



CRAFT LEVEL ON-SITE JUDGMENT AND SAFETY REPORT

Sample Person
9/25/2009

Preferred

NOTICE: This individual may become bored or frustrated if job responsibilities are not challenging.

Measure of:	Preferred	Moderate	Weak	Very Weak
1. Decision Making Ability Under Stress	<input checked="" type="checkbox"/>			
2. Positive Work Morale; An Appreciation of Work		<input checked="" type="checkbox"/>		
3. Trainability and the Ability to Understand Work	<input checked="" type="checkbox"/>			
4. Dependability, Reliability, and Work Ethic	<input checked="" type="checkbox"/>			
5. Ability to Notice, Sense Subtleties, Absorb Clues		<input checked="" type="checkbox"/>		
6. Ability to Focus and Maintain Concentration	<input checked="" type="checkbox"/>			
7. Ability to Follow Directions with Accuracy	<input checked="" type="checkbox"/>			
8. Work-Side Stress, Coping Ability, Positive Attitude	<input checked="" type="checkbox"/>			
9. Understanding What is Important		<input checked="" type="checkbox"/>		
10. Care of Environment and Surroundings		<input checked="" type="checkbox"/>		
11. Self-Side Stress, Coping Ability, Positive Attitude	<input checked="" type="checkbox"/>			

SAFETY SCORES OUTSIDE OF DESIRED RANGE

**** None ****

The NCCER Craft Level On-Site Judgment and Safety Report best candidates will fall into the Preferred Category. Scores in the Weak and Very Weak categories indicate low results and significantly negative judgment - the kind of negative judgment that can lead to poor decisions, accidents, and errors. This report should account for no more than 30% of the selection or promotion decision.



CRAFT LEVEL ON-SITE JUDGMENT AND SAFETY REPORT

Overview

Good Judgment and attention to Safety are the key ingredients which elevate a skilled construction worker into a Best Performer. Over seventy percent of on-site safety failures are the result of human failure – attention to safety. Those who exhibit excellent judgment capacities in the workplace will do more to diminish costly safety incidents than any other single element that can be addressed.

This report measures areas of personal *judgment* that have a *significant* impact on job performance and safety.

The Key Measures

- 1. Decision Making Ability Under Stress** — measures strength in finding solutions and being quick to make good decisions, even under stress. The ability to recognize, evaluate, and take action to solve a problem in an effective and safe manner.
- 2. Positive Work Morale; An Appreciation of Work** — measures the degree to which a person has positive morale about work. Positive morale is an important aspect of excellence in effort and performance.
- 3. Trainability and the Ability to Understand Work** — measures the ability to understand new processes and see practical and process oriented solutions to problems.
- 4. Dependability, Reliability, and Work Ethic** — measures strength of work ethic and dependability. An indicator of ability to help others solve practical, workplace problems.
- 5. Ability to Notice, Sense Subtleties, Absorb Clues** — measures intuitive sensitivity; the ability to notice what is taking place in an environment. Strong scores indicate sensitivity to those elements in an environment that are more subtle; elements with safety implications and consequences that can be dramatic. Strong scores will reveal a person carefully notices safety issues in the environment.
- 6. Focus and Concentration** — measures the capacity of a person to stay focused in the midst of distractions and to retain that concentration in the midst of high activity, noise, “traffic,” and disruptions. Loss of focusing capacity, exhibited in poorer scores in this domain, can easily lead to accidents and lapses in judgment.
- 7. Following Directions** — measures the capacity of a person to pay attention to directions, to follow directions with accuracy, and to respect the importance of directions. Stronger scores reveal a tendency to pay attention to instructions and explanations about how a process is to be accomplished *safely* and *accurately*.
- 8. Work-Side Stress** — measures the stress levels impacting a person at work. Stress is a *major* element in making mistakes. Persons with stronger scores in this domain have better coping skills and are less “rattled” by work stress. Strong scores are an indication of a positive attitude.
- 9. Understanding What is Important** — measures the capacity of a person to pay attention to that which is important. Persons with stronger scores will be more apt to stay focused on that which is most necessary, most critical, and most significant. Weaker scores reflect persons who are being bombarded with such a sense of urgency to get the next task accomplished that they may not be sufficiently focused on the task at hand.
- 10. Care of Environment and Surroundings** — measures the capacity of a person to be careful and conscientious about immediate surroundings. Persons with stronger scores are more likely to be careful with machinery, dangerous materials, and the physical work environment itself. Persons with stronger scores are less likely to leave an environment (job site) with safety hazards that present a chance of hurting others. Weaker scores reflect a tendency to be in such a hurry that safety details are overlooked.
- 11. Self-Side Stress** — measures the stress levels impacting a person in their personal environment. Self-side stress is a major element in compromising safe work and increasing incidents of mistakes. Weak scores suggest the possibility that there are home or personal issues that may distract attention from careful work in the organizational environment. Stronger scores indicate a person with minimum self-side stress or a strong coping capacity to handle self-side stress issues.