



SAFETY LEADERSHIP REPORT

ID: Sam Sample 2

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INTRODUCTION

Your safety leadership style is strongly based on not just your safety leadership experience but also your personality. Personality can be defined as the pattern of thoughts, feelings and behaviours that distinguish one person from the next and remains relatively consistent over time.

To determine your safety leadership style the Mosaic personality tool uses both:

1. the seven practical online tasks which measure personality based on taking thousands of measures of your behaviours whilst you were completing the tasks.
2. a self-perception questionnaire which measures personality based on your own opinions of what you think you are like.

The report will describe your safety leadership style and likely behaviour based on combining both these approaches. Where the approaches give significantly different results, both the results will also be displayed so you can see these differences. This should be of interest as everyone has blind spots. For more information on how Mosaic scoring works please visit www.mosaictasks.com/faq.

Here are some important points to note about the information:

- ▶ Statements in this report are not definitive about your behaviour, they are indicators of how you might behave.
- ▶ The information relates to your style and preferences not your ability.
- ▶ Although personality tends to remain consistent through our lives, they can change and the shelf-life on the information is typically 12 months.
- ▶ The results offer a comparative measure compared to the general working population who has also completed the set of Mosaic Personality Tasks.
- ▶ Do consider the information from different perspectives but do not get overly concerned if you feel certain areas of your personality report is inaccurate. The interpretation of this report is not infallible.
- ▶ Do consider the information from different perspectives but do not get overly concerned if you feel certain areas of your leadership report are inaccurate. The interpretation of this report is not infallible.

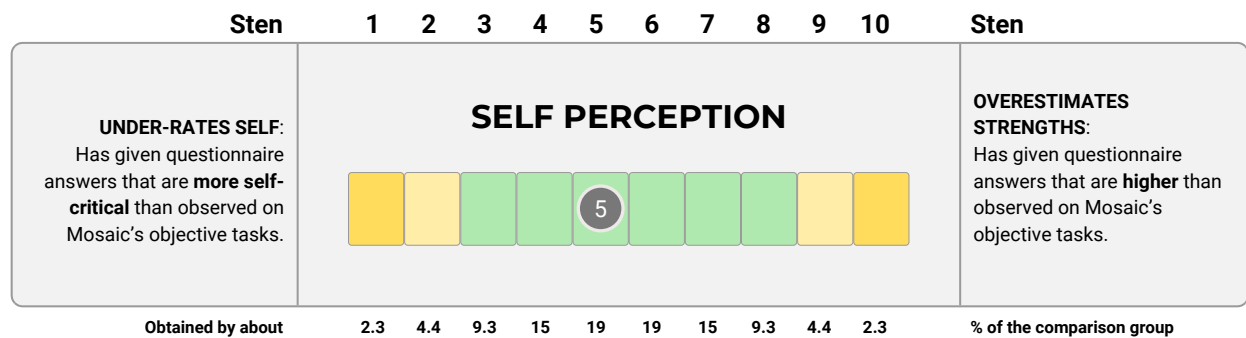
This report is about safety competencies. The results indicate your competency potential for 9 safety competencies. The graphs indicate where you fall compared to the average of the general working population*. Ten-point sten scores are used in this report. The scale indicates the level of safety leadership potential or safety leadership preference you display from 1 (Very Low) to 10 (Very High).

* The General Working Population comparison group of 469 people is composed of 61% UK participants and 39% from other countries around the world, mainly North America and Europe. Sten differences between UK and non-UK participants were examined, and found to be within 0.5 stens of each other, so the two groups are broadly comparable.

HOW HIGHLY DO YOU RATE YOUR PERSONALITY?

Before you look through your safety leadership report, please consider how *accurately* you rated your own competency potential (on your questionnaire) compared to Mosaic's objective tasks measures. This will allow you to consider whether you may be over-rating or under-valuing your competency potential. In addition, this will also help you to identify potential leadership blind spots and raise your self-awareness.

The score below is calculated by comparing your completed Mosaic tasks against your self-perception questionnaire scores.



Your score suggests that there is not much of a difference in general between how you see yourself and how you subsequently behaved on Mosaic's objective personality tasks.

Implications of this score:

- ▶ you generally have a balanced view of yourself.
- ▶ you are perhaps slightly more inclined than many people to be self-critical and to undervalue your competency potential.

