

# A

# ddressing

## Safety & Performance Transport Operations



**SSA** versions for transport  
Example Operators Report  
Report options

*psyfactors*

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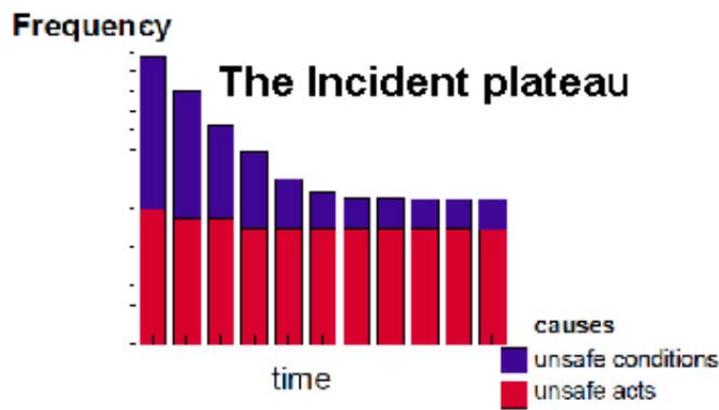
Pete Rosenweg -  
Registered Psychologist  
Human Factors

# One third at risk!

Ever wondered what is keeping the **incident plateau** up?

So you already know that unsafe conditions have given way to conclusive evidence about how unsafe acts outweigh all other causes in an **80:20** ratio. Equipment is safety assessed, but do you know the limits of your people? The OHS Act makes you responsible.

**\* Systematic safety and performance improvement must address behaviour**



A large scale survey and analysis of 54,168 persons from 1040 industrial, mining, construction and transport organisations in 2014 from the Australian region showed the following figures.

Capacity for	% of the 54,168 persons reporting poor capacity
Attention recovery - Resilience	24%
Mental Alertness	27%
Managing Fatigue	48%
Perception & Comprehension of risk	41%

The numbers show that on the **SSA** test of adequacy with respect to the four major risk measures, 15.7% of the total sample of 54168 persons tested were significantly below the minimum on all aspects and overall safe level of functioning. Specific deficits related to their ability to pay attention to what they are doing, low levels of alertness, poor self-regulation and management of fatigue was verified by nearly half as poor perception and ability to see the of risk. Consider - the impact on productivity and safety.

**Psyfactors can help you address the risk**

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# SSA

## SSA INV (MOBILE EQUIPMENT OPERATOR) v2.1a CLIENT REPORT

Client 2: PSYFACTORS PTY LTD (473)

**Respondent 62553:** Adam Person

**Date of Birth:** 11-07-1985

**Telephone:** 04979999999

**Email:** pnr@psyfactors.com

**Address:** 71 San gerome road Seville 9999 WA  
Australia

**Assessment Date:** 02 / 09 / 2014 10:19:52 AM



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Report on: **Adam Person** 02 / 09 / 2014 10:19 AM

### Overview and scale definitions of the SSA INV (MOBILE EQUIPMENT OPERATOR) v2.1a

The SSA Inventory (Mobile Equipment Operator) v2.1a test is a 105 question test of ability to perform at the level of a well functioning and normal adolescent or adult, relative to the alert performance required of a mobile equipment operator or driver. This instrument is used primarily for assessing mental functioning and basic capacity for safe behaviour ultimately as an operator of more complex mobile equipment such as forklifts, haultrucks, trains, buses, shiploaders and building cranes.

The SSA test addresses the person's non technical safety skills through their ability to see and understand external risks, maintain attention of surrounding events, function with coordinated and reasoned action and to generally remain vigilant of any human factors degrading performance.



The respondent's risk of loss of situational awareness (SA) can be determined by transferring the Ai score to the 'risk probability curve' on the graph. A score of less than 55 would suggest a greater or growing risk of loss of SA with stress, fatigue and other disruptive factors. A score greater than 55 provides for increasing certainty of sustained safe behaviour.

### ATTENTION AND RECOVERY

#### **Manages Fatigue**

Extent of self management to avoid safety risks due to unrelieved stress or sleep loss.

