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# Drivers Suite

Assessing for safety

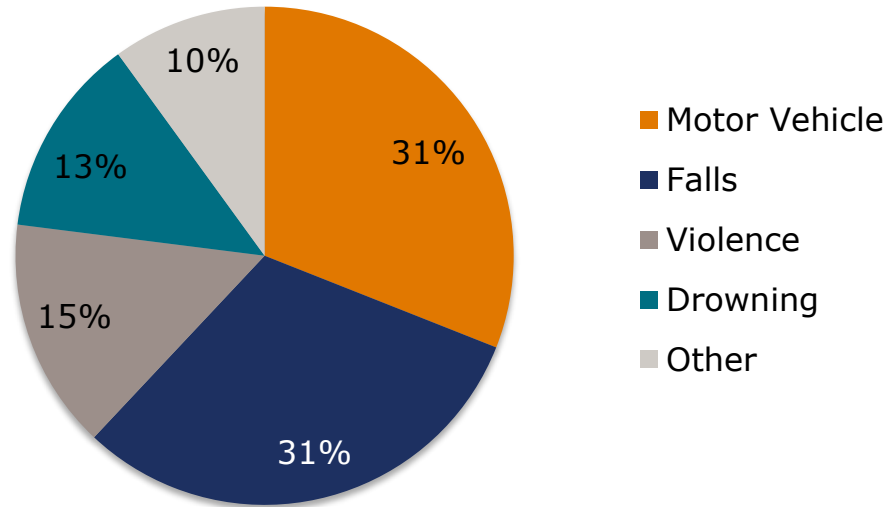
*Dr Achim Preuss*





# Why people are dying at work?

## Causes of Job Deaths



(Source: The Bureau of Labor Statistics, [www.bls.gov](http://www.bls.gov), 2013)



## 10 most dangerous jobs (1/2)

### 1. Fishermen and related fishing industry workers

Number of fatal work injuries: 40. Fatal work injury rate (per 100,000 workers): 121.2

### 2. Logging workers

Number of fatal work injuries: 64. Fatal work injury rate (per 100,000 workers): 102.4

### 3. Aircraft pilots and flight engineers

Number of fatal work injuries: 72. Fatal work injury rate (per 100,000 workers): 57

### 4. Refuse and recyclable metal collectors

Number of fatal work injuries: 34. Fatal work injury rate (per 100,000 workers): 41.2

### 5. Roofers

Number of fatal work injuries: 56. Fatal work injury rate (per 100,000 workers): 31.8

*(Source: The Bureau of Labor Statistics, [www.bls.gov](http://www.bls.gov), 2013)*



## 10 most dangerous jobs (2/2)

### 6. Structural iron and steel workers

Number of fatal work injuries: 16. Fatal work injury rate (per 100,000 workers): 26.9

### 7. Farmers, ranchers, & other agricultural managers

Number of fatal work injuries: 260. Fatal work injury rate (per 100,000 workers): 25.3

### 8. Driver/Sales workers and truck drivers

Number of fatal work injuries: 759. Fatal work injury rate (per 100,000 workers): 24

### 9. Electrical-power line installers and repairers

Number of fatal work injuries: 27. Fatal work injury rate (per 100,000 workers): 20.3

### 10. Taxi drivers and chauffeurs

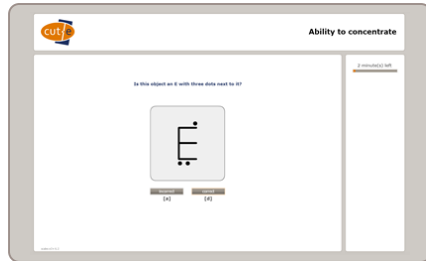
Number of fatal work injuries: 63. Fatal work injury rate (per 100,000 workers): 19.7

*(Source: The Bureau of Labor Statistics, [www.bls.gov](http://www.bls.gov), 2013)*