As you look through your report you may see that there are some competency areas where your self-report scores differ from the objective tasks score. Consider these questions:

1. These may represent "blind spots", areas where you lack some self-awareness, or where your views are based on an out-dated perception of yourself.
2. Look carefully at any differences between your self-perception score and the objective tasks score in your report – which is the real you?
3. Differences can also very occasionally occur due to natural variability in the completion of either the self-report or the objective tasks.

SAFETY LEADERSHIP COMPETENCIES

Inspiring Trust	Inspiring the trust of others is likely to rely on a leader being able to demonstrate that they are principled, have others' best intentions at heart and are able to demonstrate competency. The trustworthiness of leaders has been shown to mediate the relationship between communication and safety behaviours.
Seeking the Wider Picture	Seeking the wider picture involves looking for a wider body of evidence in order to make decisions – including facts, evidence and expert, opposing and disparate views. This approach helps avoid tripping up on cognitive bias as decisions are based on more objective and wider sources of data.
Reacting Constructively	Reacting constructively involves being restrained and not acting based on emotions or impulse. It involves being able to put yourself in others' shoes and acting in a fair and measured way based on all the facts. This competency is important for safety as the wrong reactions to situations can set back the culture and lead to under-reporting.
Coping with Risk	Coping with risks involves taking a strategic and cautious approach to risks. This means thinking risks through carefully and paying attention to all relevant guidance, processes, obligations and rules. It involves carefully considering the impact that decisions could have on the risks for others both now and in the future.
Engaging Others	Engaging Others is about finding interesting and novel ways to engage people in safety. It involves giving people the opportunity to give their opinion, feel valued and get involved. This is a necessary skill for safety as it helps maintain an enthusiasm and focus on safety.
Humble Coaching	Humble coaching is about approaching conversations with people from a position of genuine curiosity and humility, knowing that you do not have all the answers. It involves asking the right questions in order to build an understanding of others' concerns and having a genuine desire to help and support. This approach is critical for understanding how work is really done and the actual issues being faced.
Generating an Open Culture	Generating an open culture is about creating an atmosphere feel safe to speak up and voice their concerns, mistakes, questions and ideas. This involves setting expectations, being willing to admit shortcomings and being sympathetic to others. Creating this open and safe culture makes it more likely that people will speak up and share vital information.
Innovating Solutions	Innovating Solutions is about the ability to be creative and come up with new ways of looking at problems. This involves being able to see and develop new and adaptive ways of addressing known and emerging issues. These skills might help in emergency situations but also when known methods are not achieving their goals.
Proactive Action	Proactive action is about taking the necessary proactive steps to manage risks based on the information that is being received. This involves following through on commitments, keeping focussed when things get difficult and having the necessary self-belief and leadership skills to get the job done.

MY CURRENT COMPETENCY PERFORMANCE

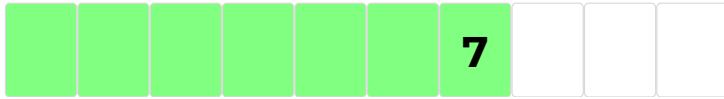
Reflect on the Safety Leadership competencies described on the previous page. How would you rate your performance out of ten in each of these competencies (with 1 = poor and 10 = excellent)? Perhaps ask for feedback from colleagues to validate your responses. Record your scores and any comments below.

Competency	Score your performance on each competency (out of 10) and add any comments
Inspiring Trust	
Seeking the Wider Picture	
Reacting Constructively	
Coping with Risk	
Engaging Others	
Humble Coaching	
Generating an Open Culture	
Innovating Solutions	
Proactive Action	

COMPETENCY PREFERENCES

		Task Score: score on objective tasks					Self-Report: score on questionnaire				
		1	2	3	4	5	6	7	8	9	10
Inspiring Trust											
		█	█	█	█	█	█	█			
Seeking the Wider Picture											
		█	█	█	█						
Reacting Constructively											
		█	█	█	█	█	█				
Coping with Risk											
		█	█	█	█						
Engaging Others											
		█	█	█	█	█	█				
Humble Coaching											
		█	█	█	█	█	█	█	█	█	
Generating an Open Culture											
		█	█	█	█	█	█	█	█	█	
Innovating Solutions											
		█	█	█	█	█					
Proactive Action											
		█	█	█							

Inspiring Trust



You are more likely than most others to inspire trust with ease.