#### **Mental Alertness**

Measures the extent of every day slips in perception, memory and coordination that indicate a loss of situational awareness.

#### **Personal Resilience**

The capacity to recover and maintain a balanced emotional state due to adverse circumstances.

### SELF MANAGEMENT

#### **Defensive Safety Habits**

Assesses behavioural habits as a personal defense to common hazards and unexpected adverse events.

#### **Safety Self Awareness**

Involves knowledge of the effects of various stressors and warning signs of loss of attention.

### FUNCTIONAL ABILITIES

#### **Executive Functioning**

Measures the use of logic to detect errors and avoid developing hazards.

#### **Perceptual Acuity**

Ability to detect the unusual, a change or sudden events in common contexts.

#### **Response Accuracy and Coordination**

Measures the ability to make decisions, respond quickly and accurately despite distractions.

#### **Working Memory**

Assesses the capacity for recall of short term memory under stress.

### SAFETY PERSPECTIVE

#### **Responsible for Safety**

Involves the individual's belief in their ability to influence their own safety.

#### **Risk Perspective**

Considers the individual's tendency to seek out or tolerate risky situations.

#### **Safety Conscientiousness**

Involves the capacity of the individual to display diligent and conscientious behaviour.

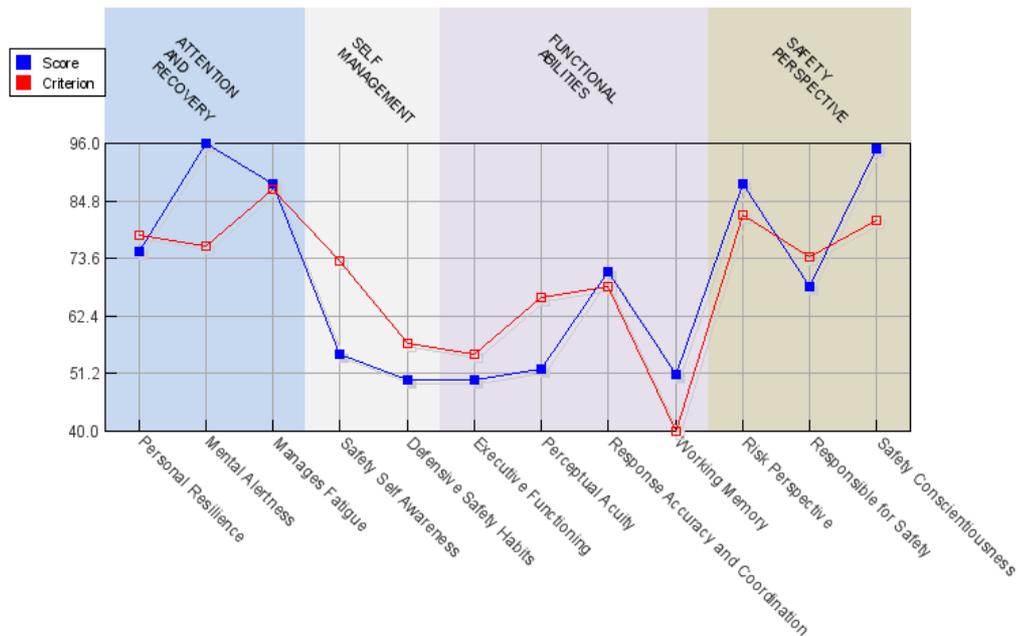
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### SUMMARY OF RESULTS

**Respondent Final Score (Assessment Index): 54**    **Time taken:** 76 minutes    **Expected:** 40 minutes

Adam's results indicated no difficulty in comprehension of the initial test questions.

● Adam's results indicate a below average capacity with respect to the benchmark for safety minded persons, to maintain his situational awareness and master or cope with the safety needs of the role, with a special cautionary significance to his anticipating the hazardous effect of distractions, fatigue and variable diligence in self and others.



