doe

August 15, 2013



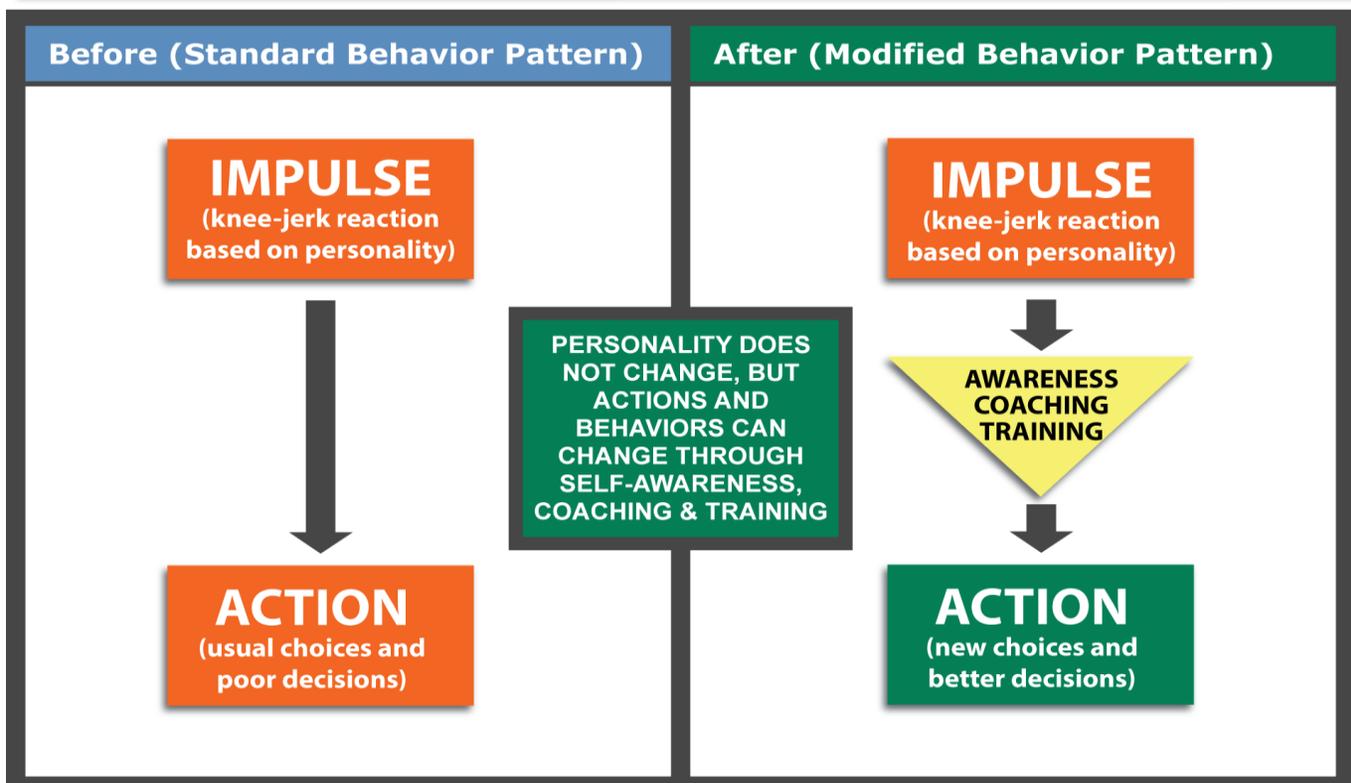
# About your *Driver Safety Quotient* Self-Coaching Report:

Thank you for completing the assessment. This Self-Coaching report is for your own reference so you can be more aware of your own personal safety risk factors behind the wheel. The report provides your results and gives you self-management tips tailored to your own unique risk profile.

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

- The purpose of this report is to provide you with information and suggestions to help you stay safe on the road.
- Most people learn how to manage themselves and keep their safety risks low through experience on the road. You're probably doing a good job of this already, but all of us have areas where we can improve. This report will simply provide you with ideas for you to consider that will help you be even safer on the road.
- Having results in the Higher Risk range is not unusual. Most people have at least one area in the Higher Risk range. The results simply highlight areas where you are more likely to engage in behaviors that raise your safety risk level. The self-coaching tips in the report give you suggestions on how you can 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 your safety-related personality traits calculated from responses to questions in the assessment you 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 you will engage in unsafe behaviors, which may lead to incidents.