- ▶ Consider any times when you might not have strictly adhered to certain rules and obligations, and how this impacted the trust others had in you as a leader. (**Bound by Duty**)
- ▶ Your sympathetic approach towards others is likely to help them see that you have their best interests at heart, which will build trust in you. (**Swayed by Sympathy**)

Task Score: score on objective tasks	Self-Report: score on questionnaire									
MAPPED SCALES	1	2	3	4	5	6	7	8	9	10
FIXED PRINCIPLES Extremely principled and gives a high priority to the fair treatment of other people.	Yellow	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
TAKING CHARGE Has a slight preference for letting others lead and take charge. Occasionally dislikes influencing others and asserting themselves.	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
BELIEF IN OWN ABILITY Relatively confident in personal ability to accomplish challenging tasks successfully. Only very occasionally experiences self-doubt.	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
SWAYED BY SYMPATHY Nearly always very caring and compassionate towards others. Strongly feels the emotional pain of others.	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
AWARENESS OF OTHERS EMOTIONS Often aware of and concerned about the emotions, needs and issues of others.	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
BOUND BY DUTY * Occasionally chooses to avoid fulfilling personal obligations and responsibilities. Will not always feel compelled to follow rules and procedures.	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green

*BLOCKERS: The personality scale in pink impacts this competency score negatively if it is an extreme score.

Development Tips

- ▶ Keep in mind that failing to consistently follow through on commitments and responsibilities can erode trust. If you're unhappy with a rule or obligation, consider discussing and renegotiating it with others rather than ignoring it. (**Bound by Duty**)

Seeking the Wider Picture



You may find it slightly more challenging than others to seek a wide range of evidence when making decisions.

- ▶ Reflect on whether your preference for avoiding uncomfortable social interactions has ever kept you from obtaining the opinions and information you need from others. **(Socially Uninhibited)**
- ▶ Reflect on any occasions where your preference for seeking out excitement has made the process of methodically reviewing all sources of information frustrating. **(Excitement Seeking)**

Task Score: score on objective tasks		Self-Report: score on questionnaire									
MAPPED SCALES		1	2	3	4	5	6	7	8	9	10
CONSTRAINED BY CAUTION Enjoys acting spontaneously but can also be careful at times. Prefers on balance to avoid mistakes, where possible.		Yellow	Yellow	Yellow	Yellow with grey dot	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
FASCINATED BY COMPLEXITY Somewhat comfortable dealing with aspects of complexity and challenging problems, but also keen to keep things pragmatic.		Yellow	Yellow	Yellow	Yellow with grey dot	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
BROAD-MINDED Can be broad-minded in outlook and sometimes favours change which challenges established work views.		Yellow	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green with grey dot	Light Green	Light Green	Light Green
AWARENESS OF OTHERS EMOTIONS Often aware of and concerned about the emotions, needs and issues of others.		Yellow	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green with grey dot	Light Green	Light Green	Light Green
EXCITEMENT SEEKING * Quite likely to need some stimulation and excitement and feels fairly comfortable with a degree of risk.		White	White	White	White	White with blue gear icon	White with grey dot	White with purple person icon	Yellow	Yellow	Yellow
SOCIALLY UNINHIBITED * Can sometimes feel self-aware or uncomfortable during social interactions, but may come across to others as quite modest and respectful of personal boundaries.		Yellow	Yellow	Yellow with grey dot	White	White	White	White	White	White	White

***BLOCKERS:** The personality scale in pink impacts this competency score negatively if it is an extreme score.

Development Tips



- ▶ Be honest with yourself as to whether you are avoiding difficult, but necessary, social interactions. Keep in mind the purpose and importance of these conversations and prepare what you want to say in advance. **(Socially Uninhibited)**
- ▶ Try to notice when you are rushing decisions in order to avoid boredom or to move on to a more exciting task. Instead, take a break and review what needs done in order to gather the information needed to make an informed decision. **(Excitement Seeking)**

Reacting Constructively



You are as likely as most others to be fair and measured when responding to events.

