



 **HOGAN**

safety white paper

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 **awair**
Where will you be?

overview

Awair is an international consulting firm and Hogan Assessment distributor for the UK, France & Italy. Hogan Assessments is a premium provider of high-quality, empirically validated psychometric assessments. With over 30 years of experience, Hogan has been assisting businesses in reducing turnover and increasing productivity by identifying the right people for the job, developing critical talent, and assessing leadership potential.

Workplace safety is crucial for organisational success, as accidents and injuries can harm a company's reputation, profitability, and the livelihood of its employees. Therefore, hiring employees who prioritise safety and can act accordingly is essential. To help organisations improve workplace safety, Hogan has identified personality traits that can predict at-risk work behaviours, including accidents, injuries, and rule violations, which can be used in selection and development initiatives.

This white paper presents the Hogan Safety Report, which identifies personality traits that predict at-risk work behaviours and can be utilised in selection and development efforts to improve workplace safety. The report is based on the Hogan Personality Inventory (HPI), a widely recognised assessment tool used by numerous organisations to evaluate typical personality traits and forecast work-related outcomes.

Through a series of studies conducted by the Hogan Research Division (HRD) across various industries and job roles, this report highlights the relationship between specific personality traits and safety outcomes such as accidents, injuries, rule violations, and workers' compensation claims. The findings demonstrate the potential of using personality assessments in the hiring and development process to reduce turnover, increase productivity and create safer work environments.

The findings in the Hogan Safety Report are derived from the Hogan Personality Inventory (HPI), the established benchmark for evaluating typical personality traits and forecasting work-related achievements in the workforce. Countless organisations, including almost 60% of Fortune 100 companies, rely on HPI as a vital component of their human resource management solutions.

assessment areas

The Hogan Safety Report assesses the safety-related capabilities of both job candidates and current employees in six distinct areas:

Compliance

Refers to a person's predisposition to adhere to established guidelines and policies. Individuals with high scorers are more likely to comply with company rules and respect authority, reducing the likelihood of defiance or rule-breaking.

Trainability

Indicates a person's inclination towards embracing training and development opportunities. High scorers signify openness to new learning experiences and a reduced likelihood of overestimating competence out of arrogance.

Composure

Evaluates a person's capacity to maintain emotional stability when faced with stressors. High scorers indicate emotional regulation while working, reducing the likelihood of mistakes or harmful behaviours due to losing one's temper.

Alertness

Refers to a person's tendency to remain focused when performing repetitive or mundane tasks. High scorers indicate attentiveness, reducing the likelihood of mistakes due to boredom and distractions.

Caution

Evaluates an individual's inclination towards risk-taking. High scorers suggest careful work performance and a reduced likelihood of mistakes due to excessive risk-taking.

Resilience

Indicates an individual's ability to manage stress effectively. High scores signify confidence in their abilities, reducing the likelihood of making mistakes due to panic or pressure.

research methodology

The Hogan Research Division (HRD) conducted a series of studies to demonstrate the efficacy of the Hogan Safety Report in real-world business settings.

Psychology professionals with advanced degrees, HRD maintains a high standard of research methodology and reports results in clear, accessible language. The research process involved several steps:

- Clients provided objective safety data, including information on injuries, accidents, or workers' compensation claims.
- Job incumbents completed the HPI either before or during their employment.
- Using the HPI scores, HRD calculated six scale-level safety scores and an overall safety score for each incumbent.
- Based on their overall safety score, HRD categorised each incumbent as "above average" or "below average".
- Since employees with longer tenures have more opportunities to display risky behaviour, HRD analysed the effects of tenure on safety outcomes when clients provided this data.

overall findings

The Hogan Research Division (HRD) conducted various safety studies across diverse industries (such as transportation and manufacturing) and job roles (such as bus operators and assembly workers). The findings demonstrate that employees with above-average safety scores on the Hogan Safety Report were less likely to display hazardous work behaviours leading to accidents, on-the-job injuries, workers' compensation claims, rule violations, and traffic citations. Detailed results from each study are summarised on the subsequent pages.

finding one

A more significant number of accidents for employees who panic.

Hogan collaborated with a large freight company in the Midwest to identify the underlying causes of workplace accidents among their hourly employees. These employees worked in various hourly positions, primarily loading, transporting, and delivering freight.

By utilising the Hogan Safety Report, we discovered that individuals who tend to panic under pressure (indicated by a low score on the "Strong" scale) were more likely to be involved in at least one major accident compared to those who remained calm in stressful situations (indicated by a high "Strong" score).



20%

Across all six safety scales, employees with above-average safety scores experienced **20% fewer significant accidents** than those with below-average scores.

50%

For employees with at least three years of experience on the job, those with above-average safety scores reported **50% fewer accidents** than those with below-average scores.

finding two

Side-tracked & hard-to-train postal workers.

Hogan gathered safety data from 789 employees working in a national postal and parcel delivery organisation. These employees were involved in receiving, transporting, and delivering packages.

The research showed that employees who are easily distracted (indicated by a low “Vigilant” score) and find it challenging to learn (indicated by a low “Trainable” score) were more likely to receive citations for “unsafe work behaviours” compared to those who remained focused on their tasks (indicated by a high “Vigilant” score) and enjoy learning new things (indicated by a high “Trainable” score).



25%

Across all six scales, employees with above-average safety scores received **25% fewer citations for “unsafe work behaviours”** than those with below-average scores.