Dimension	Risk Level		
	Lower Risk	Average Risk	Higher Risk
<p><b>Rule-Resistant:</b> 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.</p>			
<p><b>Irritable:</b> 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.</p>			
<p><b>Distractible:</b> 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.</p>			
<p><b>Anxious:</b> 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.</p>			
<p><b>Risk-Taking:</b> 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.</p>			
<p><b>Overall Risk Score:</b> An overall average of the five safety scales presented above.</p>			
	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.

## Section 2-Self-Coaching Considerations & Tips

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### Rule-Resistant - You 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.

#### Self-coaching considerations and tips related to your result in this area:

- Remind yourself not to disregard laws and regulations, especially when you are in a rush.
  - Try to be open to learning and new experiences.
  - Keep reminding yourself about the consequences of ignoring rules and regulations.
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### Irritable - You 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.

#### Self-coaching considerations and tips related to your result in this area:

- Take time to cool off after becoming frustrated or annoyed with other drivers.
  - If you feel angry, don't react quickly. Count to ten or take a few minutes on the side of the road.
  - Let go of grudges. Try not to take what other drivers do personally.
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### Distractible - You 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.

#### Self-coaching considerations and tips related to your result in this area:

- You're more likely than others to become bored or restless quickly.
  - Be aware of what distracts you and force yourself to stay focused in these situations.
  - Distractibility is the number one cause of road crashes. Above all else, focus on the road.
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### Anxious - You 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.

#### Self-coaching considerations and tips related to your result in this area:

- You would benefit from positive feedback from your manager.
  - It's best for you to gradually build your confidence through skill development.
  - You're able to handle normal levels of stress and pressure.
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### Risk-Taking - You 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.

#### Self-coaching considerations and tips related to your result in this area:

- You're able to take action in unfamiliar situations.
  - You usually think through the consequences before acting.
  - Keep in mind the negative consequences of risk-taking.
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# SafeSELF Action Plan

**Employee:** John Doe

**Date:** August 15, 2013

## Introduction

This **SafeSELF Action Plan** provides feedback and recommendations on potential safety risks and requires you to identify specific behaviors that you are committing to improve. Creation of the SafeSELF Action Plan clarifies the issues surrounding your safety risks and holds you accountable for improvement in these risk areas.

## PART 1 - Safety Risk Factors

One of the pieces of information that can be helpful to you in improving your safety behaviors is your **Driver Safety Quotient (DSQ)** assessment results. The assessment results can be used to make you more aware of your own personal safety risk factors on and off the job.

Your results are detailed below:

### Area 1 – Rule-Resistant

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.

Your Results:	Tips from industry data for workers who scored like you on this area:	What you can do to improve your Safety- Behavior related to this area (Please fill in your ideas below):
<p><b>Rule-Resistant - You scored in the HIGHER RISK range.</b></p>	<ul style="list-style-type: none"> <li>• You'd prefer to have freedom in how you do your work</li> <li>• You're comfortable questioning how things are done</li> <li>• Ask your supervisor if you want to know the reasons for rules or procedures</li> <li>• Give improvement ideas to your supervisor, not your co-workers</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

## **PART 1 - Safety Risk Factors Continued**

### **Area 2 – Irritable**

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.

<b>Your Results:</b>	<b>Tips from industry data for workers who scored like you on this area:</b>	<b>What you can do to improve your Safety- Behavior related to this area (Please fill in your ideas below):</b>
<b>Irritable - You scored in the HIGHER RISK range.</b>	<ul style="list-style-type: none"> <li>• You may get annoyed easily when you're stressed, tired or in a rush</li> <li>• Count to 10 to "cool off" after becoming irritated</li> <li>• Try not to take others' behavior personally. Avoid conflict.</li> <li>• Concentrate on things you can control</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

### **Area 3 – Distractible**

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.

