



**JUDGMENT INDEX**

# **GENERAL JUDGMENT AND SAFETY REPORT**

## **WITH INTERVIEW QUESTIONS**

*Specially Prepared for*

**Bill Sample**

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Provided By: Judgment Index

## Overview – General Judgment and Safety Report

Good Judgment, Dependability and attention to Safety are key ingredients for a successful and profitable work environment. Over seventy percent of on-site safety failures are the result of poor judgment and attention to safety. This report measures areas of personal *judgment* having a *significant* impact on job performance, dependability and safety.

### The Key Measures

- 1. Strength of Judgment 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. Task Accomplishment, Dependability and Work Ethic** — measures strength of work ethic and dependability. It is an indicator of ability to help others solve practical, workplace problems.
- 3. People Skills - Relationships** — measures the value and importance one places on people and relationships.
- 4. Capacity to Deal with Difficult People and Situations** — measures the capacity and “energy” of a person to deal with difficult people, peers of negative influence, and individuals who may not have a person’s best interest in mind.
- 5. 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. Positive morale exhibited by a manager is a positive influence on others.
- 6. Balance of Judgment toward People** — a measure of the balance of judgment one incorporates in situations dealing with others. A smart and fair respect for others without being naïve/give one too much benefit of the doubt.
- 7. Self-Esteem and Self-Direction Composite** — a combined scores result of the self-direction/self-image balance result and the self-esteem balance result. It is a good measure of the outlook one has in life and the outlook on goals they feel are achievable.
- 8. Ability to Notice, Sense Subtleties, Absorb Clues** — a measure of a person's ability to notice and sense that which may not be generally obvious; one's intuitive sensitivity and capacity to notice subtleties in an environment.
- 9. 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.
- 10. 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.
- 11. Work Stress, Coping Ability, Positive Attitude** — measures the level of stress impacting a person at work. Stress is a major element in making mistakes. Strong scores are an indication of a positive attitude and good coping ability.
- 12. Personal Stress, Coping Ability, Positive Attitude** — measures the stress levels impacting a person in their personal environment. Personal stress is a major element in compromising safe work and increasing incidents of mistakes.
- 13. Care of Environment and Surroundings** — measures the capacity of a person to take proper care of their environment and not leave equipment or materials in areas which could injure themselves or others. Persons with stronger scores are more likely to be careful with machinery, dangerous materials, and the physical work environment itself.
- 14. Understanding What is Most 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.

# GENERAL JUDGMENT AND SAFETY REPORT

**BILL SAMPLE**

**PREFERRED**

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6/10/2016

MEASURE OF:		VERY WEAK	WEAK	MODERATE	PREFERRED
GENERAL JUDGMENT	1. Strength of Judgment under Stress * ( <i>very strong</i> )				◆◆
	2. Task Accomplishment, Dependability and Work Ethic				◆
	3. People Skills - Relationships				◆
	4. Capacity to Deal with Difficult People and Situations				◆
	5. Positive Work Morale; An Appreciation of Work				◆
	6. Balance of Judgment toward People				◆
	7. Self-Esteem and Self-Direction Composite		◆		
SAFETY RELATED	8. Ability to Notice, Sense Subtleties, Absorb Clues				◆
	9. Focus and Concentration				◆
	10. Following Directions				◆
	11. Work Stress, Coping Ability, Positive Attitude				◆
	12. Personal Stress, Coping Ability, Positive Attitude			◆	
	13. Care of Environment and Surroundings				◆
	14. Understanding What is Most Important			◆	

◆◆ Very STRONG score which may lead to job boredom and/or frustration with others

A0,B0,T1



**Performance Excellence** = (Competent Skills + Competent Processes + Good Information) X **GOOD JUDGMENT**

## Indicator 1 **STRENGTH OF JUDGMENT UNDER STRESS – (VERY STRONG RESULT)**

- ▶ A measure of a person's strength of judgment under circumstances of stress.
- ▶ The ability to evaluate options for best outcomes and dependable **problem solving**.

**\*\* This person has a VERY STRONG score on this indicator.** Taken to an extreme, it can have an undesired downside. They may be too quick in making decisions, may jump to conclusions, and may become easily impatient with others who take longer to reach solutions. They may also fail to appropriately involve others in the problem solving process. This person may become bored or frustrated if job responsibilities are not challenging\*\*

With these questions you are trying to identify the individual's ability and patience to follow a problem solving process as opposed to just following their gut and grabbing at the first idea that comes along.

- ▶ Do they look for long term solutions or just quick fixes? Listen for the detail.
  - ▶ Do they mention follow-up plans?
  - ▶ Do they involve others?
  - ▶ How will they verify facts?
  - ▶ Are solutions and plans ethical and legal?
- 1. Give me an example of how you went about solving a difficult problem. How do you go about deciding what to do? What would you do differently next time if anything?**  
*Their answer should indicate some type of planned process to identify facts from feelings. It should indicate that they consider the long and short term consequences of their actions.*
  - 2. Are you somebody who prefers to make decisions quickly, or do you like to think about things longer?**  
*You want the answer to indicate that they spend a reasonable amount of time to consider the issue, the facts, and the various options before making a decision. You want to determine if they make knee jerk decisions.*
  - 3. Give me an example of a really difficult situation that you had to deal with lately. How did you handle it? What was the outcome? Is there anything you would do differently next time?**  
*Listen for a logical problem solving process. How did they determine it was a really difficult problem? How did they assess it? Did they solicit input from others? Was there any follow up planned?*
  - 4. What is one of the most difficult work-related decisions that you have had to make? How did you arrive at your decision?**  
*This question may take a moment to answer. A good answer will include some type of reasonable thought process that considers facts, investigation, alternatives, input from others, and follow-up consideration for both the business and the people involved.*