



# Employee Safety Inventory (ESI)<sup>®</sup>

The Employee Safety Inventory (ESI) can help your organization evaluate job relevant attributes, which can help decrease avoidable accidents in the workplace. Fewer employee accidents can help lead to fewer workers' compensation claims, lower insurance premiums, and less property damage.

Helps develop a workforce with a strong appreciation for safety guidelines

Identifies individuals likely to have avoidable accidents

One client realized a 39% drop in workplace accidents equaling a savings of \$1.4M in associated costs after implementing the ESI

## Validation Studies

ESI results correlate with driving and non-driving accidents, workplace injuries, lost work time, insurance claims and medical costs. The Quality Attitudes scale has been shown to distinguish employees with better quality production performance.

## Reports

The ESI report presents scale scores in a profile chart and also includes Significant Behavioral Indicators – a narrative list to help pinpoint areas for further investigation. In addition, the report provides interview questions corresponding to an applicant's specific responses.

## Normative Data

Normative data is based on relevant groups.

## Dimensions of Measurement

**Risk Avoidance:** Assesses the extent to which a respondent is likely to engage in high-risk, dangerous, and thrill-seeking behavior

**Safety Control:** Measures the extent to which an individual takes responsibility for maintaining a safe work environment

**Stress Tolerance:** Assesses the extent to which a person copes with stress

**Driver Attitudes:** Measures the extent to which an individual is likely to drive safely

**Quality Attitudes Supplement:** Assesses an individual's propensity for delivering exemplary, error-free performance

**Validity/Accuracy:** Reflects the degree to which the person assessed understood and carefully completed the inventory

**Validity/Candidness:** Indicates the extent to which an individual responded to the inventory in a socially desirable manner

**Number of Items:** 105

**Duration:** No Limit (Approximately 45 Minutes)