

Recruit Safe Profiles

Evaluate Safety Attitude

Screen Safe Behaviour

Predict Safety Behaviour

Safety Coaching & Training

SCREEN YOUR EMPLOYEES FOR
THE RIGHT SAFETY ATTITUDES



Safety Attitude Screening

A PRODUCT OF

pulso

VALIDATED I N
COLLABORATION WITH
ARCELORMITTAL
CORPORATE HEALTH
AND SAFETY

AN INNOVATIVE SAFETY TOOL

WHAT IS THE SAFETY ATTITUDE SCREENING®?

The Safety Attitude Screening® is a web-based tool that helps your company **evaluate safety attitudes** and **predict safety behaviour at work**.

The Safety Attitude Screening® enables you to screen (future) employees and **identify risk profiles and safe profiles**. The test makes use of direct as well as indirect measurements. Social desirability and internal consistency scales are built in to prevent score manipulation.


The Safety Attitude Screening® was developed by Pulso Europe, a spin-off company of the Leuven University (Belgium, Europe) which offers innovative employee support tools and services to companies.

SUPPORT BY PULSO EUROPE

Pulso Europe can support you in the different stages of your Safety Attitude Screening® project including preparation, technical implementation, introduction training and follow-up. The consultants in the ISW Lim-its team have experience in implementing different sorts of tools in organisations and will advise you at all stages of your Safety Attitude Screening®-project.

"Since health and safety is the top priority at ArcelorMittal, we searched the market for a good tool that could predict the safety behaviour of our potential new employees. The collaboration between Pulso Europe and ArcelorMittal brought us the Safety Attitude Screening®. The innovative approaches to disable social desirability are very unique and we are convinced this will help accomplish our goal of an even safer work climate in the future. Knowledge is power!"

Frank Haers, VP, Head Corporate Health and Safety ArcelorMittal



**"HEALTH AND
SAFETY IS TOP
PRIORITY,
KNOWLEDGE IS
POWER!"**

A TOOL TO SCREEN (FUTURE) EMPLOYEES

WHAT DOES THE SAFETY ATTITUDE SCREENING® MEASURE?

The Safety Attitude Screening® contains three complementary approaches: a direct measurement test, a trade-off test and an implicit thrill seeking preference test.

The **direct measurement test** is a self-completion test in which the (future) employee is asked to indicate to what extent the different statements apply to him/her. Underlying this test are seven dimensions: safety behaviour, locus of control, beliefs, assertiveness, perceived pressure, risk tolerance, self-overestimation.

pulso Work attitude test

To what extent do you agree with the following statements?

	Completely disagree	Disagree	Tend to disagree	Neutral	Tend to agree	Agree	Completely agree
You can't always choose to follow the safety rules, you must adapt to other people sometimes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's hard to follow all the safety rules when others are waiting for you to finish.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always read product labels and take into account the instructions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I go along with what everyone else does. It's better here it's supposed to be done by the rules later on.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wearing a helmet is not useful because the weight of the load that falls on you will probably be too large anyway.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I don't see the use of a safety rule, I will break it more easily than a rule of which I do see the usefulness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When on foot I always wait for a green light before crossing even if no traffic is around.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I intend to follow the safety rules that are imposed to me consistently.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like taking small, calculated risks from time to time because it builds confidence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If something is unclear to me I prefer asking for clarification about what to do, even if it makes me waste some time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the **trade-off test** the candidate is asked to make a forced choice between four equally socially desirable equivalents: efficiency, safety, social relations and performance.

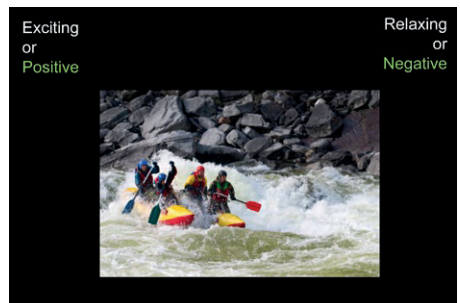
Please indicate to what extent you recognize yourself in the statements below.

Please indicate : which statement applies the most and the least to you ?

Applies the least to me		Applies the most to me
<input type="radio"/>	I like working at a good pace.	<input type="radio"/>
<input type="radio"/>	Being able to do my work in a pleasant and comfortable way is most important to me.	<input type="radio"/>
<input type="radio"/>	I don't concern myself with insignificant things and focus on the main task.	<input type="radio"/>
<input type="radio"/>	If I see a colleague doing something unsafe I resolve the situation without telling on them.	<input type="radio"/>

Click on the arrow to proceed to the next page.

The third test is the **implicit thrill seeking preference test** which makes use of a reaction time method. Candidates are tested on their implicit preference for relaxing (low risk profiles) or exciting activities (high risk profiles).



