

Personal details

Test Details

Full name:	***		
Date of birth:	***	User ID:	123456
Gender:	***	Rank:	***
Nationality:	***		
SafeMetrix 3S			
Date of test:		10/10/2021	
Time of test:		40 minutes	
SafeMetrix CSS			
Date of test:		10/10/2021	
Time of test:		35 minutes	

Interpreting the report

The information in this report comes first from analysing the scores on each of the scales of the SafeMetrix 3S and SafeMetrix CSS assessment that were completed by the seafarer and second from comparing those scores to the *industry norms*.

When interpreting performance on the SafeMetrix 3S and SafeMetrix CSS, it is important to take into consideration factors that may have contributed to the seafarer's test performance, such as difficulties with language proficiency and cultural barriers. Further, additional factors, such as physical illness, fatigue, biological clock, mental state, or factors specific to the testing such as distractions, lack of interest or motivation, and the testing environment, can affect performance on any given day.

STRICTLY CONFIDENTIAL

The content of this report is strictly confidential and should only be disclosed to authorized personnel.

The tests have been designed as a gauge of a person's soft skills and cognitive abilities and should be interpreted appropriately in this context.

It is recommended that this report is used in combination with other information, to obtain a reliable and comprehensive understanding of a respondent's skills.

Overview of SafeMetrix 3S results

Below Average

Dependability

Average

Coordination
Decision Making
Perseverance
Self-control
Achievement Striving
Openness to Experience
Agreeableness
Social Confidence

Above average

Resilience
Flexibility
Social Sensitivity
Social Conformity

Hazardous Attitude

Social Desirability Bias

Overview of SafeMetrix CSS results

Accuracy

Below Average

Average

Above average

Memorisation
Problem Sensitivity
Visualisation
Information Ordering

Speed

Below Average

Average

Above average

Memorisation
Visualisation
Information Ordering

Problem Sensitivity

Interpretation of SafeMetrix 3S results

Below Average	
Dependability	Difficulty managing and completing work systematically with attention to detail; may have inconsistent, unreliable, and unpredictable performance and may not perform to high standards.
Average	
Coordination	Able to plan and manage workload demands, delegate tasks and prioritize issues appropriately.
Decision Making	Able to gather and evaluate available information and weigh alternative courses of action before deciding; able to formulate a plan based on the outcome of the appraisal of available information.
Perseverance	Able to maintain an optimal level of effort for a long time to complete tasks; does not get distracted by excessive workload, stress, or fatigue.
Self-control	Able to maintain composure and remain calm and focused during stressful situations.
Achievement Striving	Able to establish and maintain high standards of performance and achievement; strives to accomplish personal and work-related goals.
Openness to Experience	Able and willing to go out of his/her comfort zone to try out new activities and tasks he/she has not previously experienced.
Agreeableness	Able to be friendly and to collaborate with others building positive relationships; seems able to socialize; tends to avoid conflicts and seems willing to compromise.
Social Confidence	Confident and self-assured in social situations; seems able to communicate plans and goals successfully.
Above average	
Resilience	'Bounces back' quickly after experiencing a discouraging situation; maintains healthy functioning, responds effectively to stressful situations, and uses them as an opportunity to learn and improve; maintains a positive and confident attitude.
Flexibility	Highly flexible to complete assigned tasks and deal with changing situations; works effectively with people of different working styles and personalities; open to alternative ideas for dealing with obstacles and completing tasks.
Social Sensitivity	Identifies, perceives, and understands social cues and contexts during social interactions and responds appropriately; values teamwork listens to others, and takes into consideration any differences in views.
Social Conformity	Adheres to social norms, treats others fairly and respectfully, and seems sensitive to cultural differences; seems approachable and ensures that communication with a multilingual crew is effective.

Interpretation of SafeMetrix CSS results

Accuracy

Average

Memorisation	Able to retrieve information or previous experience to deal with the present situation and accomplish tasks; tends to remember assignments and how to apply procedures.
Problem Sensitivity	Able to analyse the environment and identify potential hazards; seems able to conduct inspections and be aware of the signs indicating that something is not working properly.
Visualisation	Able to comprehend, mentally analyse and process objects to understand their spatial relationship and create an accurate mental picture of what is happening around them.
Information Ordering	Able to complete tasks following procedures; able to adhere to regulations and procedures and follow a plan.

Speed

Based on speed results, seafarer seems to react within expected time limits to stimuli. The officer seems to interact properly with his surroundings.

Speed/Accuracy Ratio

His speed/accuracy ratios vary. It seems that the officer tends to adjust his strategy depending on the task he must achieve and tends to give priority either to both factors equally (speed and accuracy) or to one of them.

