



## **SAFESELECT PREDICTS** risk of future violent behaviour in public utility employees

### **USING COGNIFY AS A KEY COMPONENT OF THE RISK PREDICTION INDEX**

SafeSelect's proprietary Risk Prediction Index (RPI) measures psychological risk in employees, assigning an overall psychological risk rating based on work style, self-control, psychological adjustment and how the employee works with others. Revelian's unique game-based assessment Cognify was selected as a key component of the RPI in August 2017, replacing a range of other assessments to test reading comprehension, verbal and numerical abilities and IQ.

In addition to the efficiencies of replacing more than 5 different tests with a single assessment (which reduced test taking time from 1.5 hours to 30 minutes), Cognify also provided a more engaging and positive candidate experience, positively impacting assessment completion rates.

### **SAFE SELECT**

Australian market leader in psychological risk assessment for the safety and human services sectors

Risk assessment division of Converge International

Mitigates hiring risk for clients in high risk work environments using the proprietary Risk Prediction Index (RPI)

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“We see Revelian as setting the benchmark for psychometric assessment best practice and innovation and are really pleased with the value Cognify has added to our client offering.”

**Prue Laurence, Director, SafeSelect**

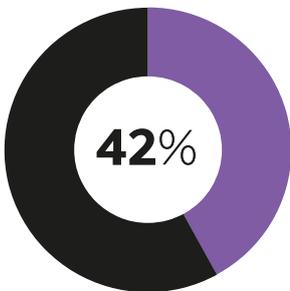


## FINDINGS

Almost 5,000 assessments later, SafeSelect has developed 4 industry benchmarks, and undertaken a robust assessment of employees in the public utilities sector to examine correlations between cognitive ability (as identified by Cognify) and propensity to perpetrate violent behaviour in the workplace.

Lowered cognitive ability has been associated with an increased risk of violence due to increased interpersonal difficulties, a reduced capacity to learn from past behaviour, increased likelihood of being a victim of violence and greater carelessness in avoiding detection.

The results were illuminating: a clear relationship existed between lowered cognitive ability and violent behaviour at work. 42% of the sample of employees that had perpetrated violence in the workplace, demonstrated lowered cognitive ability.



Of the sample of employees that had perpetrated violence in the workplace, demonstrated lowered cognitive ability



## THE OUTCOME

Cognify is now a core component of SafeSelect's RPI offering, with more than half of their clients using the assessment, and a goal of all clients benefitting from the inclusion of Cognify as part of the RPI by 2020.

## COGNIFY

Cognify brings psychometric assessment into the 21st century. We merged game design thinking with proven cognitive assessment methods to build an engaging and fun experience for candidates. Cognify is suitable for assessing a broad range of role types from entry-level to C-Suite.

Discover what lies  
below the surface.

 [revelian.com](https://revelian.com)

1300 137 937 or +61 7 3552 5700  
[enquiries@revelian.com](mailto:enquiries@revelian.com)