

Assessing Risk Type for a Safer Working Environment

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minds

The Issue

A major European mining organisation was seeking to reduce accidents and to create a safer working environment for its staff. The goal was to enhance employees' awareness of how their risk disposition impacts their behaviour, encourage personal responsibility and increase the organisation's accountability for safety.

The Solution

The organisation worked with specialist coach, Nicky Schlatter, to conduct a safety workshop. All attendees completed the Risk Type Compass assessment, which provides insights into how individuals perceive, react to, and manage risk. It places them into one of eight distinct Risk Types based on their personality, which has a persistent and pervasive impact on their safety behaviour.

During the workshop, attendees used real-life safety scenarios to explore the strengths and potential blind-spots associated with each Risk Type, as well as how different Types complement and conflict with each other. Applying the knowledge to their own roles, they learnt how to take responsibility for risk behaviour, leverage their Risk Type, and manage tendencies that could negatively impact safety behaviour.

The Results

Feedback from the workshop was overwhelmingly positive. Raising employees' self-awareness of risk disposition and how it consistently impacts behaviour increased their individual accountability and helped to create a safer working environment.

Nicky Schlatter commented: "The Risk Type Compass gave employees unique insight into how their personality influences safety behaviour in ways they had never previously considered. It gave them an invaluable framework and common language to share throughout the organisation."

Situation

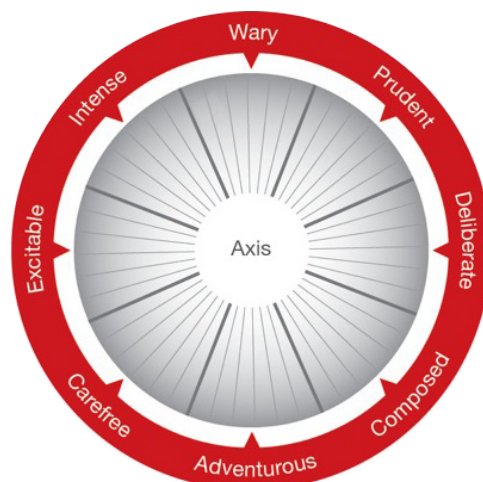
- European mine sought to create a safer work environment

Solution

- Risk Type Compass used to explain the impact of personality on safety behaviour and how strengths and blind-spots can be managed

Results

- Heightened self-awareness increased individual accountability and helped create safer work behaviours



risktype
compass™

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As indicated, over three quarters of the ATC sample were categorised as 'Deliberate' Risk Types, greatly exceeding the 17% represented in the general population. A complete absence of Carefree and Excitable Risk Types was also notable as, together, these reflect around a fifth of the general population. However, the distinctiveness of the sample did not end with the distribution of Risk Types.

Risk Type Strength refers to the distance of the individual from the Risk Type Compass's central axis, and reflects how closely the individual will relate to their Risk Type description. When compared with Deliberate Risk Types from the general population, the Air Traffic Control group were five times more likely to fall into the strongest 'Strength 5' category.

So what is a Deliberate Type?

Calm, calculated and sure-footed, they are not easily unnerved, but they test the ground thoroughly and like to do things 'by the book'. They will approach tasks in an analytical and business-like way, and will like to plan ahead and be well prepared. Their position on the RTC places them at an opposing position to the Excitable Risk Type, whose decisions are fuelled by enthusiasm for exciting ideas and opportunities, but tempered by sensitive risk antennae. Excitable Risk Types may wrestle over decisions, but will go in deep once committed.

Implications

An individual's Risk Type is a reflection of their perception, tolerance and propensity towards risk taking, and this insight can be applied in various ways. When used in combination with other metrics, the Risk Type Compass can facilitate discussion around a variety of risk-related topics, and these can benefit processes involved in the selection and personal development of individuals in the ATC industry.

Each Risk Type encompasses various strengths and

challenges that influence how individuals approach and complete tasks. The self-awareness generated by the Risk Type Compass can aid in identifying the most suitable and effective strategies for that individual to adopt in dealing with any challenges and to improve performance. An example for Deliberate Risk Types could be the need to appreciate that whilst their calm and business-like manner will usually prove a valuable asset in coping with the stress of their role, that same calmness may also prove a barrier to communicating the potential urgency of a situation to pilots.

Understanding variation in these factors will aid in selection, development and team building programs to help ensure an organisation achieves its desired balance. To enquire further about how the Risk Type Compass could benefit you and your organisation, email us at info@psychological-consultancy.com.