After completion of the screening the employer can estimate the probability of exhibiting risk behavior at work.

Practical aspects:

- It takes about **30 minutes** to complete the screening.
- Access to the **Internet** is necessary.
- Respondents should be able to take the test in a **quiet, undisturbed environment**.

EVALUATE SAFETY ATTITUDES & PREDICT SAFETY BEHAVIOUR

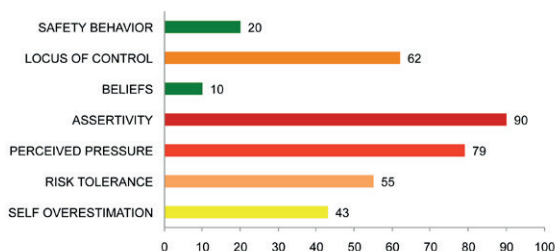
WHICH RESULTS CAN YOU EXPECT?

After an applicant completes the three tests of the Safety Attitude Screening®, the employer receives an **individual report**. All scores are compared to a relevant benchmark and presented in the way the employer prefers (t-scores, z-scores or percentiles).

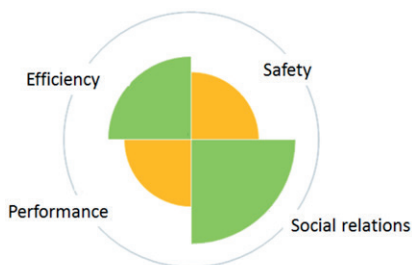
An **overall indication** enables you to categorise someone in one of the three broad risk profiles (red = high profile, orange = medium, green = low). This indication is the weighted sum of all sub-scores.



The results on the **direct measurement test** show seven scored dimensions that are predictive for safety behaviour at work. High scores on these dimensions reveal specific thresholds or barriers for acting safely at work.



The results of the **trade-off test** indicate the importance of safety in relation to three other equally desirable aspects when faced with a forced choice. The higher the score, the more the person values safety.



Finally, the gauge plot shows the level of **implicit preference for exciting activities**. A higher score implies a higher probability that the person will end up in unsafe situations and will exhibit unsafe behaviour at work.



ABOUT THE SAFETY ATTITUDE SCREENING

BENEFITS OF THE SAFETY ATTITUDE SCREENING®

In the context of recruitment, we aim to put the right employee on the right place! The Safety Attitude Screening® helps your organisation **reduce costs and time** by enhancing the identification of candidates with the right safety attitudes. You double the chance of selecting an employee who will act very safely at work. Hiring someone with a low risk profile significantly reduces the probability of employing a person who is likely to exhibit unsafe behaviour at work*.

A huge advantage of the Safety Attitude Screening® compared to other safety measurements is that it is not limited to testing explicit attitudes. The test is built to **avoid social desirability** and contains **consistency scales** and by making use of reaction times and forced choices, we prevent scores from being manipulated by applicants.

EXTENSION OF THE TOOL

The Safety Attitude Screening® is a selection tool but it can also serve other purposes. Depending on your needs, you can tailor the tool and its use to the needs of your organisation.

For example, the Safety Attitude Screening® can be used to **screen (groups with-in) your organisation** and to evaluate and benchmark scores to detect risk factors or groups at risk in your organisation. An overall screening of your organisation is held anonymously and results are only shown at group level. The integration of the Safety Attitude Screening® with other measurements can give you even more valuable insights.

Another option is to use the Safety Attitude Screening® as a **self-assessment tool** with individual feedback and advice for the employees. This way the Safety Attitude Screening® can be seen as a training and optimisation tool.

TAILOR-MADE

The Safety Attitude Screening® is easily **customised to your needs**:

- you can change the look and feel of the Safety Attitude Screening® or add your logo
- other tests or questionnaires can be added to your client environment login
- you can request the Safety Attitude Screening® in additional languages

*The Safety Attitude Screening® was validated by using ArcelorMittal employees' actual safety behavior scores at the workplace as an external criterion. Contact Pulso Europe for more information.



Safety Attitude Screening

WHO WILL
STAND UP
FOR
SAFETY?

New web-based tool to
create a safer work climat.

Safety Attitude Screening®
is innovative, reliable
and scientifically validated.

Screen your employees
on human factors:

- ✓ attitudes
- ✓ beliefs
- ✓ everyday safety behavior
- ✓ perceived pressure
- ✓ locus of control
- ✓ assertivity
- ✓ risk tolerance
- ✓ self-overestimation
- ✓ thrill-seeking preference
- ✓ priorities

**WOULD YOU LIKE
MORE INFORMATION?**

Feel free to contact us:

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