



Public
Safety &
Security

Hilson Safety/Security Risk Inventory Report

Ann A Sample

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CONFIDENTIAL

Introduction

This report is intended to be used as an aid in assessing an individual's suitability for a job. It is not intended as a substitute for an interview, as a final evaluative report regarding an individual's ultimate job suitability, or as a sole source for denying employment to an applicant. It has been developed with the purpose of providing relevant material to be further explored in individual interviews, training sessions, and/or follow-up evaluations. These results are also intended to provide supportive material with regard to administrative hiring or promotional decisions. It is expected that these results will be used as one component in a comprehensive evaluation or training procedure including other elements such as written tests, interviews, background investigations, and performance reviews.

Safety Risk - Low Risk

Compared with others tested, this individual did not endorse items suggesting serious difficulties in the area of safety risk. Since this factor score includes several scales measuring different characteristics, a careful evaluation should be made of any history of risk-taking and/or lack of adherence to safety rules/safety procedures (SR = AT, DB, SB, RP).

Lack of Hostility/Anger Control - Low Risk

Item endorsements indicate that she has scored at least in the average range on this composite score. A review of her background is suggested in order to verify that work adjustment difficulties, disciplinary infractions, cynical/antisocial attitudes, or problems with impulse/anger control are not evident (HC = IY, AC, WP).

* Lack of Preparation Concerns - Moderate Risk

According to item responses, she has scored at least in the top 16% with regard to lack of work preparation, lack of social concerns/judgment, denial of shortcomings and/or lack of internalized sense of responsibility. This suggests that there may be a history of difficulties in one or several of these work adjustment areas. A careful review of her recent work performance is recommended in order to verify this result (PC = DF, WC, UW, SJ).

** Compared with others tested, this individual has been unusually guarded and defensive in her responses. She has denied minor faults and may be unwilling to acknowledge shortcomings or mistakes. This suggests a lack of insight, immaturity, and/or a strong desire to appear virtuous. Her defensiveness may have impaired the validity of this test.

This person expresses the belief that most accidents can be prevented when appropriate safety rules and procedures are followed. Because of her beliefs regarding safety regulations and precautions, she may express willingness to follow such regulations.

She does not admit to a pattern of motor vehicle infractions or driving difficulties.

Her responses indicate that she tends to take standard safety precautions and shows at least an average concern for following safety rules. She does not appear to be unusually accident-prone when compared with others.

Items endorsed do not indicate a pattern of excessive risk-taking or "thrill-seeking" behavior. She does not admit to a fast-paced, generally overactive lifestyle.

This person has endorsed items indicating that she does not excuse or justify behaviors such as petty theft at work or chronic lateness or absence. She does not appear to feel entitled to abuse privileges afforded to employees.

According to item responses, she does not appear to be overly-aggressive or hostile towards others.

She has not admitted to a pattern of disciplinary infractions or reprimands on the job.

This individual admits to feeling at least some pressure to complete her work on time. Even if she is a procrastinator, she may be concerned about jobs that need to be done, and is not relaxed if she is late with assignments or for appointments. She usually takes her responsibilities seriously and appears to be attentive to the requirements of her job.