- ▶ Consider whether your reactions are much worse when you are not in a good mood. Are you able to maintain fairness when you don't feel good? (**Mood Stability**)

 Task Score: score on objective tasks		 Self-Report: score on questionnaire									
MAPPED SCALES		1	2	3	4	5	6	7	8	9	10
CONSTRAINED BY CAUTION Enjoys acting spontaneously but can also be careful at times. Prefers on balance to avoid mistakes, where possible.		Yellow	Yellow	Yellow	Yellow with grey dot	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
BROAD-MINDED Can be broad-minded in outlook and sometimes favours change which challenges established work views.		Yellow	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green with grey dot	Light Green	Light Green	Light Green
AWARENESS OF OTHERS EMOTIONS Often aware of and concerned about the emotions, needs and issues of others.		Yellow	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green with grey dot	Light Green	Light Green	Light Green
MOOD STABILITY Tends to feel "low" a little more often than other people. This could make it more difficult to maintain performance, but could also allow an increased understanding of others moods.		Yellow	Yellow	Yellow with grey dot	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green

Development Tips

- ▶ Keep aware of your mood and do what you can to not react in the moment if things go wrong. Step away from the situation if required to gather composure and think through how to respond in order to achieve a positive outcome. (**Mood Stability**)

Coping with Risk



You are likely to find it slightly more challenging than others to be diligent, methodical and cautious when it comes to risks.

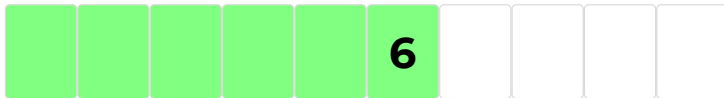
- ▶ You may well feel frustrated by the bureaucracy involved in safety. Reflect on times when you were tempted to skip steps, break rules or not fully commit to certain obligations. What impact did this have on yourself and others? (**Bound by Duty**)
- ▶ Consider a time when you adopted a less cautious approach. To what degree did you rush into things without spending enough time planning and evaluating the risks? (**Constrained by Caution**)

	Task Score: score on objective tasks					Self-Report: score on questionnaire				
MAPPED SCALES	1	2	3	4	5	6	7	8	9	10
BOUND BY DUTY Occasionally chooses to avoid fulfilling personal obligations and responsibilities. Will not always feel compelled to follow rules and procedures.										
CONSTRAINED BY CAUTION Enjoys acting spontaneously but can also be careful at times. Prefers on balance to avoid mistakes, where possible.										
EXCITEMENT SEEKING Quite likely to need some stimulation and excitement and feels fairly comfortable with a degree of risk.										
COMPOSED Quite likely to remain composed and clear-headed when under pressure. On the rare occasion may become stressed.										
BELIEF IN OWN ABILITY Relatively confident in personal ability to accomplish challenging tasks successfully. Only very occasionally experiences self-doubt.										

Development Tips

- ▶ In the short-term, recognise the potential direct and indirect consequences of not following through on rules and obligations. In the longer-term, consider working with colleagues to remove barriers and improve processes, with the goal of making it easier and quicker for everyone to follow safe practices. (**Bound by Duty**)
- ▶ Ensure you schedule enough time to evaluate all risks before taking action. Avoid assuming that everything will work out (i.e., optimism bias) and strive for a realistic appraisal of risks. Consider getting a second opinion from a more cautious colleague to identify potential worst-case scenarios if you're unsure. (**Constrained by Caution**)

Engaging Others



You are as likely as most to find it easy to keep things novel and engage others in safety.

- ▶ It is likely that you naturally introduce variety into the way you share and engage others which prevents things going stale. (**Variety Seeking**)
- ▶ As you likely find social interactions and group work uncomfortable and potentially stressful, you may have a strong desire to avoid engaging with others in a group setting. (**Socially Uninhibited**)

	Task Score: score on objective tasks					Self-Report: score on questionnaire				
MAPPED SCALES	1	2	3	4	5	6	7	8	9	10
OUTGOING Sometimes prefers being alone and is quite likely to be self-reliant and somewhat comfortable working alone for long periods.	Yellow	Yellow	Yellow	Grey	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
VARIETY SEEKING Enjoys trying new activities, seeing new places or experiencing different things. Enjoys and may seek change.	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
BELIEF IN OWN ABILITY Relatively confident in personal ability to accomplish challenging tasks successfully. Only very occasionally experiences self-doubt.	Yellow	Yellow	Yellow	Grey	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
SOCIALLY UNINHIBITED Can sometimes feel self-aware or uncomfortable during social interactions, but may come across to others as quite modest and respectful of personal boundaries.	Yellow	Yellow	Grey	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
AWARENESS OF OTHERS EMOTIONS Often aware of and concerned about the emotions, needs and issues of others.	Yellow	Yellow	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green

Development Tips

- ▶ Look for communication methods with which you are comfortable sharing, including in the written form. Try and slowly build up your comfort in engaging others by setting small goals (e.g., share your knowledge with known colleagues at first). Be prepared to have the occasional moment of discomfort and stay determined to keep trying. (**Socially Uninhibited**)



Humble Coaching



You are more likely than most to have a humble, curious and sympathetic approach when coaching others.

