

DRIVER SAFETY QUOTIENT™

HOW YOU CAN PREVENT YOUR NEXT ROAD INCIDENT

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Australiasia

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PICTURE YOUR NEXT ROAD INCIDENT



DSQ™ BUILDS SAFER FLEETS



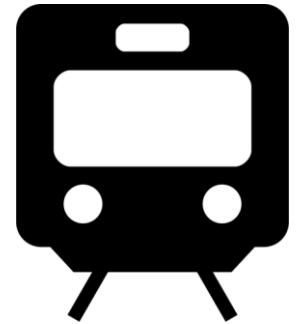
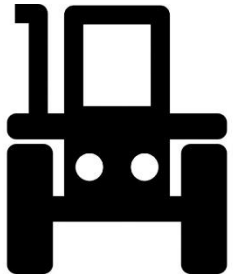
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DSQ™ SAVES TIME MONEY AND LIVES

DSQ™ customers have achieved

- Increase productivity
- Increase employee engagement...
- Reduced turnover
- Reduced incident rates



HOW IT WORKS

USING DSQ™ TO HIRE TOP PERFORMERS



SAFETY SELF-AWARENESS SYSTEM™

New Employees

Training & Development

Reducing Incidents

Safety Culture



SAFETY SELF-AWARENESS SYSTEM™

RESOURCE CONSTRAINT OBJECTIONS:		
Objection	Handler	Discussion Points
<p><i>"This sounds like a lot of work."</i></p> <p><i>"We have limited access to computers."</i></p> <p><i>"We're already doing enough in training and development."</i></p>	Convenient	<ul style="list-style-type: none"> • The assessment can be taken online within 15 minutes and performed online via desktop, tablet, or mobile. • Reports allow organizations to efficiently hire quality candidates who are safe, engaged and productive. • Self-Study curriculum allows for flexible scheduling and implementation. • What if you could prevent your next incident? • 1 incident in 4 saved can equal minimum of \$36,000 in direct costs and up to 40 hours in paperwork. • We have helped our customers achieve on average a 30% reduction in their incident and injury rates. • This is not meant to replace, your current safety practices – it complements them by taking a person-centered approach. After all, +90% of incidents are caused by human factors.
	Return on Investment	
BAD TIMING OBJECTIONS:		
Objection	Handler	Discussion Points
<p><i>"We just don't have time to look at this right now."</i></p> <p><i>"We've already spent our 'X' budget for the year."</i></p>	Return on Investment	<ul style="list-style-type: none"> • We have helped our customers achieve on average a 30% reduction in their incident and injury rates – imagine the costs and the time you could save in managing incidents, the paperwork, the time and productivity lost. • 1 incident in 4 saved can equal minimum of \$36,000 in direct costs and up to 40 hours in paperwork. • Budget can come from Safety, HR, Training or a combination of each. • DSQ™ is the only <i>Personality Assessment</i> that includes comprehensive self-study safety training tools. • DSQ™ can be used on its own or as the first part of a comprehensive <i>Safety Self-Awareness Training Program</i>. • DSQ™ predicts behaviors and teaches Employers how to modify and eliminate unsafe behaviors. • DSQ™ predicts behaviors and teaches supervisors, drivers and operators how to modify or eliminate unsafe behaviors at work, on the road and in their personal lives. • DSQ™ is a tool that can be used for hiring, and training new or existing drivers/operators/supervisors.
	<p><i>"We're not ready for that kind of training yet."</i></p> <p><i>"We're not hiring right now."</i></p>	
PRODUCT EDUCATION OBJECTIONS:		
Objection	Handler	Discussion Points
<p><i>"I'm not sure if my guys would do this."</i></p> <p><i>"Our workers don't speak English."</i></p> <p><i>"We're already using something like this."</i></p>	Accessibility	<ul style="list-style-type: none"> • DSQ™ takes 15-20 minutes to complete, accessible online. • Questionnaires available in over 10 different languages. • Questions are written for a Grade 4 reading level and are not invasive while avoid topics relating to education. • DSQ™ is the only <i>Personality Assessment</i> that includes comprehensive self-study safety training tools. • DSQ™ can be used on its own or as the first part of a comprehensive <i>Safety Self-Awareness Training Program</i>. • DSQ™ is the only driving safety assessment designed for individuals how drive or operate heavy machinery as part of their occupation
	<p><i>"We're looking for something more hands-on."</i></p> <p><i>"Competitor X was better."</i></p> <p><i>"This doesn't look like it will fit our training & development."</i></p>	

SELF-AWARENESS: UNIQUELY HUMAN



THE DSQ™ ONLINE ASSESSMENT



Questionnaire:

~110 Questions

< 15 Minutes to Complete

Over 8 Different Languages including:

