



## Dependability and Safety Instrument

### > Interpretation Report

Name: **Sample Candidate**

**Date:** 31 October 2008

## > Introduction

The Dependability and Safety Instrument (DSI) screens candidates for their fit to jobs and roles where:

- Strict attendance in accordance with regulated working hours and breaks is important
- Following step-by-step procedures and team work are vital

DSI also provides an indication of fit to:

- Customer facing roles where it is important to attend to the detail of customer needs, and where dealing with customer inquiries and complaints are also important
- Safety critical jobs where safety procedures have to be followed strictly and where it is necessary to maintain focus on routine tasks for long periods of time

**This report should not be shown to the candidate.** The user assumes all liability for the disclosure of this information to other persons, including the candidate.

## > Result

Name:	<b>Sample Candidate</b>			
Language:	<b>US English</b>			
<b><u>Risk Scale</u></b>				
<b>Low Risk</b>	<b>Moderate to Low Risk</b>	<b>Moderate Risk</b>	<b>High Risk</b>	<b>Very High Risk</b>
				**
<p>The likely impact of a DSI score in the <b>very high risk</b> band is a <b>very weak fit</b> to:</p> <ul style="list-style-type: none"> <li>• jobs in general that require step-by-step procedures to be followed, reliance on team working, and where adherence to strict work hours and breaks is important</li> <li>• customer-facing roles where considerable attention to the detail of customer needs and dealing with customer complaints are crucial</li> <li>• safety-critical roles where safety procedures need to be followed strictly and where focusing on routine tasks for long periods of time is critical</li> </ul>				

## ➤ Guidelines for using this report

DSI scores predict the likelihood of a candidate being a dependable and safe employee. However, and while DSI is strongly supported by a wide body of research on workplace performance, DSI risk bands provide probabilities and not certainties. The information provided by DSI can be supplemented by other assessments looking at the match to specific job requirements, and by a structured interview.

The DSI score has five bands that reflect different levels of risk and fit:

Band	Interpretation	Likely Impacts (for work in general)
✓✓	Low Risk	A <b>low risk</b> candidate is likely to have a <b>strong fit</b> to jobs where step-by-step procedures, team working and strict working hours are important
✓	Moderate to Low Risk	A <b>moderate to low risk</b> candidate is likely to have a <b>reasonable fit</b> to jobs where step-by-step procedures, team working and strict working hours are important
●	Moderate Risk	A <b>moderate risk</b> candidate is likely to have a <b>moderate fit</b> to jobs where step-by-step procedures, team working and strict working hours are important
*	High Risk	A <b>high risk</b> candidate is likely to have a <b>weak fit</b> to jobs where step-by-step procedures, team working and strict working hours are important
**	Very High Risk	A <b>very high risk</b> candidate is likely to have a <b>very weak fit</b> to jobs where step-by-step procedures, team working and strict working hours are important

## About this report

This report shows the result obtained from the Dependability and Safety Instrument. The use of this instrument is limited to those people who have received the necessary training in its use and interpretation.

The report herein is generated from the results of the instrument answered by the respondent. This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

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