



Roger Reckless

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RADAR

In safety critical environments, no matter how sophisticated the equipment and processes, it is the people that make all the difference. It is essential that employees have the capacity to understand and work with the systems in a safety critical environment, and that they have an appropriate attitude towards safety.

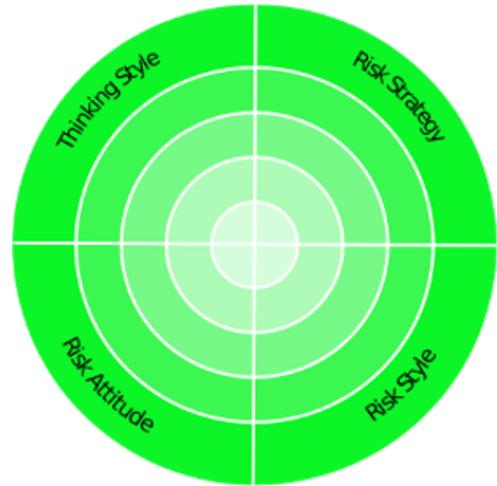
Radars

will provide information about the overall pattern of an individual's capacity to operate appropriately in a safety critical environment, highlighting areas of strength and areas where development is needed. Individual developmental suggestions are also provided.

The Radar Assessment

Is based on the latest theories and research in the field of human factors and safety. It is a comprehensive approach to looking at an individual in relation to safety as it assesses cognitive capacity as well as personality factors.

The 5 areas assessed by RADAR are:



Likely responses in the event of an emergency



Capacity is defined as the ability to:

- Follow instructions
- Handle increasing complexity
- Made decisions quickly
- Learn and adapt
- Sustain performance under pressure
- Trust one's own judgement

Attitude includes:

- Perception of risk
- Belief in ability to cope under pressure
- Approach to dealing with risk
- Acceptance of rules

Comparison Group

Roger's responses to the RADAR assessment have been compared to the responses of a group of 200 employees from safety critical industries in order to benchmark against typical performance and styles.

How to use this report

The RADAR assessment is designed to help individuals who are working in safety critical environments to develop a greater awareness of their typical response styles, and to identify ways to improve their approach to safety and risk.

This report is based on the ways in which the individual responded the tasks and the questions from the RADAR assessment. The outcomes are likely to represent an individual's typical style of approaching safety critical environments; however, the influence of experience, training, organisational culture and practices, and the nature of the actual job role may influence how the individual may adapt their style in their current role.

At the end of each section, there are questions to help the individual reflect on their style and attitudes in relation to the information presented in the report in conjunction with their perception of their typical job performance. This can be an individual reflection, however a discussion with a coach, mentor, trainer or colleague is often more valuable.

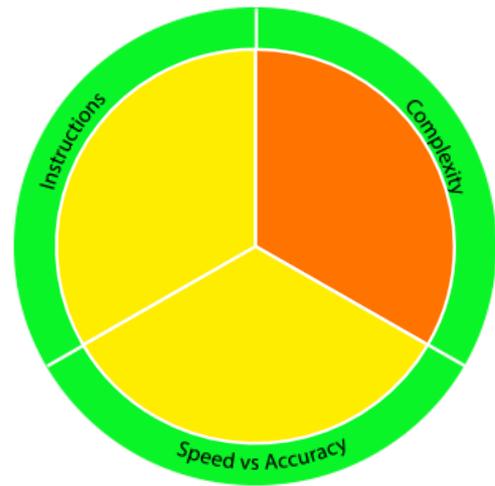
The RADAR assessment is not recommended as a selection tool at this time.

Thinking Style

The outcomes presented below are based on Roger's approach to the Barrel Task in the RADAR assessment. The Barrel Task aims to assess the capacity for working with instructions and complexity in a new and unfamiliar situation.

How an individual processes information is an important part of how they may perform in a safety critical situation. This section of the report measures the following aspects of Thinking Style in relation to risk:

- Ability to understand and follow instructions
- Ability to handle complexity
- Speed vs Accuracy



Ability to understand and follow instruction



Roger demonstrated a fairly limited ability to understand and follow new instructions. He is likely to become overwhelmed by learning new tasks that have high number of instructions to consider, and may begin to make errors.

Roger attempted to retain a large set of instructions without having to revisit them. The errors made could be an indication that he had difficulty retaining the instructions or that he had not completely understood the instructions. It could also indicate that he was not interested in completing the task.

Ability to handle complexity



Roger demonstrated the ability to cope moderately well with increasing complexity in an unfamiliar task. However when needing to use several different new operating procedures simultaneously, he may begin to make errors.

This may be because, when time pressure was applied, Roger attempted to make decisions too quickly.

