

## Safety Leader



Research shows that leadership creates the organisational culture and safety climate. Therefore having the right people in leadership roles is pivotal to any organisation looking to improve their safety, health and environment performance. Leaders are often chosen for their “technical ability” without much consideration as to whether they possess the right behaviours required to effectively perform their role. The Safety Leader Assessment is a customised instrument which has been specifically designed to measure the competencies that leaders must possess in order to build and sustain an effective safety culture, reduce propensity for risk, and ultimately, improve safety performance.

### Our Solution

Safety Leader is an interactive, web-based assessment, which is used to assess internal incumbents and external candidates for safety leadership capability. It also measures key leadership competencies for front line supervisors or managers in the industrial sector. The assessment contains personality, logical reasoning and situational questions related to the role. It also includes a safety leadership scale that measures the competencies required as a leader to lead, manage and sustain safety improvement initiatives and ensure they are demonstrating the right behaviours in relation to safety.

### Competencies

- Adapting to change
- Competitive drive
- Conscientiousness
- Decision making style
- Empowering others
- Initiative
- Interpreting information
- Leadership style
- Managing resources
- Safety Leadership
- Working with others

### Reports

Once the individual has completed the assessment, reports are available in the SelecTrak applicant tracking system. Various individual and group reports are available.

#### Footprint Report

The footprint report, a bar graph with the individual's scores, provides information about how a candidate performed on the assessment in relation to a group of model employees.

#### Competency Detail Report

This report provides a comprehensive view of an individual's performance on a set of key safety leadership competencies along with behavioural implications.

#### Development Report

This report provides developmental suggestions based on an individual's competency scores, recommendations for improvement, as well as ways to leverage strengths for competencies covered in the assessment.