

## Dangerous personalities

How SafeSystem can reduce unsafe behaviours at work

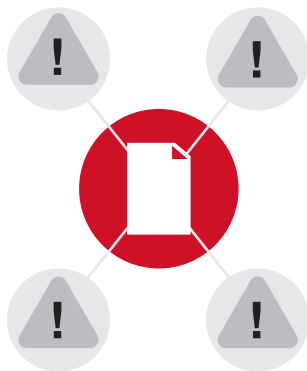
### Safe System Framework

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Research over the years has shown that the propensity for unsafe behaviours can actually be measured and predicted through psychometrically validated surveys. By analysing the unique personality of a worker, organisations can assess the level of risk they may present - and take steps to reduce the chances of accidents occurring.

The SafeSystem framework, delivered by Peter Berry Consultancy and Hogan Assessments, is a comprehensive and validated approach to workplace safety that incorporates employee assessments at all levels - organisational, leader, supervisory and front line.

The framework is made up of four components, which can be picked and mixed to form a customised package for any organisation. By allowing companies to rate employees across a range of competencies, the system can help identify the most and least safety-minded workers, improve training programs and encourage a workplace culture of safety.



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## Safety Climate Survey

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The Safety Climate Survey was developed by Peter Berry in conjunction with Hogan, drawing on more than 30 years of research into unsafe work behaviours. It is an effective tool in assessing the safety climate of your workplace - and finding ways to improve it.

By collecting anonymous feedback from employees, organisations can perform a critical risk analysis and measure the existing safety attitudes of its employees across a number of themes. The results of the survey can then be integrated into the company's overall safety planning and strategy.

The survey is delivered to employees via an online or written questionnaire. Surveys can be customised according to respondent demographics to generate the most accurate and meaningful insights.

The fact that the survey is aligned with local legislation and standards, such as Australia's Work Health and Safety Act, Workers Compensation reporting categories and Safe Work Australia's occupational disease indicators, means it has been built with the needs of Australian businesses in mind.



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## Safety Leadership 360

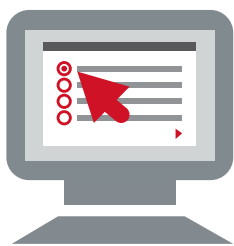
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The leaders of a business are the individuals most responsible for engendering a safe working culture within the organisation, and the Safety Leadership 360 survey helps assess competencies in this regard.

The Safety Leadership 360 is an online questionnaire that can review safety leadership performance at any level of management. It garners confidential feedback on leadership competency from individual workers, managers and other peers, producing a well-rounded and comprehensive analysis of their performance.

Leaders are rated across 5 best practice leadership domains, including Safety Leadership, with the results and accompanying development plan driving prompt planning and action.

As an added benefit, the survey can be used in tandem with other Hogan assessments and one-on-one coaching to give leaders a complete picture of their safety leadership profile.



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### Who is it for?

The Safety Leadership 360 is designed to measure the competency of leaders from across the management spectrum - from middle and senior managers to executives.



Middle and senior managers to executives



## Safety 360

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The Safety 360 is a simple questionnaire comprising 11 Safety Competency Dimensions, allowing managers, peers and direct reports to gauge their individual levels of safety orientation.

The dimensions themselves are made up of a total of 50 items, ranging from Health & Environment and Safety Culture to Crisis Management and Policies & Procedures. As a result, it provides a complete assessment of any individual's safety awareness and can give guidance on which areas need improvement.

For the most complete overview of an organisation's safety orientation, and that of individual employees, the Safety 360 can be administered in conjunction with other products such as the Safety Climate Survey and the Hogan Safety Report.



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### Who is it for?

The Safety 360 is ideal for coaching and development purposes for individuals in front line, supervisory and team leader roles.



Front line staff



Supervisors



Team leaders





# Safety Report

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The Safety Report is tailored for staff working in particularly high-risk roles. Consisting of a quick (approximately 15 minutes) questionnaire, it assesses an individual's competencies along six scales of safety related behaviour, including, for example, Defiant - Compliant, Panicky - Strong and Reckless - Cautious. The report therefore paints an holistic picture of how the employee is likely to cope in the high-risk work environment, based on these parameters.



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## Who is it for?

The Safety Report is aimed at front line staff, supervisors and team leaders, and can be used for both recruitment and coaching and development applications.



Front line staff



Supervisors



Team leaders



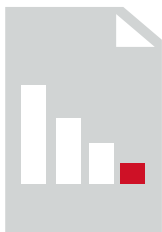
## Transport Driver Report

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Long-haul drivers are among the workers most at risk of accident, and a thorough assessment of their safety profile is highly recommended for their own and others' safety.

The Australian-based Transport Driver Report analyses the safety personality of drivers, based on the Hogan Personality Inventory.

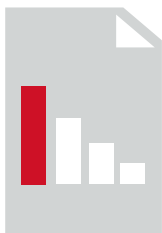
Drivers who receive a Low Fit score on the report are, on average, more than three times as likely to be involved in an accident as those with a High Fit score. They are also twice as likely to receive traffic violations. Results from the report can be used to help companies recruit high-performing drivers, as well as being integrated into induction and training programs.



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# What are the benefits of incorporating the SafeSystem into your organisation's safety processes?

There are many factors that make SafeSystem stand out as an ideal workplace safety framework:

- Surveys, reports and results are delivered in plain and easy-to-understand English
- The backing of more than three decades of research on unsafe work behaviour
- Global and Australian databases - updated annually to ensure contemporary best practices - against which to benchmark performance
- Customisable to individual organisations and their specific requirements
- Dashboard metrics and critical risk analysis that can be implemented in your company's planning cycle and safety strategy
- Supported by a global team of business psychologists, who can clearly interpret and deliver results and the associated implications

## Packages we offer



+ Interview Guide



+ Development Pack

PACKAGE		SAFETY CLIMATE SURVEY	SAFETY LEADERSHIP 360	SAFETY 360	SAFETY REPORT
CORPORATE					
RECRUITMENT	Frontline staff				
	Supervisors/Team Leaders				
COACHING & DEVELOPMENT	Frontline staff				
	Supervisors/Team Leaders				
	Middle Managers				
	Senior Managers				
	Executives				



## Find out more

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By implementing the SafeSystem framework at your workplace, you can substantially reduce the likelihood of injuries, using proven psychometric assessments to identify the workers who may present the most risk.

Peter Berry can design a completely customised solution for your organisation's unique needs, creating a package made up of the necessary SafeSystem components. Take the first step towards a safe work environment and get in touch with us today.

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