Take note that your self-report score for this competency was lower than your objective tasks score. Consider which is more like the real you and whether there are certain situations where you perform better in this competency?

- ▶ Your caring and compassionate approach is likely to help others feel safe in openly sharing their challenges, needs, and motivations. (**Swayed by Sympathy**)

 Task Score: score on objective tasks		 Self-Report: score on questionnaire									
MAPPED SCALES		1	2	3	4	5	6	7	8	9	10
BROAD-MINDED Can be broad-minded in outlook and sometimes favours change which challenges established work views.											
REFLECTS ON SHORTCOMINGS Inclined to evaluate personal abilities and to spend time reflecting on how to improve.											
SWAYED BY SYMPATHY Nearly always very caring and compassionate towards others. Strongly feels the emotional pain of others.											
SELFLESSLY HELPFUL Usually helpful and willing to assist others when asked or if there is a need, but not typically at the expense of taking on too much of others' responsibilities.											

Development Tips

This is a competency that you score well on and there are no clear areas to develop. Consider ways to make more use of this competency and in particular the personality areas you score strongly in.

Generating an Open Culture



You are as likely as most to find it easy to create an environment where people can be open and honest.

Take note that your self-report score for this competency was lower than your objective tasks score. Consider which is more like the real you and whether there are certain situations where you perform better in this competency?

- ▶ Reflect on times when you have not been as focused on following through on people’s ideas and concerns. What impact did this have on the openness of communication? (**Relentless Focus**)

	Task Score: score on objective tasks					Self-Report: score on questionnaire				
MAPPED SCALES	1	2	3	4	5	6	7	8	9	10
RELENTLESS FOCUS Has a more relaxed approach towards work than most people, but may find a work/life balance easier to achieve.										
TAKING CHARGE Has a slight preference for letting others lead and take charge. Occasionally dislikes influencing others and asserting themselves.										
BROAD-MINDED Can be broad-minded in outlook and sometimes favours change which challenges established work views.										
REFLECTS ON SHORTCOMINGS Inclined to evaluate personal abilities and to spend time reflecting on how to improve.										
AWARENESS OF OTHERS EMOTIONS Often aware of and concerned about the emotions, needs and issues of others.										

Development Tips

- ▶ If necessary, take on fewer actions, but ensure you follow through on them and keep people updated on progress. A lack of focus on improvements may cause people to become less open with their feedback. (**Relentless Focus**)

Innovating Solutions



You are as likely as most to be able to innovate and solve problems.

- ▶ Consider whether you occasionally give up on new solutions when things get difficult or slow. Does this impact your ability to develop and follow through on better ways of doing things? (**Relentless Focus**)
- ▶ Your natural tendency to seek variety is likely to help you develop a wide range of solutions. However, it may also cause you to lose interest in any one thing! (**Variety Seeking**)

	Task Score: score on objective tasks					Self-Report: score on questionnaire				
MAPPED SCALES	1	2	3	4	5	6	7	8	9	10
RELENTLESS FOCUS Has a more relaxed approach towards work than most people, but may find a work/life balance easier to achieve.										
VARIETY SEEKING Enjoys trying new activities, seeing new places or experiencing different things. Enjoys and may seek change.										
FASCINATED BY COMPLEXITY Somewhat comfortable dealing with aspects of complexity and challenging problems, but also keen to keep things pragmatic.										
BROAD-MINDED Can be broad-minded in outlook and sometimes favours change which challenges established work views.										
BELIEF IN OWN ABILITY Relatively confident in personal ability to accomplish challenging tasks successfully. Only very occasionally experiences self-doubt.										

Development Tips

- ▶ When developing new solutions try and keep progressing things even when you don't feel like it but also be wary of when your lack of action is holding others up. Set out a plan with specific milestones and timescales and try and keep progressing to this plan. (**Relentless Focus**)

Proactive Action



You may find it slightly more challenging than others to follow through on required actions and obligations.