#### Adam reports a greater competency in

- Present extent of the capacity to avoid loss of perception and vigilance due to becoming mentally overwhelmed by fatigue, illness or overload
- Ability to remember and recall 'short term' information when needed
- Avoiding expedient deviation from rules and procedures

#### Adam's results indicate that caution should be exercised with respect to tasks requiring competent skills in

- Anticipating the hazardous effect of distractions, fatigue and variable diligence in self and others
- Being able to notice when various human factors are impacting own mental and physical performance
- The capacity for mental and visual sharpness to detect the unusual or occasional event in common contexts

Report on: **Adam Person** 02 / 09 / 2014 10:19 AM

## ATTENTION AND RECOVERY

### Manages Fatigue

#### Contribution to Safety & Productivity

Extent of the recognition that accumulated fatigue has on personal performance to prevent breakdown in safe behaviour and vigilance. Ability to take practical steps to achieve quality of sleep, diet and exercise to ensure the capacity to pay attention to events and surroundings, control emotions, reduce errors of judgement or inadvertent rule breaking.

#### Effect on Performance (Rated as Average in range of 91-110)

Adam's further results in this area indicate an average and positive ability to manage cumulative fatigue effects which impact performance with good self management sleep, diet, exercise and relaxation habits, which would normally and otherwise impact performance.

### Mental Alertness

#### Contribution to Safety & Productivity

The cognitive capacity scale measures the individuals prevalence of failure in mental functioning as evidenced by every day slips in perception, memory and physical functions. The person subject to cognitive failure shows up as easily distracted with poor short term memory and a tendency to clumsy uncoordinated behaviour. Cognitive failure can be seen to make the person vulnerable to errors of omission and through frustration to expedient behaviour resulting in safety violations.

#### Effect on Performance (Rated as Above Average in range of 111-200)

Adam reports an above average present capacity to maintain full and alert functioning with a very low tendency to be distracted or likely to forget things or experience clumsy behaviour leading to errors of omission and safety violations.

### Personal Resilience

#### Contribution to Safety & Productivity

Involves the stability of mood and affect of the person as it impacts safety oriented behaviour by way of their diligence, alertness and situational awareness, energy and responsiveness in addition to the adequacy of interaction with others.

#### Effect on Performance (Rated as Average in range of 91-110)

Adam's coping skills are reported as being in the average range indicating generally good emotional stability and capacity to remain positive, assisting his personal recovery, vigilance and response under stress. Adam's presentation would be generally marked by an active attempt to cope and keep an objective perspective.

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## SELF MANAGEMENT

### Defensive Safety Habits

#### Contribution to Safety & Productivity

Defensive safety habits refers to the person's perception and understanding of themselves and the environment. Involves monitoring developments resources, weather, fatigue, personality conflicts, etc.. Anticipates required actions. Asks the right questions. Tests assumptions, confirms understanding. Monitors workload distribution. Reports fatigue, stress and overload in self and others. Generally, has 'presence of mind' such that most events seem to be expected.

#### Effect on Performance

(Rated as Slightly Below Average in range of 51-90)

Adam's results indicate a slightly below average ability to maintain situational awareness by monitoring developments, to anticipate required actions, ask the right questions, check assumptions and confirm understanding. Monitor workload distribution, report fatigue, stress and overload in self and others.

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### Safety Self Awareness

#### Contribution to Safety & Productivity

The self awareness scale identifies the individuals knowledge of the effects of various stressors and early signs of loss of attention, focus and vigilance that reduce their capacity to function and maintain alertness and awareness of errors or safety on the job.

#### Effect on Performance

(Rated as Slightly Below Average in range of 51-90)

Adam indicates a slightly below average level of self awareness, insight or knowledge of the effects of various common stressors on the self that could reduce the capacity to function and maintain alertness to safety on the job.

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## FUNCTIONAL ABILITIES

### Executive Functioning

#### Contribution to Safety & Productivity

A person's 'executive' functioning involves the mental ability to plan, organise, project outcomes and discern a logical sequence in both practical and abstract tasks. The level of 'executive' functioning indicates the person's capacity which is essential to accurate and consistent task performance and in identifying and projecting the hazards in any context.

#### Effect on Performance (Rated as Average in range of 91-110)

Adam indicates an average ability to plan, organise, project outcomes and discern a logical sequence in both practical and abstract tasks. Providing a moderate contribution to Adam's safety mindfulness and capacity to avoid risk.