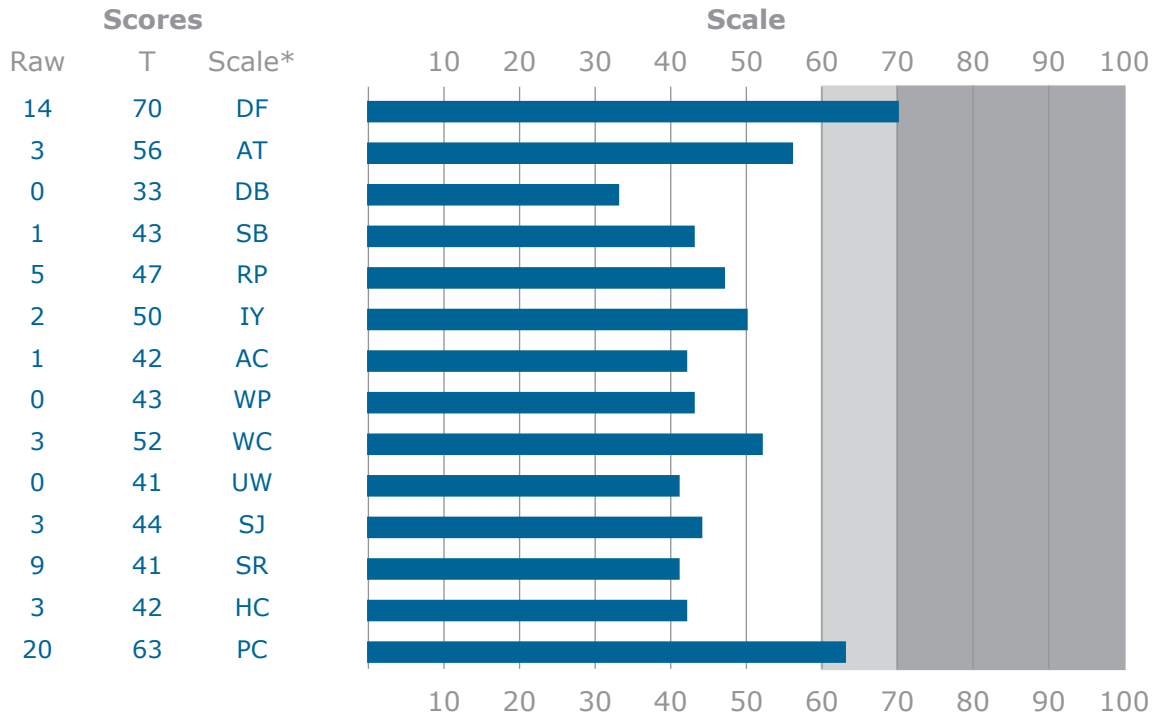
She does not show evidence of excessive worry about details and/or procedures. While this person may not always be precise about following safety procedures, she may be able to respond to emergency situations without panic.

Critical Items for Follow-up Evaluation

The following endorsed item(s) may provide useful leads for follow up interviews and/or further investigations. Since individual items may have been endorsed in error, they should not be used alone as a basis for making decisions, and should be verified by the tested individual and/or by outside sources whenever possible.

Critical Item Total = 0

HSRI Profile Graph



Scores over 69T are 'significantly' elevated and point to areas for further exploration. Each scale over 69T falls outside the 'average range' and indicates the person tested has scored higher than 97.7% of the norming group.

Scores over 59T may point to areas for further exploration and indicate that the person tested has scored higher than 84.1% of the norming group.

| Scale | Content Area Descriptions | Scale | Content Area Descriptions |
|-------|----------------------------|-------|-----------------------------|
| DF | Defensiveness Responses | WP | Work Problems |
| AT | Safety Attitudes | WC | Lack of Work Ethic Concerns |
| DB | Driving Behavior | UW | Undue Worry |
| SB | Safety Behaviors | SJ | Lack of Social Judgment |
| RP | Risk Taking Patterns | SR | Safety Risk |
| IY | Lack of Integrity Concerns | HC | Lack of Hostility Control |
| AC | Lack of Anger Control | PC | Preparation Concerns |