- French
- Spanish
- Tagalog
- Hindi

Please answer the following questions by following your first impression and answering honestly.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. I'm relaxed most of the time. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
2. I don't envy anyone. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
3. I'm more comfortable following than leading. *	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I'm not bothered when things don't go the way I want them to. *	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. There are things I've done that I'm not proud of. *	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. I'm always preoccupied about something. *	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I enjoy competing with others. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
8. I'd rather explore and try new things than stick to what's familiar. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
9. I am known as someone who can be stubborn. *	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. I've never deliberately lied to someone. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
11. I prefer my day to be unpredictable. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
12. I don't worry about things that are beyond my control. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
13. I have a vivid imagination. *	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. When a task seems hopeless it's ok to drop it. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
15. My mood changes less often than most peoples'. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
16. I'd rather do something I'm already good at than learn something new. *	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. I get stressed out easily. *	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. I worry less than most people. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
19. I have a hard time staying focused when doing repetitive tasks. *	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
20. I like to have clear step-by-step instructions on how to do things. *	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

THE DSQ™ REPORT



Driver Safety Quotient™ score is based on results of six dimensions below. Scores range from 1-100, with a higher score having a lower likelihood in engaging in unsafe behavior.

51

Primary Traits:

Distractible

Patient

Thrill-Seeking

Resistant

Questions driving rules and guidelines, may be resistant to feedback.

LEFT SIDE MIDDLE RANGE RIGHT SIDE



Accommodating

Follows driving rules and guidelines without questioning.

Anxious

Quickly feels stress in unexpected or unfamiliar driving situations.



Calm

Even-tempered, calm when working under pressure.

Impatient

May become annoyed or irritated by other drivers when under stress.



Patient

Not easily frustrated or annoyed by other workers.

Distractible

Seeks stimulation and variety. May become distracted while driving.



Focused

Less likely to seek variety. Able to ignore distractions.

Impulsive

Decides quickly, may underestimate consequences when driving.



Cautious

Tends to carefully evaluate working situations before acting.

Thrill-Seeking

Seeks excitement, comfortable with



Apprehensive

Tends to avoid with risk and

Key Features:

Feature 1

Safety Snapshot

Feature 2

Interview Questions

Feature 3

Coaching Tips

THE DSQ™ REPORT



Accommodating

MIDDLE RANGE

RIGHT SIDE

Accommodating

Follows workplace rules and guidelines without questioning.

Accommodating

new ideas, re-training and coaching. People who score to re-training, new ideas, coaching and generally accept

Suggested Interview Questions

- “Tell me about a situation where you felt that if you followed standard rules and procedures it might be unsafe. How did you handle the situation? Did you tell anyone?”
- “Tell me about a time when you were supposed to follow rules or regulations that you thought were unnecessary. What was the situation and what did you do?”

Feature 2 Interview Questions

THE DSQ™ REPORT



Dimension 1: Resistant vs. Accommodating

Resistant

Questions workplace guidelines, may be resistant to feedback.

LEFT SIDE

MIDDLE RANGE

Mr. Doe scored in the Mid Range of Resistant vs. Accommodating

This area measures rule-following and openness to new ideas. Mr. Doe in the mid range have an average level of openness to re-training workplace rules and regulations.

Positive Aspects of How Mr. Doe Scored

- Generally open to coaching and re-training
- Comfortable working within set guidelines
- Follows standard operating procedures

Safety Risks and Coaching Tips for Mr. Doe

- May not always inform others when standard procedures aren't appropriate
- Would benefit from knowing the reasons behind rules and the consequences of ignoring them
- May hesitate to stop and question things

Feature 3

Coaching tips for:

- Onboarding
- Training & Development

HOW IT WORKS

USING DSQ™ TO TRAIN & DEVELOP YOUR FLEET



TRAINING & DEVELOPMENT



Key Features:

Feature 1

Safety Snapshot

Feature 2

Coaching Tips

Feature 3

SafeSELF Action Plan

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Primary Traits:

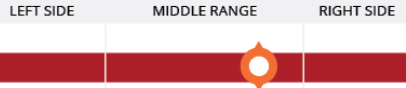
Distractible

Patient

Thrill-Seeking

Resistant

Questions driving rules and guidelines, may be resistant to feedback.



Accommodating

Follows driving rules and guidelines without questioning.

Anxious

Quickly feels stress in unexpected or unfamiliar driving situations.



Calm

Even-tempered, calm when working under pressure.

Impatient

May become annoyed or irritated by other drivers when under stress.



Patient

Not easily frustrated or annoyed by other workers.

Distractible

Seeks stimulation and variety. May become distracted while driving.



Focused

Less likely to seek variety. Able to ignore distractions.

Impulsive

Decides quickly, may underestimate consequences when driving.



Cautious

Tends to carefully evaluate working situations before acting.