<b>Your Results:</b>	<b>Tips from industry data for workers who scored like you on this area:</b>	<b>What you can do to improve your Safety- Behavior related to this area (Please fill in your ideas below):</b>
<b>Distractible - You scored in the HIGHER RISK range.</b>	<ul style="list-style-type: none"> <li>• Recognize when you become bored or restless</li> <li>• Take a "time out" &amp; organize yourself if you're feeling distracted</li> <li>• Force yourself to stay focused when doing safety-sensitive tasks</li> <li>• Be aware of what distracts you &amp; stay focused in these situations.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

# PART 1 - Safety Risk Factors Continued

## Area 4 – Anxious

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.

Your Results:	Tips from industry data for workers who scored like you on this area:	What you can do to improve your Safety- Behavior related to this area (Please fill in your ideas below):
<b>Anxious - You scored in the AVERAGE RISK range.</b>	<ul style="list-style-type: none"> <li>• Try to limit your time working in high stress and pressure</li> <li>• Remind yourself that mistakes are developmental opportunities</li> <li>• Take a minute to re-focus when you feel rushed</li> <li>• Continue with skill development in order to keep building confidence</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

## Area 5 – Risk-Taking

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.

Your Results:	Tips from industry data for workers who scored like you on this area:	What you can do to improve your Safety- Behavior related to this area (Please fill in your ideas below):
<b>Risk-Taking - You scored in the AVERAGE RISK range.</b>	<ul style="list-style-type: none"> <li>• You tend to have a good understanding of risks &amp; outcomes</li> <li>• Watch that you don't become overconfident &amp; take unsafe risks</li> <li>• Always consider possible negative consequences of your actions</li> <li>• Remember that sometimes it's best to take immediate action</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>

## **PART 2 - Creating Your Action Steps**

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Your **SafeSELF Action Plan** requires you to provide details on two safety-related behaviors that you want to focus on to improve your personal safety and the safety of others. These may be behaviors identified in Part 1 of this document or they may be other behaviors you've engaged in on or off the job.

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Describe ***two safety-related behaviors*** you have engaged in that require your improvement.

### **1. Describe the safety-related behaviors that require your improvement:**

Behavior 1:

Behavior 2:

### **2. Describe the situation where you engaged in the behavior.**

Behavior 1:

Behavior 2:

### **3. Describe what triggered your behavior or what caused you to act in that manner?**

Behavior 1:

Behavior 2:

### **4. Describe what you were thinking and feeling at the time you were engaged in the behavior.**

Behavior 1:

Behavior 2:

## **PART 2 - Continued**

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**5. Describe the consequences of your behavior and the potential consequences. Who was affected by your behavior? Who else could have been impacted by your behavior.**

Behavior 1:

Behavior 2:

**6. What are your goals for improving your actions and behaviors? What is the end result you are committing to reaching?**

Behavior 1:

Behavior 2:

**7. What specific actions will you take to improve your behaviors?**

Behavior 1:

Behavior 2:

## **PART 2 - Continued**

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**8. What are some difficulties you might face when trying to improve your behaviors?**

Behavior 1:

Behavior 2:

**9. What can you do to minimize these difficulties?**

Behavior 1:

Behavior 2:

**10. What are the benefits to you and to others for you improving your behaviors?**

Behavior 1:

Behavior 2:

# **PART 3 - Your Commitment**

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1. I acknowledge that my number one priorities while working on behalf of this company are:

- My personal safety and the well-being of the general public and my co-workers
- The protection of my vehicle and its contents
- Compliance with all applicable security regulations

2. I commit to taking the action steps outlined in Part 2: Action Steps to improve my personal safety and the safety of others.

3. I agree to provide progress updates to my supervisor at all future reviews that will include:

- a. Progress reports against my goals of improving the two safety behaviors I described in Part 2: Action Steps.
- b. Any challenges I am facing in meeting my improvement goals and what I am doing to address these challenges.
- c. Any incidents of high risk behavior I've engaged in.
- d. Any help or assistance I need in meeting my improvement goals.

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*(Employee Name)*

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*(Employee Number)*

\_\_\_\_\_  
*(Employee Signature)*

\_\_\_\_\_  
*(Date)*