Item Printout

| | | | | | | | | | | | | | | | |
|----|---|----|---|----|---|----|---|-----|---|-----|---|-----|---|-----|---|
| 1 | T | 24 | T | 47 | F | 70 | F | 93 | T | 116 | F | 139 | F | 162 | T |
| 2 | F | 25 | F | 48 | F | 71 | F | 94 | F | 117 | F | 140 | F | 163 | F |
| 3 | F | 26 | T | 49 | F | 72 | T | 95 | F | 118 | F | 141 | F | 164 | F |
| 4 | F | 27 | T | 50 | F | 73 | F | 96 | F | 119 | F | 142 | T | 165 | F |
| 5 | F | 28 | T | 51 | F | 74 | F | 97 | F | 120 | F | 143 | F | 166 | T |
| 6 | F | 29 | F | 52 | F | 75 | F | 98 | F | 121 | T | 144 | F | 167 | T |
| 7 | F | 30 | T | 53 | F | 76 | F | 99 | F | 122 | F | 145 | T | 168 | F |
| 8 | F | 31 | F | 54 | F | 77 | F | 100 | F | 123 | F | 146 | F | 169 | F |
| 9 | T | 32 | T | 55 | F | 78 | F | 101 | F | 124 | F | 147 | F | 170 | F |
| 10 | T | 33 | T | 56 | T | 79 | F | 102 | F | 125 | F | 148 | T | 171 | F |
| 11 | F | 34 | T | 57 | F | 80 | T | 103 | F | 126 | F | 149 | F | 172 | F |
| 12 | F | 35 | F | 58 | T | 81 | F | 104 | F | 127 | F | 150 | F | 173 | F |
| 13 | F | 36 | F | 59 | F | 82 | T | 105 | F | 128 | F | 151 | F | 174 | F |
| 14 | F | 37 | F | 60 | T | 83 | F | 106 | T | 129 | F | 152 | F | 175 | F |
| 15 | F | 38 | F | 61 | F | 84 | F | 107 | F | 130 | T | 153 | F | 176 | T |
| 16 | T | 39 | T | 62 | F | 85 | T | 108 | F | 131 | F | 154 | F | 177 | F |
| 17 | F | 40 | F | 63 | F | 86 | F | 109 | T | 132 | F | 155 | F | 178 | T |
| 18 | F | 41 | F | 64 | F | 87 | F | 110 | F | 133 | T | 156 | F | | |
| 19 | T | 42 | F | 65 | F | 88 | F | 111 | F | 134 | F | 157 | F | | |
| 20 | F | 43 | F | 66 | F | 89 | F | 112 | T | 135 | F | 158 | F | | |
| 21 | F | 44 | T | 67 | T | 90 | F | 113 | F | 136 | F | 159 | F | | |
| 22 | F | 45 | T | 68 | F | 91 | F | 114 | F | 137 | F | 160 | F | | |
| 23 | T | 46 | F | 69 | F | 92 | T | 115 | F | 138 | T | 161 | F | | |

Defensiveness Responses (DF)

| | | | | | | | | | | | | | | | |
|----|---|----|---|----|---|----|---|-----|---|-----|---|----|---|----|---|
| 10 | T | 16 | T | 23 | T | 28 | T | 34 | T | 40 | F | 52 | F | 59 | F |
| 65 | F | 70 | F | 84 | F | 90 | F | 108 | F | 178 | T | | | | |

Score = 14

Safety Attitudes (AT)

| | | | | | |
|----|---|----|---|-----|---|
| 32 | T | 74 | F | 133 | T |
|----|---|----|---|-----|---|

Score = 3

Driving Behavior (DB)

Score = 0

Safety Behaviors (SB)

14 F

Score = 1

Risk Taking Patterns (RP)

19 T 72 T 102 F 138 T 148 T

Score = 5

Lack of Integrity Concerns (IY)

30 T 60 T

Score = 2

Lack of Anger Control (AC)

166 T

Score = 1

Work Problems (WP)

Score = 0

Lack of Work Ethic Concerns (WC)

64 F 105 F 135 F

Score = 3

Undue Worry (UW)

Score = 0

Lack of Social Judgment (SJ)

29 F 50 F 73 F

Score = 3

Safety Risk (SR)

14 F 19 T 32 T 72 T 74 F 102 F 133 T 138 T
148 T

Score = 9

Lack of Hostility Control (HC)

30 T 60 T 166 T

Score = 3

Preparation Concerns (PC)

10 T 16 T 23 T 28 T 29 F 34 T 40 F 50 F
52 F 59 F 64 F 65 F 70 F 73 F 84 F 90 F
105 F 108 F 135 F 178 T

Score = 20

Omissions:

Total Omissions = 0

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