

HOW TO HIRE MR. CAREFUL

Safety Recruitment Assessment



An assessment tool to recruit safe personnel in your organisation



Accidents are costly

Workplace accidents are areas of great concern to employers. A series of costly accidents can significantly impact an organisation's profit.

Every year organisations spend great amounts of time and resources on accidents that could have been prevented. Accidents have great direct costs such as medical and rehabilitation expenses, workers compensations payments, and higher premiums or perhaps even loss of insurability. But, accidents also have less obvious, indirect costs that are normally not insured. Some of

these include loss of productivity, administration of accidents, loss of human capital and damage to the organisation's reputation.

The human factor is a major part in many accidents. Many organisations devote a substantial amount of time and money on implementing employee safety programs and conducting safety training to reduce the cost of accidents at work. The question is: Could we prevent accidents already at the recruitment process?

Who would you want to hire?

Please have a look at the three gentlemen on your right. Who would you put in charge of the growth of your company, protecting the environment and the daily safety of other workers?

Our guess is that you will go with Mr. Careful.

But, how can you identify Mr. Careful during a recruitment process? Turn to the next page, and find a solution to this problem.

Mr. Careless



Mr. Carefree



Mr. Careful



Assessment process

SEAHEALTH with its team of professional psychologists has developed the Safety Recruitment Assessment.

Each applicant is tested using three dimensions: Knowledge, Personality, and Reasoning. Combined together it filters applicants through and identifies a firm safety profile.

Knowledge

Evaluating the applicant's knowledge level, identifying the likelihood, or inappropriate, safety behaviour is a key starting point. Assessing if this knowledge matches the organisations' safety behaviour expectations is crucial.

Personality

Normative methodology gives organisations the opportunity to understand the personality traits that are particularly important for safe behaviour. A statistical dataset makes personal safety traits measurable, allowing clear comparisons when interviewing a group of applicants.

Reasoning

Two very relevant components need to be considered when an applicant applies for a job in an environment where mistakes can have serious, damaging consequences. One is the ability to think clearly and make sense of complexity. The other is the ability to store and reproduce information.

Start test

17 min.

Statement 19 of 24

1 2 3 4

Start test

9 min.

Statement 50 of 50

Periods of intensive work pressure are exhausting

Absolutely false Partly false Neither false or correct Partly correct Absolutely correct

Next question


Start test

1 min.

Statement 2 of 18

You are participating in an advanced operation. You are in doubt regarding some safety aspects of the job, which have not been discussed at the toolbox meeting.

What are you supposed to do?



You inform your colleagues that the operation should be paused.

You continue your task as you do not want to delay the operation since it is very important and expensive.

You tell afterwards that you were in doubt.

Next question

CO₂ neutral

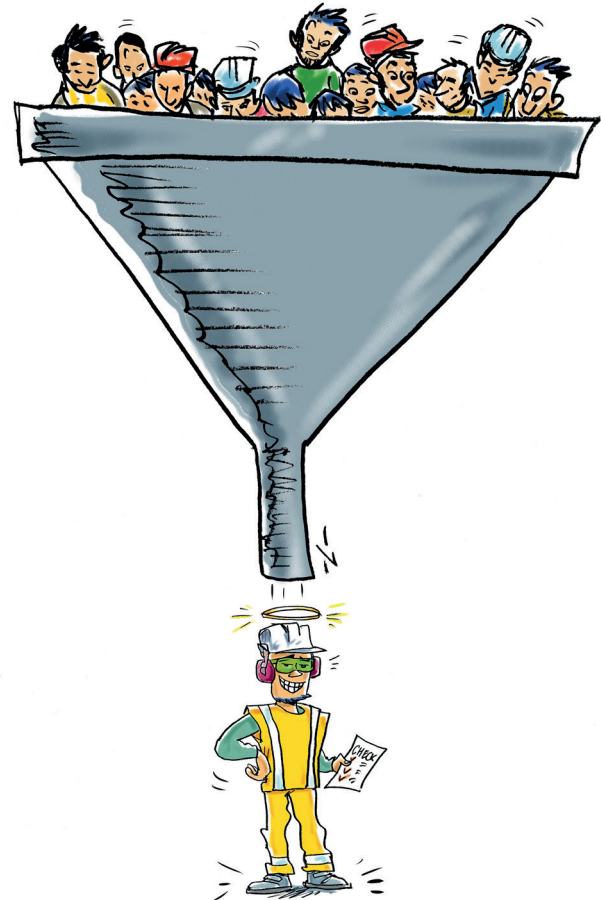
Say hello to Mr. Careful

Based on results from the applicant's assessments, you will be able to filter individuals who are most likely to perform in a safe way.

How it works

SEAHEALTH will create your organisation profile in the Safety Recruitment Assessment. From this profile you can send assessments to your applicants at your convenience.

The applicants will be guided through the assessment. Once the test has been submitted, you will receive an email notification. These results will help you identify Mr. Careful.



Price list

	SEAHEALTH MEMBER	NON - MEMBER
FIRST 200 TEST LEADS PER YEAR	295 DKK	325 DKK
201 - 500 TEST LEADS PER YEAR	275 DKK	300 DKK
501 - 1000 TEST LEADS PER YEAR	245 DKK	275 DKK
MORE THAN 1000 TEST LEADS PER YEAR	195 DKK	250 DKK

Prices are excl. VAT. and subject to change.

Note test leads refers to the amount of test reports per individual requested by the company.



“The first human error often happens at the recruitment process.”



SEAHEALTH

SEAHEALTH is a private, autonomous institution.
We advise shipowners and crew on occupational health and safety issues, including crisis situations associated with piracy, deaths or serious industrial accidents, stress, depression, etc.

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