DRIVER SAFETY QUOTIENTTM HOW YOU CAN PREVENT YOUR NEXT ROAD INCIDENT

Steven Asnicar, Director

t. +617 3118 6188 sja@talentclick.com.au

TalentClick Workforce Solutions Inc. Australiasia



PICTURE YOUR NEXT ROAD INCIDENT



DSQ[™] BUILDS SAFER FLEETS

DSQ

DSQ[™] SAVES TIME MONEY AND LIVES

DSQ™ customers have achieveq

- Increase productivity
- Increase employee engageme.
- Reduced turnover
- <u>Reduced incident rates</u>









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 **Discussion Points** The assessment can be taken online within 15 minutes and performed online via desktop, tablet, or mobile. Convenient · Reports allow organizations to efficiently hire quality candidates who are safe, engaged and productive. "This sounds like a lot of work." Self-Study curriculum allows for flexible scheduling and implementation. "We have limited access to computers." 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're already doing enough in Return on training and development." · We have helped our customers achieve on average a 30% reduction in their incident and injury rates. Investment • 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.

BAD TIMING OBJECTIONS:

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Objection	Handler	Discussion Points
"We just don't have time to look at this right now." "We've already spent our X' budget for the year."	Return on Investment	 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.
"We're not ready for that kind of training yet." "We're not hiring right now."	Training and Development	 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</i> Training Program. 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.

PRODUCT EDUCATION OBJECTIONS:

Objection	Handler	Discussion Points
"I'm not sure if my guys would do this." "Our workers don't speak English."	Accessibility	 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.
"We're already using something like this." "We're looking for something more hands-on." "Competitor X was better."	Safety Focused	 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</i> Training Program. DSQ[™] is the only driving safety assessment designed for individuals how drive or operate heavy machinery as part of their occupation
"This doesn't look like it will fit our training & development."	Validated	 Validated to reduce incident rates by an average of 20% when used for training & development. Using DSQ^{**} for hiring can eliminate up to 4 incidents for every 100 hires.



SELF-AWARENESS: UNIQUELY HUMAN

SAFETY SELF AWARENESS

ACHIEVE



THE DSQ[™] ONLINE ASSESSMENT

Questionnaire:

- ~110 Questions
- < 15 Minutes to Complete

Over 8 Different Languages including:

- French
- Spanish
- Tagalog
- Hindi

SQ2-Current ×

→ C □ assessments.talentclick.com/s3/SQ2

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. *	0	0	0	۲	0
2. I don't envy anyone. *	0	0	0	۲	0
3. I'm more comfortable following than leading. *	0	۲	0	0	0
 I'm not bothered when things don't go the way I want them to. " 	۲	0	0	0	0
5. There are things live done that I'm not proud of. *	0	۲	0	0	0
6. I'm always preoccupied about something. *	0	۲	0	0	0
7. I enjoy competing with others. *	0	0	0	0	۲
8. Id rather explore and try new things than stick to what's familiar. *	0	0	0	۲	0
9. I am known as someone who can be stubborn. *	0	۲	0	0	0
10. Ive never deliberately lied to someone. "	0	0	0	۲	0

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
11. I prefer my day to be unpredictable. *	0	0	0	۲	0
12. I don't worry about things that are beyond my control. *	0	0	0	0	۲
13. I have a vivid imagination. *	0	۲	0	0	0
14. When a task seems hopeless it's ok to drop it. "	0	0	0	۲	0
15. My mood changes less often than most peoples". *	0	0	0	۲	0
16. I'd rather do something I'm already good at than learn something new. "	0	۲	0	0	0
17. I get stressed out easily. *	۲	0	0	0	0
18. I worry less than most people. *	0	0	0	۲	0
 I have a hard time staying focused when doing repetitive tasks." 	0	0	0	۲	0
20. I like to have clear step-by-step instructions on how to do things. *	0	۲	0	0	0

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DSQ

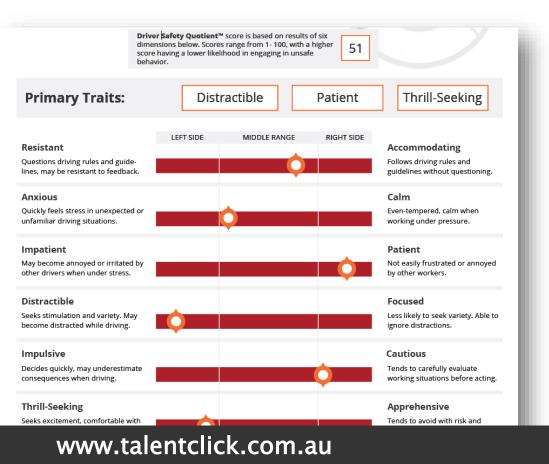
MPROVE

LEAR

SAFETY SELF AWARENESS

ACHIEVE

THE DSQ[™] REPORT



Key Features:

Feature 1 Safety Snapshot Feature 2 **Interview Questions** Feature 3 **Coaching Tips**



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LEAR

SAFETY SELF

AWARENESS

ACHIEVE

THE DSQ[™] REPORT

modating

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?"

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Feature 2 Interview Questions

LEAD

SAFETY SELF AWARENESS

ACHIEVE

ROVE



THE DSQ[™] REPORT

Dimension 1: Resistant vs. Accommod

LEFT SIDE

MIDDLE R.

Resistant Questions workplace guidelines, may be resistant to feedback.

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

This area measures rule-following and openness to new idin the mid range have an average level of openness to re-tiworkplace 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

May besitate to stop and question things

• Would benefit from knowing the reasons behind rules and the consequences of ignoring them

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Feature 3

Coaching tips for:

LEAD

SAFETY SELF AWARENESS

ACHIEVE

ROVE

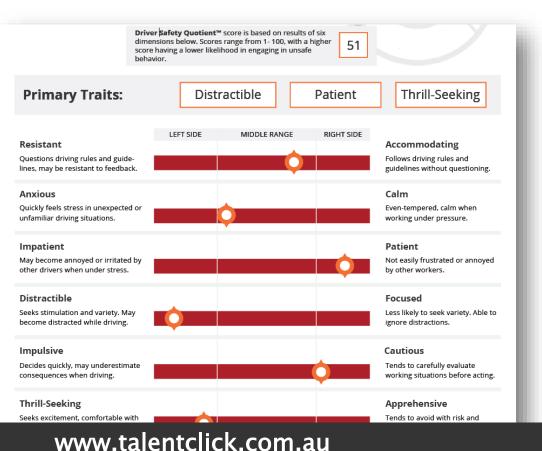
- Onboarding
- Training & Development



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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SAFETY SELF

AWARENESS

ACHIEVE

LEAR

TRAINING & DEVELOPMENT

MPRO LEAD SAFETY SELF Š AWARENESS ACHIEVE

PART B **SELF-COACHING TIPS** DSQ

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 completingtasks
- 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 ٠ 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 completingtasks
- You're not likely to be fearful or afraid of taking

Coaching Tips for Improving Behavior

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- 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 3 SafeSELF Action Plan

LEAD

DSQ

IMB

SAFETY SELF AWARENESS

ACHIEVE

ROVE

THE TalentClick PORTAL

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Convenient Access:

All Reports

Multiple User Levels

- Work Group
- Branch/Site
- Enterprise

Email Notifications

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A SAFE AND PRODUCTIVE FLEET

SAFETY SELF AWARENESS

ACHIEVE



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THANK YOU PLEASE CONTACT OUR DEDICATED ACCOUNT TEAM FOR QUESTIONS

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