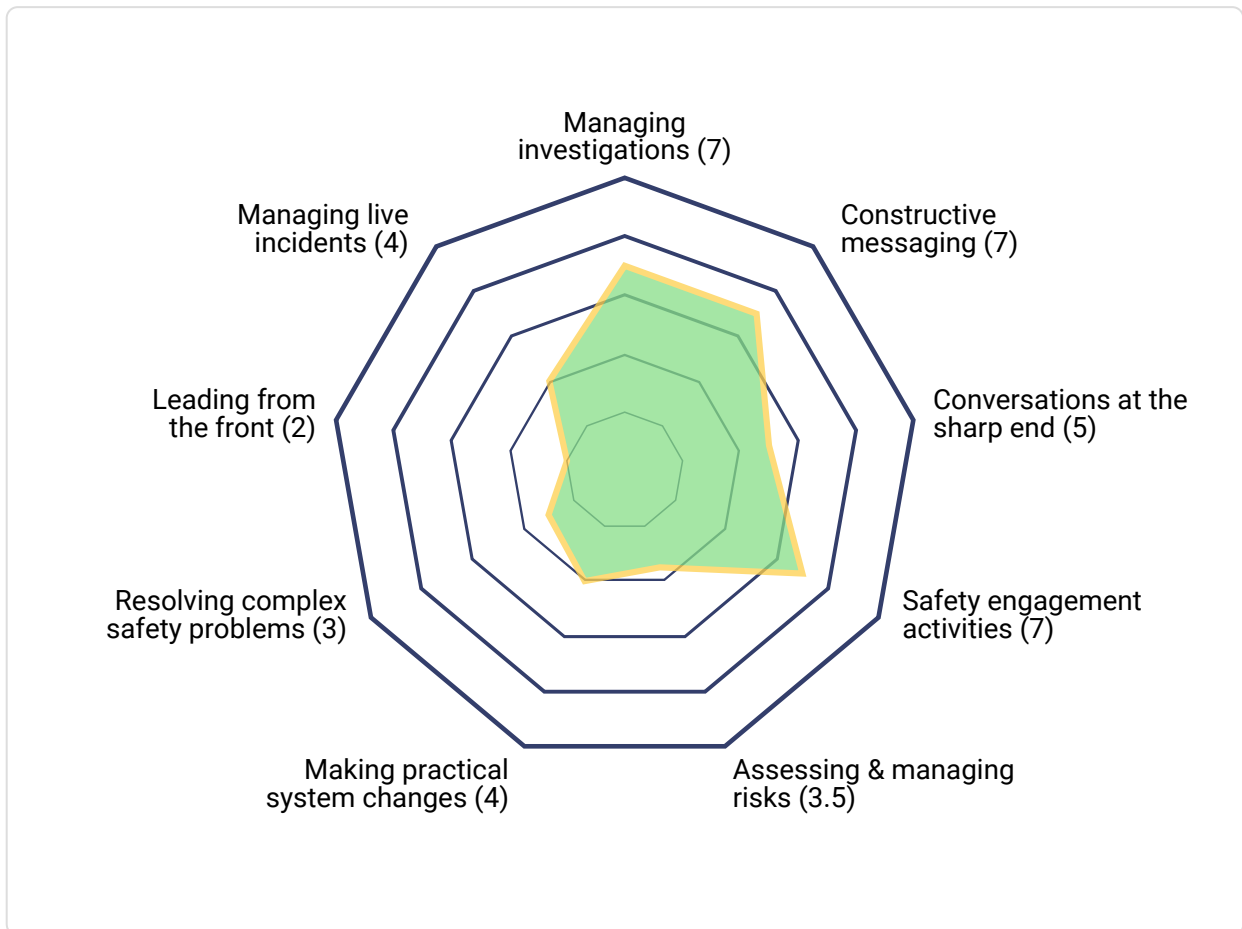
- ▶ Consider whether you sometimes start addressing issues but occasionally lose focus, resulting in unresolved actions and things left in limbo. (**Relentless Focus**)
- ▶ Reflect on whether you consistently follow through promptly on your personal obligations, such as acting on suggestions and feedback. (**Bound by Duty**)