### Perceptual Acuity

#### Contribution to Safety & Productivity

The perceptual acuity component assesses perception and judgment of spatial and textual propositions in the context of low contrast, detail perception, verbal ideation, identification with distraction and object sequencing, to elicit the ability to detect the unusual in a visual or cognitive context. Very low scorers would tend to have more difficulty distinguishing aspects in their environment that may represent or develop into a hazard.

#### Effect on Performance (Rated as Slightly Below Average in range of 51-90)

● Adam's results on the basic test of perceptual and cognitive acuity was at the slightly below average level suggesting some difficulty in distinguishing unusual differences or objects in the environment that may represent a hazard.

### Response Accuracy and Coordination

#### Contribution to Safety & Productivity

Ability to operate in a timely coordinated way in the context of perceiving, deciding and responding accurately to a specific stimulus against various distractions, indicating a normal level of neurological functioning necessary for sustained accurate task performance and safe behaviour through timely responses.

#### Effect on Performance (Rated as Average in range of 91-110)

Adam indicates an average or normal level of ability to operate in a timely coordinated way in the context of perceiving, deciding and responding accurately to a specific stimulus, indicating an adequate level of neurological functioning necessary for safe behaviour.

### Working Memory

#### Contribution to Safety & Productivity

Considers the ability to maintain a level of memory functioning involving short term situationally specific or episodic retrieval, indicating the capacity to retrieve and manipulate data necessary for the safe execution of a task.

#### Effect on Performance (Rated as Above Average in range of 101-300)

Adam's results indicated an average to well above average ability to maintain a level of memory functioning involving short term situationally specific or episodic retrieval, indicating a competent capacity to resume interrupted intentions, retrieve and manipulate data necessary for the safe execution of a task.

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## SAFETY PERSPECTIVE

### Responsible for Safety

#### Contribution to Safety & Productivity

Involves the perception and belief the individual has in their ability to guide and influence what happens to them and others in the context of safety. Behaviour range is from the passive to the proactive with regards to safety.

#### Effect on Performance (Rated as Average in range of 91-110)

Adam reports an average level of belief in his ability to control or influence what happens to him and others and would generally tend to be more proactive with regards to own or others safety.

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### Risk Perspective

#### Contribution to Safety & Productivity

Considers the tendency for the individual to purposefully seek out, respond to or avoid situations that are potentially uncontrollable, require considerable skill, represent 'quick and dirty' approach to work or may result in punitive action. Higher scorers indicate the capacity to observe the rules, follow procedures and maintain a consistent degree of integrity in their approach to the work.

#### Effect on Performance (Rated as Average in range of 91-110)

Adam reports an average tendency to avoid situations that are personally too challenging, uncontrollable or unsafe. Adam would generally or mostly observe rules, procedures and direct instructions on the job.

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### Safety Conscientiousness

#### Contribution to Safety & Productivity

Involves the extent to which the individual is likely to display diligent and conscientious behaviour, avoiding rule breaking, expediency, group pressure and careless acceptance of others work to ensure consistently safe outcomes for themselves.

#### Effect on Performance (Rated as Above Average in range of 111-200)

Adam indicates an above average degree of diligence and conscientiousness in behaviour, avoiding rule breaking, expediency, group pressure and or otherwise careless acceptance of others work to ensure consistently safe outcomes.

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## INTERVIEW GUIDE & ALERTS

### Tendency to Complacency

Adam's responses indicate he is likely to accept and expect that the actions of others will be compliant and that the working environment will be inherently safe. This behaviour is often a consequence of the complacency that can develop when a person has little or no direct experience of workplace events that deviate from safety, compliance or procedural requirements.

This creates a routine expectation that things will always be as they should and that verification is not necessary. This complacency results in reduced vigilance, and hence, lesser ability to respond when necessary, i.e. during an emerging risk or other hazardous situation. It is recommended that you verify the extent this could impact Adam's safety, hazard identification and compliance behaviour on the job.

