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Talent Signal

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The Talent Signal is an easy way to compare candidates within a job by using a single weighted average of the candidate's score.

Based on a weighted average of the following tests: WSP

WSP

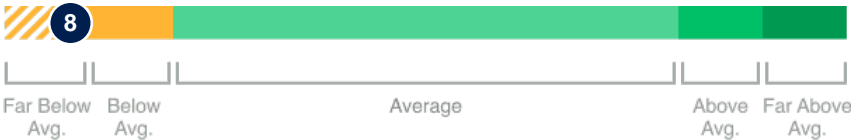
Workplace Safety Profile

Predict whether applicants will follow safety rules, support safe practices, and avoid accidents and injuries at work

8th Percentile

Far Below Average

Overall Score



# CANgPUBxVaceQPnM User

Position: Workplace Safety Assessment

Test Date: Jan 08, 2025

Test Event ID: CAN-gPUB-xVac-eQPnM | Test Ver: 1.0



## RISK TEST

### Workplace Safety Profile

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.

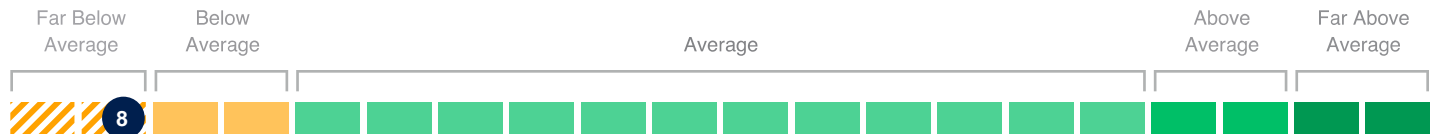
## Results Summary

**8th Percentile**

Far Below Average

## Results Details

In terms of safety attitudes, CANgPUBxVaceQPnM's results indicate a **very high** risk of unsafe behavior in the workplace.



CANgPUBxVaceQPnM's score was higher than 8% of the general population, which indicates that they are likely to:

- Have very lenient attitudes towards safety compared to most people
- Be quite relaxed with safety policies and procedures
- Pose a high risk of unsafe behavior in the workplace
- Place low emphasis on safety in the workplace

## Score Details

Safety Control Percentile

**38**

The Safety Control Scale measures the degree to which an individual takes personal responsibility for their own safety at work.

Risk Aversion Percentile

**6**

The Risk Aversion Scale provides an indication of the degree to which an individual will avoid potentially hazardous and risky behavior.

Stress Management Percentile

**20**

The Stress Management Scale assesses the extent to which an individual manages emotional responses and tolerates various degrees of stress while at work.

## Interview Questions

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These questions are based on this candidate's responses to some of the questions included in the assessment and highlight areas you may choose to investigate further if they progress to the interview stage.

### Risk

- Sometimes, it might be exciting for people to take chances. What might be something that would be thrilling to you?
- What do you define as a 'calculated risk', can you give me an example of when you have taken a calculated risk?

### Stress

- Do you ever feel that you have been affected by stress at work, what did that look like for you?

### Safety

- Are there any times when you had an accident, or near miss at work. Can you tell me what happened and what the outcome was?

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## Validity & Response Style

The Validity and Response Style scales represent the individual's level of attention to the meaning of Workplace Safety Profile statements (Inconsistent Responding) and tendency toward positive (Self-Enhancing) self-presentation.

Inconsistent Responding (INC)

VALID

A valid inconsistency rating indicates that this person paid appropriate attention to the meaning of the WSP statements when giving a response, and is not likely to have responded carelessly or in a completely random fashion.

Self-Enhancing Score (ENH)

VALID

A valid self-enhancing rating indicates a style of self-presentation that is as positive as that of most people applying for a job.