		Task Score: score on objective tasks					Self-Report: score on questionnaire				
MAPPED SCALES		1	2	3	4	5	6	7	8	9	10
FIXED PRINCIPLES	Extremely principled and gives a high priority to the fair treatment of other people.	[Visual scale: 10 segments from yellow to dark green, with a grey circle on segment 7]									
BOUND BY DUTY	Occasionally chooses to avoid fulfilling personal obligations and responsibilities. Will not always feel compelled to follow rules and procedures.	[Visual scale: 10 segments from yellow to dark green, with a grey circle on segment 3 and a gear icon on segment 5]									
RELENTLESS FOCUS	Has a more relaxed approach towards work than most people, but may find a work/life balance easier to achieve.	[Visual scale: 10 segments from yellow to dark green, with a grey circle on segment 2]									
TAKING CHARGE	Has a slight preference for letting others lead and take charge. Occasionally dislikes influencing others and asserting themselves.	[Visual scale: 10 segments from yellow to dark green, with a grey circle on segment 4]									
BELIEF IN OWN ABILITY	Relatively confident in personal ability to accomplish challenging tasks successfully. Only very occasionally experiences self-doubt.	[Visual scale: 10 segments from yellow to dark green, with a grey circle on segment 5]									

Development Tips

- ▶ Set clear priorities for taking action and identify the support you will need. Use reminders if necessary, and regularly review and address outstanding safety concerns. Also, consider how you will communicate and overcome any blockers to progress. (**Relentless Focus**)
- ▶ Keep in mind that without timely action to address identified risks, the workforce may begin to doubt leaders' intentions and their willingness to contribute may decline. Always strive to fulfil your promises and responsibilities, and keep the workforce informed about the status of actions and any delays. (**Bound by Duty**)

LIKELY NATURAL ROLE STRENGTHS



Based on your personality traits and competency profiles these are the safety-related activities that are likely to be natural strengths and areas that might not come as naturally. Again, these are based on your personality preferences and do not necessarily reflect how good you may actually be at these activities.

However, it is worth considering which activities may more naturally align with your personality traits. You may want to consider taking on more activity of these types. In addition, for areas that do not come as naturally you may want to do less or identify some development goals that will help improve these areas if they are critical for your role. For instance, learning from others who may be naturally strong in these areas.

Review the information regarding competencies on the previous pages and identify 3 actions you can take here to develop in your role.

Key Priorities

1. _____
2. _____
3. _____

SAFETY ROLES – DEFINITIONS

Managing investigations	<i>Managing investigations</i> involves effectively taking charge of the investigation process from gathering evidence to developing recommendations. This is likely to appeal to people who enjoy embracing complexity, are able to keep an open mind; and can put themselves in others' shoes.
Constructive messaging	<i>Constructive messaging</i> is about being able to create powerful messages that inspire and motivate others. This is likely to appeal to people who are naturally able to tune in to what others are feeling and are naturally inclined to take on feedback and vary their approach so the message stays fresh.
Conversations at the sharp end	<i>Conversations at the sharp end</i> is really about understanding others' perspectives from a position of curiosity and humility. This is likely to appeal to those who naturally enjoy helping others, are able to form positive relationships quickly and can put aside their pride to reflect on any shortcomings.
Safety engagement activities	Leading <i>Safety engagement activities</i> requires an ability to keep safety-related activities fresh, varied and exciting. This role is likely to appeal more to people who enjoy working with groups, are composed when leading activities and like taking charge of situations.
Assessing & managing risks	<i>Assessing & managing risks</i> is about taking a more thoughtful, cautious, timely and dutiful approach. This role will naturally appeal to someone who is careful, risk averse and doesn't like to act spontaneously or just assume that things will work out OK.
Making practical system changes	<i>Making practical system changes</i> is likely to require someone with a strong belief in their own ability and a strong work ethic. This role will likely appeal to someone who doesn't like getting too bogged down in complexity but has a strong focus on what will practically work.
Resolving complex safety problems	<i>Resolving complex safety problems</i> requires a focussed and thoughtful approach. This role will appeal to people who like to solve challenging problems; remain calm and inquisitive when things don't easily get resolved; are good at gathering a wide range of evidence; and are able to take a step back and look at problems from a detached perspective.
Leading from the front	<i>Leading from the front</i> requires self-belief, principles, fairness and a focus on results. This role will most likely appeal to people who enjoy taking charge, like being the focus of attention and are composed and consistent when leading others.
Managing live incidents	<i>Managing live incidents</i> is all about staying composed and being able to take charge of others when the pressure is on. In order to prepare effectively for these rare emergencies, it is likely to require someone who is cautious and willing to put in the hard work in order to learn the necessary procedures, rules and guidelines.



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