#### Summary of possible indicators

- likely to daydream and not listen to people
- is easily distracted from their primary task
- fails to hear or ignores what is going on nearby
- avoids difficult or demanding tasks
- shows signs of fatigue
- has an incomplete mental picture of the situation
- not alert or mind goes blank when stressed
- failure to check leads to completion of wrong task
- will tolerate ambiguity and ignore uncertainty
- makes decisions based on incomplete facts
- is unlikely to recognise or challenge a visible problem
- tends not to inform others of important issues

#### Possible Impacts on performance

In general, people with a tendency to complacency (a form of mental laziness) have few checking or confirmatory behaviours that ensure they remain safe or compliant with any degree of certainty or precision. They typically show an easy acceptance for and reliance upon the words or actions of others and which is characteristic of people who perceive they have a low level of personal responsibility for outcomes. Their lack of any effective monitoring of what is going on around them, or the behaviour of others suggests a greater likelihood they will ignore the signs of a progressive buildup of risk in operations and a likelihood they will react with ineffective actions to emergencies.

#### How has this arisen in the past for Adam, how did he respond and what did he learn?

##### Example exploratory questions:

1. How do you keep people informed of your status, intentions, expectations and standards?
2. What sort of things do you often do to make sure everything is operating as it should?
3. How much time do you normally spend checking on what people tell you on each shift?
4. In what circumstances would you not follow instructions?
5. What do you do if you are given information by a more senior person that is different from what it usually is?
6. What should happen to someone who falls asleep while on duty?

### Tendency to Ignore Risk

Adam reports a slightly higher than average tendency to operate outside the rules and at his emotional limits. It is recommended you consider whether this behaviour could result in reduced safety, hazard identification or compliance in the job or working environment. If Adam's result on the Risk Perspective scale result is above the "norm", you should consider whether Adam is experiencing prolonged fatigue as this could increase his tendency to sometimes ignore caution.

#### Summary of possible indicators

- tends not to anticipate or look forward on events
- tends to ignore signs of sleepiness and fatigue
- tends to tolerate being stressed
- doesn't challenge and gives in to group pressure
- operates out of habit
- tends not to be mentally alert
- has an incomplete mental picture of situations
- is unlikely to monitor others or the situation
- ignores hazardous potential (i.e. drives in fog)
- inability to challenge, check or test information

#### Possible impacts on performance

People who may be risk prone can typically be characterised as impulsive with an immediate need for gratification and are likely to avoid making the extra effort required to check or alter what they are doing. The inability to provide the mental effort may also result in a rebellious and non-compliant person with regard to the rules and protocols of the tasks and workplace. It should be noted that this characteristic is different from the behaviours of the person trained to manage various risks and hazards in their workplace (ie., aviation, public safety roles etc).

#### How has this arisen in the past for Adam, how did he respond and what did he learn?

##### Example exploratory questions:

1. What do you do to ensure you correctly understand the rules and SOPS that exist in your workplace?
2. When you notice others around you getting 'stressed out' what do you do?
3. When you notice that you are becoming 'stressed out' at work what do you do?
4. How do you balance the need to get things done with the need to following the rules and SOPS in the workplace?
5. When you have competing demands to 'get something done on time' but you have to follow a SOP which prevents you from doing that - how do you decide what is the 'right thing to do'?

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## Cognitive Performance

Adam's performance on the functional cognitive ability items was low indicating he had difficulty in providing an adequate level of required mental effort to complete the tasks. It is recommended that you compare Adam's results on working memory and speed of decisions and reaction scales (See "Functional Abilities" on page 4 of report) as a confirmation of this.

In particular, please consider if Adam's result is due to lesser cognitive ability or the result of his poor application (understanding and familiarity) or effort on the task. If the result is due to poor application and effort, that suggests potential carelessness by Adam where routine tasks are concerned or a high level of fatigue, which have direct implications for his safety, hazard identification and compliance performance.

