

3 Minute Mile Launches the Hogan SafeSystem in the UK: Revealing How Personality Influences Safety Behaviour

3 Minute Mile is pleased to announce the UK launch of Hogan SafeSystem, a comprehensive approach to improving safety culture and performance within organisations.

“It is established that safety training can help employees become safer, but without insight into how individuals contribute to the safety climate, even the most extensive safety program will have limited success”, says Jeremy Sutton, Managing Director of 3 Minute Mile.

“We know that traditional safety solutions focus on processes, but not people. Individuals, and their personalities, are crucial to creating a safety climate – the SafeSystem approach focuses on people, not systems”.

There are good reasons to target the behavioural aspects of safety, as part of an integrated approach to safety management. During the past 10 years, large improvements in safety have been achieved through improved hardware and design, and through improved safety management systems and procedures. However, the industry’s safety performance has levelled out with little significant change being achieved during the past few years. A different approach is required to encourage further improvement. This next step involves taking action to ensure that the behaviours of people at all levels within the organisation are consistent with an improving safety culture (see figure 1) (taken from, “A Practical Guide for Behavioural Change in the UK Oil & Gas Industry”, Step Change in Safety: 2008).

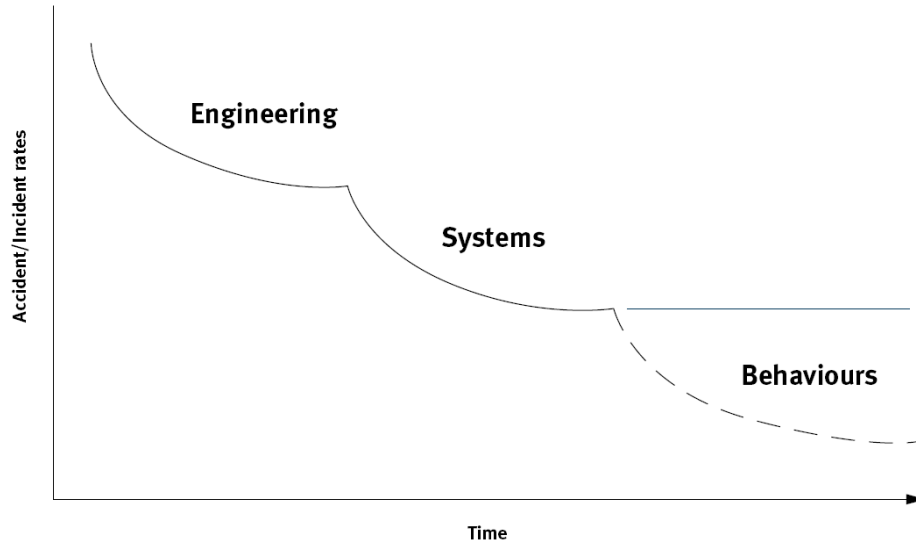


Figure 1: The impact of behaviour on safety

Working in partnership with Hogan Assessment Systems, 3 Minute Mile is well positioned to help UK organisations focus on the behavioural aspects of safety, achieving even further reductions in the number of reported incidents. “The Hogan SafeSystem presents an incredible opportunity for organisations to make the UK a safer place to work, delivering real value and support to industry in these challenging times”, says Jeremy Sutton.



Dr. Robert Hogan, president of Hogan Assessment Systems, identifies three factors that are critical in influencing a new standard of safety related behaviours in the workplace:

- A culture of worker engagement
- Worker personality
- Organisational leadership

“These elements must come together before workplace safety can be improved,” states Dr. Hogan. “The SafeSystem model evaluates an organisation’s current safety climate, profiles the safety orientation of new job applicants and current employees, and provides wrap-around coaching solutions that promote a workplace culture of safety.”

The Hogan SafeSystem is made up of three components which work together to build and maintain a culture of safe working practices:

- **SafeSystem Climate Survey:** Provides critical feedback regarding the existing perceptions of safety at all levels in the organisation via a companywide safety score.
- **Hogan Safety Assessment:** Examines individual participant scores against six safety-related personality competencies and provides valuable information for hiring and developing candidates with safe work behaviours.
- **SafeSystem Coaching Process:** This process is designed to accurately identify safe tendencies within an organisational context, providing leadership with the necessary feedback to build and maintain a culture of safe working practices.

Hogan’s SafeSystem components are based on the Hogan Personality Inventory (HPI), considered the industry standard for measuring personality in relation to job performance. Based on more than 30 years of research and validation, the HPI is the foundation of thousands of active selection and development programmes across the globe.

“Safety is fundamental to an organisation’s reputation and profitability, and we know that safety starts with the employees. Organisations need employees who can think and act safely. The Hogan SafeSystem helps organisations: coach safe thinking and behaviours in current employees and select future employees who are more likely to demonstrate these behaviours”, says Jeremy Sutton.

“Recent research suggests that rather than investing significant resources in new safety programmes or a different range of equipment to achieve further reduction in safety incidents, UK organisations should shift their focus to behaviours. Hogan SafeSystem has proven highly effective at minimising risks and reducing the accidents and injuries which cost UK industry millions of pounds each year”.

For more information on Hogan's SafeSystem, visit: www.hogansafesystem.com



About 3 Minute Mile

3 Minute Mile is a UK distribution partner for Hogan Assessment Systems. We deliver straightforward & evidence-based solutions, so our clients continue to offer innovative people strategies that promote organisational effectiveness.

At the individual level, 3 Minute Mile highlights areas of behavioural strength & risk that impact an organisation's ability to achieve its goals. We help leaders and teams work together more effectively to create a working environment that enables higher levels of performance. For more information, visit www.3minutemile.com

About Hogan

Hogan Assessment Systems is a global personality assessment provider that helps companies select employees, develop leaders, and identify talent. Hogan specialises in identifying high potential candidates for targeted positions, providing leadership development tools to help emerging leaders realise their full potential, and determining relationships between individual personality characteristics and safety performance.

Hogan's assessments can be administered in over 40 languages and are available on a state-of-the-art platform, giving customers accurate feedback within seconds of completion. For more information visit www.hoganassessments.com