



Building Safer Organizations

One Assessment at a Time



When it comes to workplace safety, employee personality and behavior are as relevant as on-the-job training, equipment, and protocol. Identifying safety-conscious personnel, as well as those who exhibit potential for dangerous behavior, is a key step toward preventing costly and sometimes fatal accidents. The following examples summarize incidents caused by human error, which likely could have been avoided with the right combination of traditional safety training and personality assessment.



Research shows that employee personality and behavior play a vital role in creating a culture of safety.

SS EL FARO

ATLANTIC OCEAN | OCTOBER 1 2015



The most advanced systems, training, and equipment may fall short if employee behavior isn't taken into account.

In 2015, **the U.S. cargo ship SS El Faro sank in the Atlantic Ocean**, resulting in the loss of 33 lives and causing \$36 million in damages (NTSB, 2017b). The government's accident report suggests the probable cause could be traced to the captain failing to take appropriate actions during a hurricane. These failures included (a) ignoring suggestions from officers, (b) failing to consult multiple sources of available weather and storm-tracking data, and (c) overall poor safety management by both the captain and the organization (NTSB, 2017b).

In 2016, **16 people were killed when a hot air balloon flew into power lines**, making it the deadliest ballooning accident in United States history. The cause of the crash was attributed to poor decision-making by the pilot, who took enough medication to mimic a blood alcohol level over the legal limit, and flew the balloon in cloudy conditions that obscured obstacles near the ground (NTSB, 2017a; Weber, 2017).

LOCKHART BALLOON CRASH

LOCKHART TX | JULY 30 2016



Reckless behavior in the workplace can result in as much danger as faulty equipment or a lack of training.



BHP ORE TRAIN DERAILMENT

PILBARA AUSTRALIA | NOVEMBER 5 2018



Employee personality assessment and safety training are crucial elements in creating a safer workplace.

In 2018, a **runaway iron ore train was deliberately derailed in Australia** to prevent further damage or injury (Thornhill & Pakiam, 2018). The incident resulted in 1.5 kilometers of damaged track and took a week to clean up. The Australian Transport Safety Bureau found that causes included (a) a rail maintenance gang applying handbrakes to the wrong train and (b) a contractor failing to set an automatic brake handle to the emergency position as required (Weber, 2019).

Hogan Safety Report

The Hogan Safety Report was designed to help organizations recognize potential employees who are likely to practice safe and productive behaviors at work, focus on and improve safety training systems, and identify and correct safety-related gaps in the workplace.

We identified six workplace safety-related competencies that apply across organizations and industries.

- ▶ **Compliant** - A tendency to *follow rules*. Low scorers ignore authority and company rules, while high scorers follow guidelines and protocols.
- ▶ **Strong** - An ability to *handle stress with confidence*. Low scorers tend to panic under pressure and make mistakes, while high scorers are steady and reliable.
- ▶ **Poised** - An ability to handle pressure *without becoming irritable*. Low scorers lose their tempers, blame others, and make mistakes. High scorers are calm and composed.
- ▶ **Vigilant** - An ability to *stay focused* when performing monotonous tasks. Low scorers tend to make mistakes because they're easily distracted, while high scorers stick to the task at hand.
- ▶ **Cautious** - A tendency to *avoid risk*. Low scorers tend to take unnecessary risks, while high scorers carefully weigh all options when facing a risky decision.
- ▶ **Trainable** - A tendency to *respond favorably to training*. Low scorers are over-confident and difficult to train. High scorers are receptive to advice and genuinely enjoy learning.

Note: We present full psychometric information for the Safety competencies, explain how the competencies predict job performance, and provide case studies in the Safety Technical Manual. For more information on the Safety Technical Manual, please contact info@hoganassessments.com.

Return on Investment

Return on investment (ROI) information is important in demonstrating the value of a report. We used the number of Hogan Safety Reports sold, the report's accuracy in distinguishing safe employees from their less-safe colleagues, and the most recent government statistics on workplace accidents to estimate the comprehensive effect of using the Hogan Safety Report.



3,170

**WORKPLACE ACCIDENTS
PREVENTED**



73,300

**PRODUCTION DAYS
SAVED**



\$43.7m

**WORKPLACE INJURY AND
ACCIDENT COSTS SAVED**



538%

ESTIMATED ROI

Recent Updates

In 2019, we revamped two components of the Hogan Safety Report. First, we updated the Safety normative sample to make it more current and to increase the sample size from under 6,000 to over 58,000 people. Second, we added six criterion validation studies to our analyses in the report's technical documentation to illustrate how the Hogan Safety Report continues to predict safety-relevant job performance across a variety of job types.

To learn more about how the Hogan Safety Report can help your organization, please visit hoganassessments.com or call 800.756.0632

References

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