Thrill-Seeking

Seeks excitement, comfortable with



Apprehensive

Tends to avoid with risk and

TRAINING & DEVELOPMENT



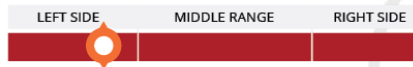
PART B

SELF-COACHING TIPS

Dimension 6: Thrill-Seeking vs. Apprehensive

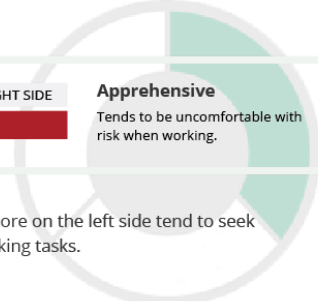
Thrill-Seeking

Seeks excitement, comfortable with uncertainty and taking risks.



Apprehensive

Tends to be uncomfortable with risk when working.



You scored in the Left Side of Thrill Seeking vs. Apprehensive.

This area measures a person's level of excitement seeking. People who score on the left side tend to seek excitement, are comfortable with uncertainty and tend to enjoy risky working tasks.

Positive Aspects of How You Scored

- You're comfortable with uncertainty and risk
- You're open to trying new ways of completing-tasks
- You're not likely to be fearful or afraid of taking

Coaching Tips for Improving Behavior

- You may benefit from relying on other team members to identify unnecessary risks
- You may not recognize when risks should not be tolerated
- You may become restless or bored with tasks that you have already mastered

Please think of an example of where being this dimension contributed to an unsafe behavior. Describe below:	What happened to trigger this unsafe behavior? Describe below:	What you can do to improve your Safety Behavior related to this area? Please add your ideas below:

Feature 2 Self-Coaching Tips



TRAINING & DEVELOPMENT



Positive Aspects of How You Scored

- You're comfortable with uncertainty and risk
- You're open to trying new ways of completing-tasks
- You're not likely to be fearful or afraid of taking

Coaching Tips for Improving Behavior

- You may benefit from relying on other team members to identify unnecessary risks
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Feature 3 SafeSELF Action Plan

Please think of an example of where being this dimension contributed to an unsafe behavior. Describe below:	What happened to trigger this unsafe behavior? Describe below:	What you can do to improve your Safety Behavior related to this area? Please add your ideas below:

THE TalentClick PORTAL

Convenient
Access:

All Reports

Multiple User Levels

- Work Group
- Branch/Site
- Enterprise

Email Notifications



GROUP	FIRST NAME	LAST NAME	PRODUCT	REPORT TYPE	DATE	#
TCN302-DSQ-Trial	Kelly	Delyas	DSQ	Participant	Oct 30, 2014	View
TCN302-DSQ-Trial	Kelly	Delyas	DSQ	Employer	Oct 30, 2014	View
TCN302-DSQ-Trial	Neil	Belenkie	DSQ	Participant	Oct 22, 2014	View
TCN302-DSQ-Trial	Neil	Belenkie	DSQ	Employer	Oct 22, 2014	View
TCN302-DSQ-Trial	Greg	Hallinan	DSQ	Participant	Oct 14, 2014	View
TCN302-DSQ-Trial	Greg	Hallinan	DSQ	Employer	Oct 14, 2014	View
TCN302-DSQ-Trial	Freddy	Munoz	DSQ	Participant	Oct 10, 2014	View
TCN302-DSQ-Trial	Freddy	Munoz	DSQ	Employer	Oct 10, 2014	View
TCN302-DSQ-Trial	Hassan	Sharfi	DSQ	Participant	Aug 22, 2014	View
TCN302-DSQ-Trial	Hassan	Sharfi	DSQ	Employer	Aug 22, 2014	View
TCN302-DSQ-Trial	Susana	Marulanda	DSQ	Participant	Aug 18, 2014	View
TCN302-DSQ-Trial	Susana	Marulanda	DSQ	Employer	Aug 18, 2014	View
TCN303-SQ - PPC Trial	Brian	McCloskey	SQ	Participant	Jun 27, 2014	View
TCN303-SQ - PPC Trial	Brian	McCloskey	SQ	Employer	Jun 27, 2014	View
TCN302-DSQ-Trial	Annaliese	Schotemeyer	DSQ	Participant	May 10, 2014	View
TCN302-DSQ-Trial	Annaliese	Schotemeyer	DSQ	Employer	May 10, 2014	View
TCN302-DSQ-Trial	Josh	Varone	DSQ	Participant	May 01, 2014	View
TCN302-DSQ-Trial	Josh	Varone	DSQ	Employer	May 01, 2014	View
SQU001-SQ-Trial	Scott	Renton	SQ	Participant	Apr 30, 2014	View
SQU001-SQ-Trial	Scott	Renton	SQ	Employer	Apr 30, 2014	View



A SAFE AND PRODUCTIVE FLEET



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THANK YOU

PLEASE CONTACT OUR DEDICATED ACCOUNT TEAM
FOR QUESTIONS

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