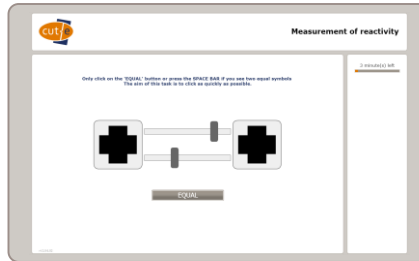


# Drivers Suite

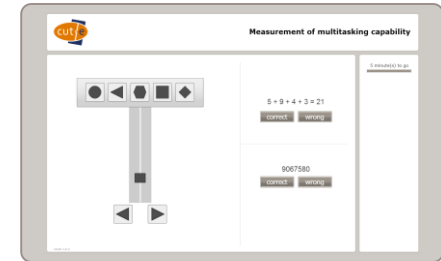
The tests in the suite



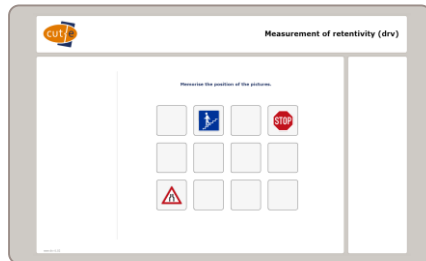
*concentration*



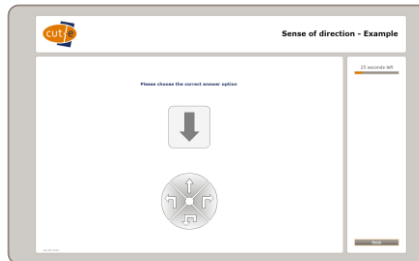
*attention*



*multitasking*



*memory*



*orientation*



# Drivers Suite

What it measures

**Concentration**

**Reaction speed and attention**

**Ability to multitask**

**Spatial Orientation**

**Observation and memory**



**Vigilance**

**Information processing**



# squares safety report

Sample report

squares safety report: John Doe

### Introduction

This report is based on the results of the instrument squares. The squares safety report screens candidates for their fit to jobs and roles, where safety matters. The total safety score predicts the likelihood of a candidate being a dependable and safe employee. However, the squares scores provide probabilities and not certainties. The information provided can be supplemented by other assessments looking at the match to specific job requirements, and by a structured interview.

### Total Safety Score

The total safety score was derived from the candidate's responses and the calculated scores on the four safety factors (see below). These scores were then compared with scores from a selected group of people (norm group).

Total Safety Score	poor	limited	fair	good	excellent
			●		

Consistency: 0.919  
Percentage exceeded of comparison group (percentile): 94 %  
Test time: 7.6 min.  
Norm group: Active Staff

The squares instrument also assesses aspects of candidates' response patterns to ensure the accuracy of the resulting work safety score and its appropriate interpretation: the responses are mostly consistent, indicating a rather sincere response strategy or a stable self-perception. Since the test time is also within normal range, the interpretations drawn from the results are reliable.

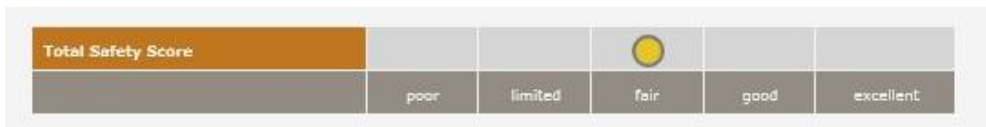
### Safety Factors

The total safety score is derived from the candidate's scores across the four safety factors.

Safety Factors	results
Caution - deliberately avoids potentially hazardous and risky behaviour at work	
Compliance - strictly adherence to safety policies and instructions at work	
Commitment - personal lifestyle (e.g. sober, rested) supports work performance	●
Composure - stays friendly to others under various degrees of stress	●

Feedback is at the discretion of the client. The squares safety report 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.

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# Safe working

## Pre-employment selection

- abilities & behavioural tendencies
- Sticking to safety procedures?
- simple jobs -> just follow the rules
- complex jobs -> incl. ethical awareness

**Traits**

## Pre-shift checking

- vigilance (3 minutes)
- Being in sufficient performance conditions?
- Overtired? Stressed? Intoxicated? Burnout?
- If failed twice then interview

**States**





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# Questions?

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