Summary of Soft and Cognitive Skills Results

The officer seems to have mostly average and above average soft skills combined with mostly average cognitive abilities.

Coping under pressure: He has mostly average skills. He seems able to plan and manage workload demands and evaluate all relevant information before deciding appropriately. He also seems able to maintain his composure and keep working for a long time to complete tasks. Moreover, he seems able to 'bounce back' after experiencing a discouraging situation and use setbacks as an opportunity to learn and improve.

Self-Management: The officer has various levels of skills. He seems to strive to achieve his work-related goals and seems able to adapt very easily to changing situations and working styles. He also seems willing to try out new tasks and experience new things. However, he may not manage and complete work up to high standards and may have an inconsistent and unpredictable performance.

Interpersonal Skills: The officer has average and above average skills. He adheres to social norms and treats others respectfully. He also seems sensitive to cultural differences and deals with them effectively. He also seems confident and self-assured around others and seems able to collaborate with others and show caring behaviour. Further, he seems able to identify, perceive, and understand social cues during interactions and act accordingly while respecting others. He seems to value teamwork and to be willing to listen to others' views.

Cognitive Abilities: The officer performs at an average level. He seems able to recall information from the past that can help deal with a situation and analyse the environment to identify potential hazards that could lead to problems. Further, he seems able to complete tasks following procedures. He also seems able to comprehend and mentally process information to create an accurate mental picture of the surrounding environment.

His reaction times indicate that the officer reacts within expected time limits to stimuli. His speed/accuracy ratios vary. It seems that the officer tends to adjust his strategy depending on the task he must achieve and tends to give priority either to both factors equally (speed and accuracy) or to one of them.

In general, the officer seems to possess the soft and cognitive skills that are required for optimal performance on board. A potential weakness and a possible drawback were identified that may affect his performance and should be further assessed. He may not manage and complete work up to high standards and may have an inconsistent and unpredictable performance. In terms of drawbacks, he may be too focused on people and their needs compromising, in this way, the efficient completion of tasks. In terms of speed, he reacts within expected time limits, and depending on the task he adjusts his strategy accordingly giving priority either to both factors equally (speed and accuracy) or to one of them.

Recommendations

Skills that have been identified as potential areas that should be developed and/or skills, where the seafarer had overly high scores, should be further assessed and verified using other sources.

We recommend using the *SafeMetrix Competency-based Interview Guidelines* to address the following skills and the respective *training courses* to develop them, if required:

Identified Development Areas

Dependability

Identified Possible Drawbacks

Social Sensitivity

Additional Sources that can be used to counter-check the assessment results:

- Crew Performance.
- Areas of Sailing, efficiency, and behaviour (Port Call Frequency).
- Involvement in hazardous situations and critical situations (decisions, responsibilities, results).
- PMS Reporting (e.g., check if reporting is submitted on time and appropriately).
- Behaviour when unexpected and critical situations arise.
- Compliance with Company and International regulations and procedures – non-conformities.
- Promotion recommendation details.
- Quality of work.
- Personal injuries onboard (related to safety, may require supervision).
- Allocation, assignment, and prioritization of resources and crew.
- Times that seafarer asked for advice from others/office.
- Will to take initiatives, and to seek opportunities for personal/professional development.
- Information from 3rd parties – inspectors (cooperation, disputes, complaints received).
- Comments/Remarks from the crew and others.
- General conduct towards the crew, inspectors, pilots, visitors, and others.
- Relations with crew and office (check how seafarer works with multicultural crew).
- Level of communication with crew, inspectors, pilots, owners, office, and others.
- Leadership Level.



Competency-Based Interview Guidelines

Applicant's Name/ID #: Interviewer:

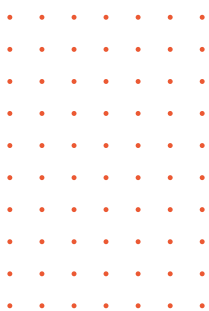
Rank: Date:

I will be asking you to share some of your own experiences and opinions as they relate to soft and cognitive skills required for your role on board.

Please try to give recent and detailed examples of your experiences and be sure to talk about what you did and why.

It is important to try and give as many details as possible for each answer to help me/us understand as accurately as possible, the situation and your role.

Do you have any questions about the interview process before we begin?



Dependability

1

Leading Question (select 1 of the below):

Everyone is looking for people that are reliable and responsible at work.

