

Group Results for 10321 SSA INV (INDUSTRIAL) v5.0

Population Mean Size N = 114

Sample Mean Size N = 114

ATTENTION AND RECOVERY

Personal Resilience:
Scores on this scale reflect the extent to which the group are currently able to manage the effects of work related and personal stress.

Group results on this scale indicate a moderate to high priority of need for training in this area. This may require some further development of competencies relating to: Identification of stressors, recognition of stress signals and implementation of a range of effective coping strategies.



Mental Alertness:
Scores on this scale indicate the extent to which the team are able to maintain their mental functioning and alertness to respond in a timely and appropriately way to hazardous circumstances.

Results on this scale suggest a generally moderate to good capacity to maintain memory, concentration and coordination indicating a lesser potential for errors and violations. However, some level of 'recovery' training should be considered to ensure less risk.



FUNCTIONAL ABILITIES

Executive Functioning:
Scores on this scale indicate the extent to which the group are able to plan, organise, project outcomes and discern a logical sequence in both practical and abstract tasks.

Above average results with respect to 'executive' ability indicating greater safety mindfulness and capacity to avoid risk, suggests the need for periodic refresher training.



Perceptual Acuity:
Scores on this scale indicate the extent to which the group accurately see and understand the potential of the things around them that could develop into a hazard.

Results on this measure of perception and judgment suggest a low to moderate priority for training to further develop the competency of detecting the unusual (hazards) and in anticipating or projecting the effect on safety in the workplace.



SAFETY PERSPECTIVE

Risk Perspective:
Scores on this scale involve the extent to which group behaviour tends to avoidance of situations that are perceived as uncontrollable, require considerable skill, or may result in punitive action.

Results of this scale indicate a low priority of need for training involving: Discrimination of differential levels of risk, identification of the costs and payoffs associated with various risk- taking behaviours, clarifying values in relation to risks and evaluating risk levels.



Responsible for Safety:
Scores on this scale indicate the general belief the group have in their ability to guide and influence what happens to them and others in the context of safety. Behaviour range is from the passive to the more proactive with respect to safety.

Results on this scale suggest a moderate to low training need involving some further development of competencies for the group, related to appreciating the connection between unsafe behaviour and accidents, identifying the attitudes that affect level of control and safety initiative; and distinguishing the various beliefs and tendencies that drive unsafe acts.



Safety Conscientiousness:
Scores on this scale involve the extent to which the group are likely to display diligent and conscientious behaviour, avoid rule breaking, expediency, group pressure and careless acceptance of others work to ensure consistently safe outcomes.

Results on this measure suggest a low priority of training need for the development of competencies related to recognising various situations that can affect diligent behaviour in the safety context, identifying the costs of rule breaking and complacency, clarifying values in relation to diligence and communicating assertively with respect to safety matters.



Team Safety Orientation:
Scores on this scale indicate the readiness and capacity of the group to respect and care for other members of the team, display patience and encourage safety by example.

Results indicate a low priority of training need involving competencies relating to assessing the impact of one's own behaviour on other group members and their safety, a clarification of what it means to operate in the team, assertive communication and basic conflict management skills to ensure a collective committed approach to safety in the workplace.



SELF MANAGEMENT

Defensive Safety Habits:



Defensive safety habits:

Scores on this scale indicate the extent to which the group engage in behaviour that ensures a continuing awareness of both what is happening and is likely to happen around them.

Results on this scale suggests a low priority for training that develops the competency of seeing and staying aware of what is happening in the environment and with other people, the effect of workplace changes, the effect of fatigue, overload and distraction.



Safety Self Awareness:

Scores on this scale indicate the extent to which the group know of the effects of various stressors that reduce the capacity to function and maintain alertness to safe behaviour on the job.

Results on this measure suggest a low priority for training in this area. This may involve some further reinforcement or development of competencies relating to an awareness of the impact of stress, fatigue and environmental changes on the ability to function safely on the job, as well as strategies to promote recovery and attention.



Manages Fatigue:

The scale results indicates the extent to which the group are alert to the hazards related to sleep debt and generalised fatigue on personal performance and reflect an understanding of the effect of stimulants, sleep loss, effect of age and various fatigue symptoms on ability to perform at an adequate level.

Group results indicates a moderately high need for some further training in understanding fatigue and sleep loss effects on the self and others together with more effective recovery skills, so as to remain safe whilst operating mobile equipment.