Speed vs Accuracy



Roger demonstrated good speed but a fairly low level of accuracy. This indicates that he is likely to try and apply new information before he has had time to assimilate it or adapt to it. He is likely to be hasty in his actions and make unnecessary mistakes.

Reflection and Discussion

Thinking Style looks at Roger's capacity for understanding and applying new instructions in an unfamiliar task.

1. Overall, how did you find the Barrel Task? Easy, difficult, confusing,?
2. Did you notice that your ability to understand the task improved as the task went on? Or did it get worse / stay about the same?
3. How do you usually prefer to learn a new task? Perhaps by watching others, having a go yourself, reading about it, having time to think about it, or some other method? What works best for you?
4. How confident do you feel about being able to remember new instructions? If you have a tendency to double check information, ask yourself what motivates you to do this and how necessary it is.
5. To what extent do the results of the RADAR assessment reflect how you see your capacity for learning a new task? And to what extent do the results reflect how you operate in your current role?

Risk Strategy

The outcomes presented below are based on Roger's approach to the Volcano Rescue Task in the RADAR assessment. The Volcano Rescue Task aims to assess the way an individual might approach an unfamiliar risky situation when faced with options.

In a safety critical environment, a balanced approach to dealing with risk is usually most appropriate. Situational risk can be increased when individuals take either a high risk strategy or an over-cautious strategy.

This section assesses which strategy the participant mainly opted for when faced with the options of Fast yet High Risk, Low Risk yet Slow, or Balanced.



Risk Strategy

Roger demonstrated a tendency to take risks, preferring to take an approach that was quicker, yet was potentially highly risky. He may have made this judgement based on a tendency to take a chance or a gamble when faced with risk. This indicates that he may not weigh up the potential risks when making decisions, or that he may enjoy the gamble of taking a risk.

Strategy Under Pressure

The addition of time pressure did not change the strategy used when there was no time pressure. This indicates that Roger employed a similar strategy to both the pressured and non-pressured situations, and that added pressure did not cause them to take more risks.

Consistency

Roger applied this strategy very consistently, hardly deviating from his chosen approach. This could indicate that he is quick at making his mind up, or that he does not like to take a trial and error approach to formulating a strategy.

Reflection and Discussion

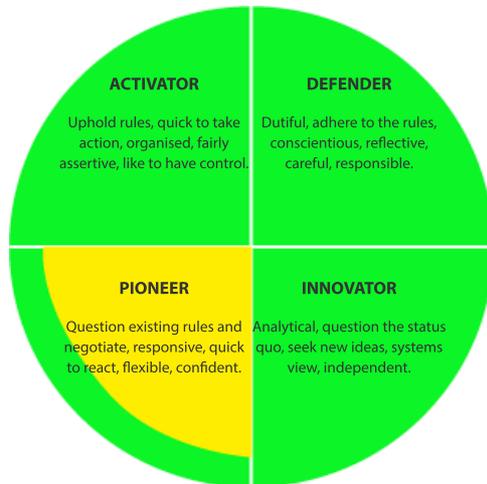
Risk Strategy looks at Roger's approach to risk taking in an unfamiliar task.

1. What decision making process did you go through when faced with the task?
2. How did the addition of time pressure affect your decisions?
3. To what extent does your reported Risk Strategy here reflect how you approach safety critical decisions in your work?

Risk Style

Roger's Risk Style is based on the general personality style of an individual in relation to four broad categories that have an influence on how someone is likely to work in safety critical environments.

In this assessment, four broad categories of Risk Style are observed.



Roger's responses to the questionnaire indicate that he is a Pioneer.

General Personality Style:

The Pioneer personality is lively, energetic and outgoing. They like to have a flexible approach to work and will enjoy variety and change. Although they are likely to respect rules that have a clear purpose, in general they will find rules, processes and schedules restrictive. Many Pioneers will have their own personal values and rules, rather than conforming to societal norms. Although they do not often actively seek positions of leadership, they will often fall into informal leadership roles due to their out-going and assertive character.

As Managers, they will encourage others with their enthusiasm and focus on creating a good, positive team spirit. They will want freedom to lead in their own style and without close supervision from their superiors. Often they will challenge conventional methods and make suggestions for improved ways of working. They may not always be consistent in their approach, which may cause difficulties for those who like clarity and stability.

As Team Members, Pioneers tend to enjoy working with groups and teams, and will like to bring a fun and social aspect to team work. They will often be the 'social glue' of a group. Nevertheless, they can often display strong individualism.