- | | |
|--|--|
| <input type="checkbox"/> Can you tell me about a time where you had many difficult tasks to do, and you completed them successfully? | <input type="checkbox"/> Tell me about a time you had a tight deadline. How do you balance completing the assignment and other work responsibilities while assuring the quality of the work? |
| <input type="checkbox"/> Can you give me an example that shows that your superiors and subordinates trust you? | |

Optional Follow-up Questions

- | | |
|--|---|
| <input type="checkbox"/> Can you give me a specific example? | <input type="checkbox"/> Have you ever gone against company procedures? Why did you do it, and how did you handle it? |
| <input type="checkbox"/> What factors you consider when you handle many tasks? | <input type="checkbox"/> Have you ever taken a shortcut because you had limited time? |
| <input type="checkbox"/> Can you share an experience where you felt proud of yourself and you proved that you could do your job competently? | <input type="checkbox"/> Can you tell me about a time when you took responsibility for an error or mistake? |
| <input type="checkbox"/> How do you ensure the quality of work? | |

2

Behavioural Positive Indicators

Indicators (OCIMF – Intertanko*)

- Effectively manages time and resources to accomplish tasks, prioritising the most important ones.
- Takes personal responsibility for the quality and timeliness of work and achieves results with little need for supervision.
- Stays focused on tasks and meets productivity standards, deadlines and work schedules.
- Acknowledges and corrects mistakes, taking personal responsibility when appropriate.
- Ensures compliance with policies and procedures and intervenes if crew members deviate.
- Uses appropriate tools and notifications when dealing with non-routine operations.

Indicators (other)

- Demonstrated detailed knowledge and expertise.
- Follows the agreed plans without allowing shortcuts or unjustified changes.
- Consistent performance regardless of the situation.
- Resourceful to help the team complete tasks.

Behavioural Negative Indicators

Indicators (OCIMF – Intertanko*)

- Struggles to use time efficiently.
- Fails to prioritise or plan ahead; completes least important tasks first.
- Often slow to respond or to adjust priorities.
- Becomes distracted or unable to complete tasks when confronted with challenges.
- Misses deadlines or leaves tasks unfinished.
- Defers authority and decision making to others, e.g. pilots, rather than take responsibility.
- Does not monitor crew for compliance or intervene when crew members deviate.
- Applies non-standard procedures without thorough risk assessment or communicating with crew members.
- Sets standards that are unclear, unrealistic or too challenging.
- Sticks to ineffective ways of working.
- Seldom seeks out or accepts additional responsibilities.
- Avoids all but what is directly asked of them.
- Is a poor role model to others in terms of personal ethics and standards (e.g. does not comply with company policies and procedures).

Notes:

Possible Drawback (*overly high score*): People with overly high scores may seem inflexible regarding their beliefs, and they can be strict towards others to get the job done. They may have a tendency for perfectionism, and they may want to control everything without delegating tasks.

Scoring:

1	2	3	4	5
Below Average		Average	Above Average	

Social Sensitivity

1

Leading Question (select 1 of the below):

Every day on board, you interact with others. Everyone has a different communication style/approach.

- Tell me about a time when you observed non-verbal indications from your listener that told you to change your communication approach.
- Describe a situation when a crew member came to you to discuss problems. How did you handle that?
- Describe a situation where your behaviour caused a problem for someone else.

Optional Follow-up Questions

- Can you give me a specific example?
- How do you deal with individuals who are difficult to discuss with?
- Have you ever realised that your behaviour is causing a problem during discussions?
- What do you do to show people that you are listening to them?
- How do you determine how others feel?

2

Behavioural Positive Indicators

Indicators (OCIMF – Intertanko*)

- Uses language appropriately.
- Demonstrates respect for others and their differences.

Indicators (other)

- Consideration for the feelings of others.
- Consideration for the impact of one's behavior on others.
- Listens and responds with empathy.
- Has the patience to hear people out.
- Actively attends to both what is said and non-verbal cues used.
- Demonstrates sensitivity to, and respect for others and their views.
- Reassures the speaker by giving full attention.
- Show openness and desire to listen
- Resists distractions and acknowledges information heard before expressing one's point of view.

Behavioural Negative Indicators

Indicators (OCIMF – Intertanko*)

- Shows lack of concern for others' problems.
- Uses inappropriate or unacceptable language or communication methods.

Indicators (other)

- Fails to show consideration and sensitivity towards others and their needs.
- Does not express a desire to listen to others.
- Consistently interrupts the speaker; disrupts one's chain of thought.

Notes:

Possible Drawback: People with overly high scores may be too focused on people and compromise completion of tasks. Further, it may be hard for them to deliver critical or negative feedback to others.

Scoring:

1	2	3	4	5
Below Average		Average	Above Average	



Resources

*Oil Companies International Marine Forum and INTERTANKO (2018). Behavioural Competency Assessment and Verification for Vessel Operators.

Retrieved from:

<https://www.ocimf.org/media/112105/Behavioural-Competency-Assessment-and-Verification.pdf>