15%

The company **could have reduced their citation rate by 15%** by hiring individuals with above-average safety scores.

finding three

Bus operator personality related to multiple safety outcomes.

Hogan collaborated with a large transportation company based on the West Coast to investigate the relationship between the personality of bus operators and safety.

The research found that bus operators who exhibit low emotional stability (low Poised) are likelier to be involved in accidents than those who display emotional control (high Poised).

In addition, bus operators who tend to disregard company policies and regulations (low Compliant), get easily distracted (low Vigilant), and take unnecessary risks (low Cautious) are more likely to have documented rule violations compared to those who follow the rules (high Compliant), remain focused (high Vigilant), and weigh up the consequences before making decisions (high Cautious).



31%

Those with above-average safety scores recorded **31% fewer accidents.**

20%

And **20% fewer rule violations** than bus operators with below-average safety scores.

finding four

Distracted risk-takers are more likely to file claims.

A small manufacturing company in the Midwest collaborated with Hogan to investigate the personality traits linked to workers' compensation claims among their assembly workers over two years. These workers assembled small appliances by tightening bolts, aligning components, and connecting electrical wires.

Hogan discovered that employees who tend to be easily distracted (low Vigilant) and take unnecessary risks (low Cautious) were more likely to have filed workers' compensation claims in the previous two years compared to employees who tend to stay focused (high Vigilant) and evaluate risks (high Cautious).



63%

63% of workers with **below-average safety scores** filed a **workers' compensation claim**.

28%

While only 28% of those **with above-average safety scores** did.

If this manufacturing company had used the Hogan Safety Report to hire only individuals with above-average safety scores, **they could have experienced a 40% decrease in workers' compensation claims**.

finding five

Volatile rule breakers are injured more frequently.

Hogan collected data from truck drivers employed in a national freight transportation company. Analysis of the data showed that drivers who tend to disregard authority and company policies (low Compliant) and exhibit angry outbursts (low Poised) were more likely to suffer from on-the-job injuries compared to drivers who tend to comply with company rules (high Compliant) and have good emotional control (high Poised).



29%

The study found that 29% of **drivers with below-average safety scores** had **on-the-job injuries**.

8%

Whereas only 8% of those **with above-average safety scores** had such incidents.

This means drivers with below-average safety scores were over four times more likely to experience on-the-job injuries than those with above-average safety scores.

If the company hires only those individuals with above-average safety scores, **it could reduce driver injuries by 52%**.

finding six

Fewer citations for alert and receptive truckers.

Hogan studied truck drivers in a national freight transportation company to investigate whether their personality traits played a role in receiving traffic citations.

The study found that drivers who exhibited higher levels of alertness and attention (high Vigilant) and were receptive to feedback and guidance (high Trainable) were less likely to receive traffic citations than those who easily got distracted (low Vigilant) and overestimated their abilities (low Trainable).



finding seven

Hazardous risk-takers are more likely to have accidents.

Hogan collected data on safety ratings provided by supervisors for 129 employees and accident records for over 2,000 employees in a large consumer foods manufacturing company.

Our findings showed that employees who tend to panic and make mistakes (low Strong) and lose their temper (low Poised) were more likely to have accidents compared to those who remain calm and steady (high Strong) and control their anger (high Poised).

In addition, individuals with higher-than-average safety scores were rated as less likely to engage in unsafe behaviours and more likely to follow the rules and promote safety among co-workers.



74%

Employees with **below-average safety scores** received traffic citations **74% of the time.**

67%

While those with **above-average safety scores** received citations only **67% of the time.**

10%

Employees with above-average safety scores were **10% less likely to have one or more accidents over a three-year period.**

36%

And **36% less likely to have two or more accidents** than those with below-average safety scores.

finding eight

Fewer lost days due to Hogan's safety report.

In collaboration with a national food manufacturer, we investigated the effectiveness of the Hogan Safety Report in reducing new employee safety incidents.

The study compared 400 employees who were hired before the implementation of the Safety Report with 178 employees who were hired after its implementation over 16 months.



40%

Results indicated that **those hired with the Safety Report had 40% fewer accidents** than those hired without it.

159 days

The accidents of employees hired with the Safety Report resulted in only three days lost or restricted, while **those hired without the report lost or restricted 159 days.**

conclusion

The Hogan Safety Report offers valuable insights into the relationship between personality traits and at-risk work behaviours that can compromise workplace safety.

The report's findings, derived from a series of studies conducted by the Hogan Research Division, highlight the significance of considering personality traits when assessing safety outcomes.

The studies reveal that employees with above-average safety scores demonstrate a reduced likelihood of accidents, injuries, rule violations, compensation claims, and traffic citations. Specific personality traits emerged as key predictors of safety outcomes, highlighting their importance in identifying individuals who prioritise safety and act accordingly.

In conclusion, the Hogan Safety Report provides organisations with valuable insights into selecting and developing individuals who prioritise workplace

safety. By evaluating specific personality traits, businesses can identify candidates and employees who are less prone to at-risk work behaviours, ultimately reducing accidents, injuries and other safety incidents. The robust research methodology and the widespread adoption of the Hogan Personality Inventory reinforce its status as a trusted resource for organisations committed to enhancing workplace safety.

Awair are authorised providers of training and implementation of Hogan Assessment in the UK, Italy and France. For more information about how personality assessments can improve the safety culture within your organisation, don't hesitate to contact us today.



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