### Summary of possible indicators

- lesser accuracy in assessing situations
- poor coordination (mental/physical)
- tendency to hesitate (self doubt)
- susceptible to confusion
- avoids tasks requiring mental effort
- tendency to make errors
- tendency to be forgetful
- unlikely to retain a mental picture of a situation
- tendency to go mentally blank under stress
- tendency to make reactive/poor quality decisions
- will make decisions based on incomplete facts
- may be prone to impulsiveness
- may experience above average anxiety

### Possible impacts on performance

Affects the accuracy and speed of assessment and decision making and their ability to interpret the meaning or consequence of information or actions. May also demonstrate a lesser ability to correctly and quickly resume a task from the point they were at prior to a distraction. Their attention to the detail of tasks and what is in the environment tends to be poorer and the ability to recognise sequences and patterns and detect the unusual in events or behaviour is similarly lacking. Overall, the critical ability to interpret and recall information at the time needed to make correct decisions when faced with conflicting information tends to be poor.

### How has this arisen in the past for Adam, how did he respond and what did he learn?

#### Example exploratory questions:

1. Tell us about a situation where you had too many things happening all at once and what you did to effectively manage the tasks and results.
2. Please describe in detail what the features were in the last place you were sitting while waiting for this interview.
3. What sort of things do you normally do to stay focused on the job or task?
4. How do you make sure your assessments of situations or tasks are based on fact and not just assumptions?
5. What do you do when you notice that you are getting anxious and it is hard to think or concentrate ?
6. How do you prevent yourself from 'blanking out' when faced with having to make urgent and critical decisions?

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## Fails to Think Ahead

Adam seems to experience some difficulty in maintaining mental alertness, or questioning the available information in a situation. This reduces the likelihood that Adam will think ahead about how a situation might evolve, the possible outcomes that may result and the defensive action that he needs to take to prevent hazards and risks from escalating. Because of this, Adam may be caught unaware by new or emerging hazards and exposed to avoidable risk. It is recommended that Adam's typical behaviour be discussed with him.

### Summary of possible indicators

- fails to anticipate events
- rarely calculates or considers probable outcomes
- seldom confirms understanding
- unlikely to detect converging vehicles on roads
- tendency to go along with 'group think'
- unlikely to have a full mental picture of surroundings
- unlikely to be described as 'mentally alert'
- fails to adequately monitor the capability of an event/machine
- tendency not to be mentally present and aware
- unlikely to question/test information given to them
- unlikely to want to improve their personal status

### Possible Impacts on performance

People with a poor tendency to look or think ahead typically become unaware of what is going on around them. Their perception and responses to sudden changes or demands risk being reactive, confused, indecisive, inappropriate or too late to apply the correct solution to a problem. In short, everything is a surprise to them (with the typical excuse that 'no one told me!').

At a lesser level, this characteristic may also affect their relationships with others through lack of understanding of the impact of their behaviour and communication. This type of person also tends to fail to ensure they are adequately rested and prepared for their work.

### How has this arisen in the past for Adam, how did he respond and what did he learn?

#### Example exploratory questions:

1. How much time would you normally spend familiarising yourself with things like procedures or safety manuals?
2. What do you do to stay in touch with the changing circumstances and actions of others around you?
3. When are you most relaxed in your job and what is the task you find easiest to do without effort?
4. How do you ensure that you stay alert and/or recover your attention so as to be able to do the job to the required standard?
5. What do you do if you notice that it is hard for you to maintain full awareness of your surroundings?
6. \*\*\*How hard do you find it to anticipate guess what someone will do after speaking to them. How do you rate yourself?
7. What specifically do you do to prevent yourself from 'zoning out' when faced with boring tasks?
8. What would you say the key attribute of 'Sherlock Holmes' is in those stories about the mythical investigator?

# SSA TRANSPORT



SSA INV (Supervisors) v3.1 test is a 121 question test of abilities and perceptions relative to the performance required of a fully functioning supervisor with responsibility for large scale assets.

This instrument is used primarily for assessing the capacity for the management of safe behaviour at command level through the person's non-technical safety skills through their ability to see and understand external risks, maintain attention of surrounding events, function with coordinated and reasoned action and to generally remain vigilant of any human factors degrading performance, the focus of the managers and supervisors test is in achieving safety through others through understanding of the limiting human factors and effective crew resource management principles.

