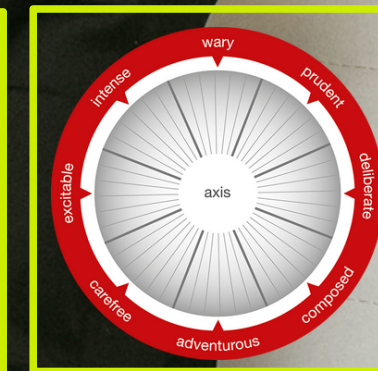


Risk Type Compass Case Study

Assessing Risk Type for a Safer Working Environment



The issue

A major European subsidiary of a US mining organisation was under pressure to improve its safety record. In pursuit of this aim, their goal was to enhance employees' self-awareness about the impact of their personalities and risk attitudes on their work performance. Compliance requirements can present very different challenges to different people, depending on their natural risk dispositions. PCL's ability to differentiate people according to their Risk Type makes it possible to define 'tailored' personalised agendas for risk awareness training.

This, in turn, enables and encourages front line operatives to take more personal responsibility for their safety behaviours. The challenges for the subsidiary to increase accountability for safety clearly required more from their shop floor than 'blind obedience'. The aim of the project, supported by specialist coach, Nicky Schaller, was to use the Risk Type Compass to chart human risk factors within the organisation, highlighting risk decision making and its impact on work behaviours.

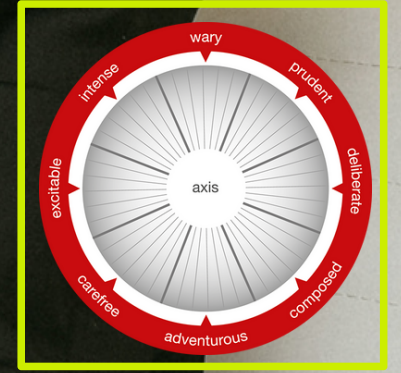
The solution

A series of safety workshops were arranged to suit shift patterns. All attendees completed the Risk Type Compass assessment, which provides insights into how individuals naturally perceive, react to and manage risk; how they make risk and safety decisions. Assessment places each person into one of eight distinctive Risk Types based on their personality. These will have introduced a persistent and pervasive impact on each individual's safety behaviour. During the workshops, attendees used real-life safety scenarios to explore the strengths and potential blind-spots associated with each Risk Type, as well as how Risk Types differ, complement with each other or conflict.

Applying this knowledge to their own roles and routines, they learnt how to leverage their Risk Type and manage tendencies that could negatively impact safety behaviour. Knowing, as individuals, when and where a change of mind-set would be required to ensure safety requirements set out personalised agendas for personal development and the realisation of personal responsibility.

Risk Type Compass Case Study

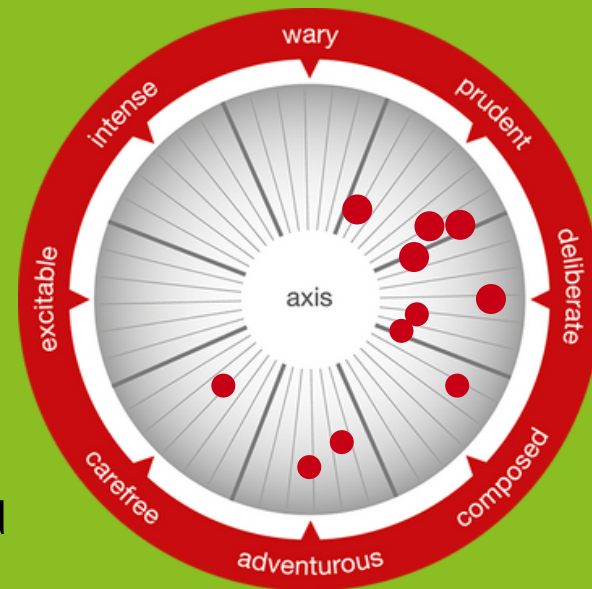
Assessing Risk Type for a Safer Working Environment



The outcome

Feedback from the workshop was overwhelmingly positive. Operatives responded very well to this personalised approach, the recognition of their individuality and the insights into risk dispositions and their consistent impact on behaviour. The project increased individual self-awareness, self-esteem and accountability and helped to create a more positive and 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 a framework and common language to share throughout the organisation.”



Get in touch to learn more


Phone Number

+44(0)1892 559540

Email Address

 louisa@psychological-consultancy.com

Website

 www.psychological-consultancy.com