



Dependability and Safety Instrument

> **Safe@Work Report**

Name: **Mr Fred Test**

Date: 10 December 2010

> Introduction

The Dependability and Safety Instrument (DSI) screens candidates for their fit to jobs and roles, where safety procedures have to be followed strictly, and where it is necessary to maintain focus on routine tasks for long periods of time.

DSI was also developed to provide an indication of fit to jobs and roles where:

- Strict attendance in accordance with regulated working hours and breaks is important
- Following step-by-step procedures and team work are vital

> Feedback

Feedback is at the discretion of the client. DSI was designed to be used as a screening tool, and it may therefore not be necessary for all clients to provide feedback. The user assumes all liability for the disclosure of this information to other persons, including the candidate.

> Result

Name:	Mr Fred Test
Language:	UK English

<u>Safety Risk Scale</u>				
Low Risk	Moderate to Low Risk	Moderate Risk	High Risk	Very High Risk
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The likely impact of a DSI result in the **moderate risk** band is a **moderate fit** to:

- safety-critical roles where safety procedures need to be followed strictly and where focusing on routine tasks for long periods of time is critical
- jobs in general that require step-by-step procedures to be followed, reliance on team working, and where adherence to strict work hours and breaks is important

➤ Guidelines for using this report

DSI scores predict the likelihood of a candidate being a dependable and safe employee. However, and while DSI is strongly supported by a wide body of research on workplace performance, DSI risk bands provide probabilities and not certainties. The information provided by DSI can be supplemented by other assessments looking at the match to specific job requirements, and by a structured interview.

The DSI score has five bands that reflect different levels of risk and fit:

Band	Interpretation	Likely Impacts (for work in general)
✓✓	Low Risk	A low risk candidate is likely to have a strong fit to jobs where step-by-step procedures, and adherence to safety policies are important
✓	Moderate to Low Risk	A moderate to low risk candidate is likely to have a reasonable fit to jobs where step-by-step procedures, and adherence to safety policies are important
●	Moderate Risk	A moderate risk candidate is likely to have a moderate fit to jobs where step-by-step procedures, and adherence to safety policies are important
✖	High Risk	A high risk candidate is likely to have a weak fit to jobs where step-by-step procedures, and adherence to safety policies are important
✖✖	Very High Risk	A very high risk candidate is likely to have a very weak fit to jobs where step-by-step procedures, and adherence to safety policies are important

> ASSESSMENT METHODOLOGY

This Profile is based upon the following sources of information for Mr Fred Test:

Questionnaire / Ability Test	Comparison Group	Used
DSI UK English v1 (Std Inst)	DSI_EN_GB_IS01_ Benchmark - 2008 (GLB)	Yes

> PERSON DETAIL SECTION

Name	Mr Fred Test
Date	10 December 2010
Candidate Data	DSI_Score = 3
	20298 / 11 / 2278

> About this report

This report shows the result obtained from the Dependability and Safety Instrument. The use of this instrument is limited to those people who have received the necessary training in its use and interpretation.

The report herein is generated from the results of the instrument answered by the respondent. This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

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Safe@Work Report (based on the DSI Interpretation Report Version Number: 1^{SC})
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