## SSA INV SUPERVISORS V3.1

- ATTENTION AND RECOVERY
  - Positive Recovery Skills
  - Mental Alertness
  - Manages Fatigue
- THREAT AND ERROR MANAGEMENT SKILLS
  - Anticipates Defends
  - Understands Human Error
  - Risk Perception
- FUNCTIONAL ABILITIES
  - Perception Projection
  - Working Memory
- TEAM RESOURCES MANAGEMENT SKILLS
  - Participative Style
  - Team Safety Orientation
  - Emotional Intelligence
- SAFETY PERSPECTIVE
  - Responsible for Safety
  - Risk Sensitivity
  - Safety Conscientiousness



The SSA Inventory (Mobile Equipment Operator) v2.1a test is a 105 question test of ability to perform at the level of a well-functioning and normal adolescent or adult, relative to the alert performance required of a mobile equipment operator and driver operating where spatial awareness and judgment are important.

This instrument is used primarily for assessing mental functioning and basic capacity for safe behaviour ultimately as an operator of more complex mobile equipment or those operating in tight confines such as forklifts, haul trucks, trains, buses, ship loaders and building cranes.

## SSA INV MOBILE EQUIPMENT OPERATOR 2.1a

- ATTENTION AND RECOVERY
  - Personal Resilience
  - Mental Alertness
  - Manages Fatigue
- SELF MANAGEMENT
  - Defensive Safety Habits
  - Safety Self Awareness
- FUNCTIONAL ABILITIES
  - Executive Functioning
  - Perceptual Acuity
  - Response Accuracy and Coordination
  - Working Memory
- SAFETY PERSPECTIVE
  - Responsible for Safety
  - Risk Perspective
  - Safety Conscientiousness



SSA Inv (Equipment Maintenance) V1.1c test is a 115 question test of ability to perform relative to that required of a technician engaged in industrial and mining maintenance and repair. This instrument is used primarily for assessing mental functioning and the capacity for sustained safe behaviour and

performance with an emphasis on attention to detail.

The SSA test addresses the person's non technical self-management and safety skills through their ability to see and understand external risks, maintain attention of surrounding events, function with coordinated and reasoned action.

## SSA Inv EQUIPMENT MAINTENANCE V1.1c

- ATTENTION AND RECOVERY
  - Personal Resilience
  - Mental Alertness
  - Manages Fatigue
- FUNCTIONAL ABILITIES
  - Executive Functioning
  - Perceptual Acuity
  - Decision Speed Accuracy
  - Working Memory
  - Detail Orientation
- SELF MANAGEMENT
  - Defensive Safety Habits
  - Safety Self Awareness
- SAFETY PERSPECTIVE
  - Responsible for Safety
  - Risk Perspective
  - Safety Conscientiousness



The SSA INV (APPRENTICE) v1.3 is a 75 question test of ability to perform safely at the level of a normal adult.

This instrument is used for assessing mental functioning and basic capacity for safe behaviour in personnel with little workplace experience or safety training such as apprentices and also for assessing functional ability of injured workers on

return to work, in hazardous environments,.

## SSA INV APPRENTICE v13

- SELF MANAGEMENT
  - Defensive Safety Habits
  - Safety Self Awareness
  - Understands Fatigue
- FUNCTIONAL ABILITIES
  - Executive Functioning
  - Perceptual Acuity
  - Accuracy and Coordination
  - Working Memory
- MENTAL STATUS
  - Stress Coping Status



**SSA Inv (Remote Console Operator) V5.0a** test is a 100 question test of ability to perform relative to the sustained performance required of a remote console controller in central traffic management operations.

This instrument is used primarily for assessing mental functioning and basic capacity for safe behaviour and timely responsiveness where quick and accurate decision making are required to protect people and high value assets in a fast changing or critical environment.