Typical Style in a Safety Critical Environment:

In a safety critical environment, they are likely to take a somewhat flexible view of rules and procedures, often looking for ways to adapt or improve on processes to make them less cumbersome and more expedient. Pioneers are particularly effective when faced with a problem or emergency. They can be very inventive and often find innovative solutions to problems, and are good at finding temporary quick-fixes. They do not get fazed by sudden changes, and in fact, may enjoy these situations. Pioneers are often good at prioritising and will quickly assess the best task to tackle first based on how it will impact on other parts of the problem.

At Their Best:

At their best Pioneers are enthusiastic, sociable, and active. They are usually resilient and able to deal with pressure and stress. Confident Pioneers will have a 'can do' attitude and will encourage others to have a positive outlook. They can be creative and insightful when problem solving.

Potential Downsides:

The potential downsides of the Pioneer style are that they can be disruptive if they get bored or feel that they are being restricted in some way. They may look for ways to circumvent rules and processes just for sport, and if their situation has become stagnant, they may create small crises or over-dramatise situations just to create some excitement. They can also be over-confident and believe that standard rules do not apply to them.

Risk Attitude

Caution

Roger's responses to the questionnaire, indicate that he is unlikely to adhere to standard operating practices and is likely to take unnecessary risks for the sake of novelty. In a safety critical environment this approach is very likely to increase the risk of error or accident.

Stress Tolerance

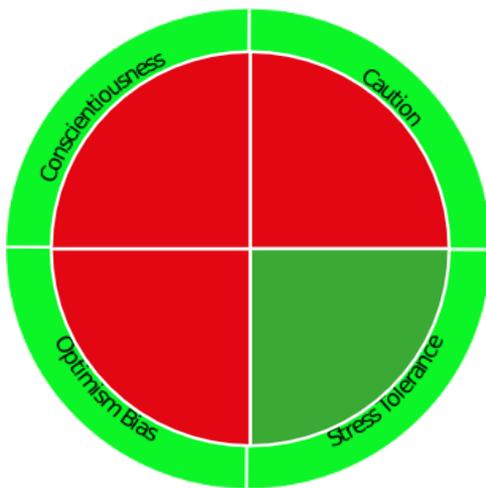
Roger describes himself as being able to cope very well with stress and pressure. In an emergency situation he is likely to adjust quickly and find a way to respond appropriately. He may even perform better when there is a degree of pressure.

Optimism Bias

Roger's responses to the questionnaire indicate that he has a distorted perception of his abilities and is likely to come across as arrogant. He is likely to take unnecessary risks, frequently show off to impress others, and have a fear of appearing foolish in front of others. This attitude, known as Optimism Bias, is highly likely to increase the possibility of accidents in any safety critical or high risk environment.

Conscientiousness

Roger is likely to disregard rules and processes more than most people with the Pioneer style and may spend time and energy looking for ways to get round rules. When faced with structure and rules he is likely to be disruptive.



Reflection and Discussion

Risk Style and Risk Attitude consider how Roger's personality style can influence his behaviour in safety critical environments.

1. Reading through your Risk Style description, to what extent does this reflect your style at work?
2. Which aspects of your Risk Style and Risk Attitude work well in a safety critical environment? Which aspects do you struggle with?
3. Considering how you have reported your Stress Tolerance, which situations make you more stressed? Which situations are you more confident in?
4. Which rules and processes are you most likely to follow? And which are you most likely to argue with or disregard?

RADAR Summary



Strengths:

Attitude

- Belief in ability to cope with pressured situations
- Trust in own judgement

Areas for Development:

Capacity

- Understanding and following basic instructions
- Understanding and following complex instructions
- Ability to make decisions quickly and accurately

Attitude

- Reasonable perception of risk
- Reasonable perception of potential consequences
- Balanced risk appetite

Development Suggestions:

- Roger could improve in this area by practising tasks that are routine to make them more automatic, or, where there is no urgency, take the time to check before taking action. Also, make notes when being given a new task and keep them to hand until they are familiar.
- Roger seems to cope fairly well with handling a lot of information, but could improve further in this area by ensuring that he is familiar with the basics before taking on more complex information.
- Roger is likely to experience more errors when taking on new task information quickly. This could be improved by taking the time to absorb and practise new instructions if time is available. Additionally, having someone demonstrate the new task may be a useful way to learn new task information quicker.
- Roger may not always fully weigh up the risks in a situation. Taking time to work through potential scenarios before taking action may lead to a more balanced risk assessment.
- Roger has tendency to overlook risks and not consider himself to be vulnerable to risks. Carrying out a proper risk assessment discussion with someone else may help to reality check potentially risky situations.
- Roger would benefit by balancing the attitudes of 'caution' and 'risk taking' a little more.

Industry sector:	Manufacturing
Time in sector:	1-2 years
Job category:	Worker
Level of proficiency in English:	Fluent in English
Color blind:	No