## **SSA INV REMOTE CONSOLE OPERATOR v50a**

### **SELF REGULATION**

- Personal Resilience
- Mental Alertness
- Manages Fatigue
- Impulse Control

### **FUNCTIONAL ABILITIES**

- Executive Functioning
- Choice Reaction Time
- Working Memory

### **SAFETY PERSPECTIVE**

- Defensive Safety Habits
- Safety Conscientiousness
- Safety Perspective
- Personal Responsibility



The **SSA INV (GRADUATES) v3.1a** test is a 105 question test of ability to perform at the level of a well-functioning and normal adolescent or adult, relative to the growing performance required of a professional in training.

This instrument is used primarily for assessing mental functioning and basic capacity for safe behaviour amongst candidates with limited work experience.

## **SSA INV GRADUATES v31a**

### **ATTENTION AND RECOVERY**

- Personal Resilience
- Mental Alertness
- Manages Fatigue

### **FUNCTIONAL ABILITIES**

- Executive Functioning
- Perceptual Acuity
- Accuracy and Coordination
- Working Memory

### **SELF MANAGEMENT**

- Defensive Safety Habits
- Safety Self Awareness

### **SAFETY PERSPECTIVE**

- Responsible for Safety
- Risk Perspective
- Safety Conscientiousness



The **SSA INV (Admin & Utilities) v1.1a** is an 85 question test of ability to maintain attention and awareness, recover from adverse events to perform at the level of a well-functioning and normal adult. Use this for assessing the capacity for safe behaviour in general utilities roles as in cooks, cleaners, admin staff etc in low personal risk environments, or in basic workplace induction.

## **SSA INV ADMIN UTILITIES v11a**

### **SAFETY BEHAVIOURS**

- Defensive Safety Habits
- Safety Self Awareness
- Manages Fatigue

### **SAFETY PERSPECTIVE**

- Responsible for Safety
- Risk Avoidance
- Safety Conscientiousness

### **PERSONAL STATUS**

- Coping Skills
- Mental Alertness



The **SSA Inv (SECURITY) v5.0a** test is a 115 question test of ability to perform at the level of a well-functioning and normal adult, relative to the performance required of a security professional.

This instrument is used primarily for assessing mental functioning and basic capacity for safe behaviour, alertness, vigilance and attention recovery skills in addition to effective customer interaction skills amongst candidates applying for sensitive security positions.

## **SSA INV SECURITY v5.0**

### **ATTENTION AND RECOVERY**

- Personal Resilience
- Mental Alertness
- Manages Fatigue

### **FUNCTIONAL ABILITIES**

- Executive Functioning
- Perceptual Acuity
- Choice Reaction Speed
- Working Memory

### **THREAT MANAGEMENT**

- Defensive Safety Habits
- Responsible for Safety
- Risk Perspective
- Safety Conscientiousness
- Aggression Management
- Emotional Intelligence

# SSA

## Report options

### Reports on individuals and groups

<b>Short reports</b>	Summary of results, graphical comparison against criteria, strengths and weaknesses, test or survey structure. Suitable for advisory purposes.
<b>Full Reports</b>	Extended results including summary, graphical comparison against criteria, strengths and weaknesses, assisted interview guide with prompts and key behaviours, full scale performance results, test or survey structure.
<b>Training needs</b>	Summary key training needs, graphical comparison of results against benchmark, sample and population means. Results narrative and advisory.
<b>Group reports</b>	Aggregated results showing description and result comparison against sample, population and benchmark criteria.
<b>Ranked tables</b>	Group table of ranked raw scores and index showing percentage achieved criteria for each scale.

### Analytics Reports on test/survey administration

<b>Group statistics tables</b>	Full descriptive stats including means, deviations, error, and item performance by time.
<b>Graphical results</b>	Line graph of result against criteria, Graph of Z scores all scales.
<b>Comparison of groups</b>	Comparison of selected groups on selected criteria on line graph of results
<b>Correlations of results</b>	Table of inter-correlations showing results probability and certainty.

### Pricing by report set:

- Standard Set: includes – The test, Short report, Ranked comparison tables, Verification certificate.
- Recruiter Set: includes the standard options plus the Full interviewing report, Training needs.
- Administrators' Set: performance report includes Group narrative reports, Full graphical and tabular analysis outputs with correlation tables.